

2016



Equal Employment Opportunity Program



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TABLE OF CONTENTS

1.0 EXECUTIVE SUMMARY	3
2.0 INTRODUCTION	5
3.0 BACKGROUND	5
4.0 EQUAL EMPLOYMENT OPPORTUNITY PROGRAM.....	6
4.1 STATEMENT OF POLICY	7
4.1.1 Equal Employment Opportunity (EEO)	7
4.1.2 Prevention of Sexual Harassment in the Workplace.....	7
4.2 DISSEMINATION OF INFORMATION	8
4.3 DESIGNATION OF PERSONNEL RESPONSIBILITY	9
4.4 UTILIZATION ANALYSIS	10
4.4.1 BART Utilization Analysis.....	10
4.4.2 Workforce Analysis	12
4.4.3 Job Group Analysis	12
4.4.4 Availability Analysis	13
4.4.5 Availability Factors.....	13
4.4.6 Defining the Labor Market	14
4.4.7 Conducting the Availability Analysis.....	15
4.4.8 Weighing Labor Markets	15
4.4.9 Comparing Incumbency to Availability	15
4.5 GOALS AND TIMETABLES	15
4.5.1 Long-Term Placement Goals	16
4.5.2 Short-Term Placement Goals	16
4.6 ASSESSMENT OF EMPLOYMENT PRACTICES.....	16
4.6.1 Application Procedures	17
4.6.2 Recruitment Process.....	17
4.6.3 Position/Job Description	17
4.6.4 Selection Standards and Procedures.....	18
4.6.5 Interview Procedures.....	18
4.6.6 Documentation and Office of Civil Rights Review	18
4.6.7 Wage and Salary Structure.....	18
4.6.8 Seniority Practices	19
4.6.9 Terminations	19
4.6.10 Reductions in Force.....	20
4.6.11 Transfers.....	20
4.6.12 Types of Disciplinary Actions	20
4.6.13 Promotion Procedures.....	20
4.6.14 Testing Programs	21
4.7 AFFIRMATIVE ACTIONS TO REMEDY PROBLEM AREAS.....	21
4.8 MONITORING AND REPORTING.....	21
5.0 EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE.....	24
5.1 EEO DISCRIMINATION COMPLAINTS.....	24
5.2 MEDIATION AND SETTLEMENT	25
6.0 EQUAL EMPLOYMENT OPPORTUNITY TRAINING ACTIVITY	26
6.1 AB1825 PROGRAM COMPLIANCE.....	26
6.2 CIVIL RIGHTS TRAINING	27
7.0 OFFICE OF CIVIL RIGHTS SERVICES.....	28

EXHIBITS

Exhibit 1	2016 Annual Letter to BART Employees
Exhibit 2	Organization Chart
Exhibit 3	Job Description – Department Manager, Office of Civil Rights
Exhibit 4	EEO Policy
Exhibit 5	Prevention of Sexual Harassment in the Workplace
Exhibit 6	2015 Letter to Community Based Organizations and list of Community Based Organizations
Exhibit 7	List of BART Salary Ranges and Wage Schedules
Exhibit 8	How to Apply for a Job Brochure
Exhibit 9	2014 EEO Annual Progress Report - Executive Staff Meeting Schedule
Exhibit 10	2014 EEO Annual Progress Report – Powerpoint Presentation
Exhibit 11	2014 EEO Annual Progress Report
Exhibit 12	EEO Complaint Procedures
Exhibit 13	EEO Training Program Catalogue

CHARTS

Chart 1	2016 Workforce Utilization <ul style="list-style-type: none">a. Workforce Analysisb. Goalsc. Workforce Analysis and Goals
Chart 2	Summary Analysis – Gender within Race
Chart 3	2016 District Placement Percentage Goals
Chart 4	Employment Practices <ul style="list-style-type: none">a. Hiringb. Promotionsc. Disciplinary Actionsd. Separations

1.0 Executive Summary

The Office of Civil Rights (OCR) has undertaken a triennial review of the District's Equal Employment Opportunity (EEO) Program compliance to provide its findings to the Federal Transit Administration (FTA).

The Equal Employment Opportunity Program (EEOP) contains an analysis of the District's workforce representation over a three year period (January 1, 2013 thru December 31, 2015) and presents new workforce placement goals for the review period (January 1, 2016 thru December 31, 2018). OCR monitors workforce data and employment practices to identify trends to ensure current employment practices (i.e., recruitment, promotion, transfer, termination and discipline) do not operate as employment barriers and unjustifiably contribute to underutilization.

The 2016 Placement Percentage goals now include placement goals for 2 or more races (male and female) in accordance with revised Equal Employment Opportunity Commission (EEOC) race and ethnicity categories. A comparison of 2016 Placement Percentage Goals to 2013 Placement Percentage Goals shows that the District has underutilization in the following job groups:

- **Executive & Manager** (Female, Minority, Asian Female, Asian Male, Hispanic Female, Hispanic Male)
- **Supervisor, Transportation** (Minority, Asian Female, Hispanic Male, Hispanic Female, 2 or more races Male)
- **Supervisor, Other** (Female, Minority, Black Female, Black Male, Asian Female, Hispanic Male, Hispanic Female)
- **Foreworker - Transportation** (Female, Black Male, Black Female)
- **Foreworker - Other** (Minority, Asian Male)
- **Engineer** (Female, Black Female, Asian Female, 2 or more races Male)
- **Professional** (Asian Male, 2 or more races Female/Male)
- **Technician** (Female, Asian Female, Asian Male, Hispanic Female, Hispanic Male, 2 or more races Male)
- **Train Operator** (Minority, Black Male, Black Female, Native American Male, Hispanic Male)
- **Station Agent** (Black Male, Asian Female, Asian Male, Hispanic Female)
- **Skilled Worker** (Female, Minority, Black Female, Asian Female, Asian Male, Hispanic Female, Hispanic Male, 2 or more races Male)
- **Semi-Skilled Worker** (Female, Asian Female, Hispanic Female, Hispanic Male)
- **Transit Vehicle Mechanic** (Female, Minority, Hispanic Female, Hispanic Male, 2 or more races Male)
- **Clerical** (Asian Male)
- **Police Officer** (Female, Black Female, Asian Male, Hispanic Female)
- **Police Supervisor & Manager** (Asian Female)
- **Police Civilian** (Hispanic Male)

The District no longer has underutilization in the following previously underutilized job groups:

- **Supervisor, Other** (Asian Male)
- **Foreworker - Other** (Female, Black Female, Black Male, Asian Female, Hispanic Female)
- **Technician** (Black Male)
- **Train Operator** (Asian Female)
- **Station Agent** (Female, Native American Male)
- **Skilled Worker** (Native American Male)
- **Semi-Skilled Worker** (Native American Male)
- **Police Supervisor & Manager** (Female)

The following are new Placement Percentage Goals not underutilized during the previous reporting period:

- **Executive & Manager** (Hispanic Male)
- **Supervisor, Transportation** (Minority, Hispanic Male, Hispanic Female, 2 or more races Male)
- **Supervisor, Other** (Asian Female, Hispanic Male, Hispanic Female)
- **Foreworker Transportation** (Black Male)
- **Foreworker - Other** (Female, Black Female, Black Male, Asian Female, Asian Male, Hispanic Female)
- **Engineers-** (2 or more races Male)
- **Professional** (Asian Male, 2 or more races Female/Male)
- **Technician** (2 or more races Male)
- **Train Operator** (Minority, Black Male, Black Female, Hispanic Male)
- **Station Agent** (Black Male, Asian Male)
- **Skilled Worker** (Minority, Black Female)
- **Semi-Skilled Worker** (Asian Female)
- **Transit Vehicle Mechanic** (Minority, 2 or more races Male)
- **Police Supervisor & Manager** (Asian Female)
- **Police Officer** (Asian Male, Hispanic Female)

The placement goals established for 2016 - 2018 are targets reasonably attainable by means of applying good faith efforts to make all aspects of the Equal Employment Opportunity Program work. The established goals are a guidepost and may be used as a measure of District progress in remedying identified underutilization in the workforce. By setting realistic goals, based on expected vacancies and anticipated availability of skills within the relevant labor areas and using job-related selection criteria, the District should be able to meet goals, assuming effective recruitment to ensure an adequate pool of qualified female and/or minority applicants.

During the next review period, OCR staff will work with the Human Resources Department and hiring managers to develop strategies to address areas of underutilization, including

targeted recruitment.

2.0 Introduction

The San Francisco Bay Area Rapid Transit District (BART or District) is committed to providing a workplace free of discrimination, harassment and retaliation. The District strives to hire a qualified and diverse workforce through inclusive recruitment and employment practices; EEO training for employees, supervisors and managers; an EEO review of all hires and promotions; and clear Affirmative Action/Equal Employment Opportunity (AA/EEO) performance standards for all supervisors and managers. To further enhance the ability to address EEO Program requirements, the District includes the requirement of Office of Civil Rights (OCR) concurrence on both the selection process and the final decision on all District hires and promotions. Through these means, the District plans to continue to develop an inclusive and diverse workforce, attract qualified applicants and ensure that the District provides equal employment opportunities to all applicants and employees.

3.0 Background

The District is a recipient of FTA funding assistance and is subject to EEO compliance conditions associated with the use of these funds pursuant to 49 U.S.C. Section 5332, FTA Circular 4704.1 and 49 CFR Part 27.

Per the regulation, the District is required to submit an updated Equal Employment Opportunity Program (EEOP) to the FTA on a triennial basis or as major changes occur in the workforce or employment. The District's previous EEOP was submitted to the FTA on February 8, 2013 and covered the EEO plan period January 1, 2013 thru December 31, 2015. The EEOP was approved by FTA on February 27, 2013. Placement goals were analyzed based on workforce composition as of December 31, 2012. This EEOP contains placement goals for the period January 1, 2016 – December 31, 2018 and includes the following required EEO Program components specified by the FTA:

1. Statement of Policy
2. Dissemination of Information
3. Designation of Personnel Responsibility
4. Utilization Analysis
5. Goals and Timetables
6. Assessment of Employment Practices to Identify Causes of Underutilization
7. Affirmative Actions to Remedy Problem Areas
8. Monitoring and Reporting System

On January 14, 2016, the BART Board of Directors adopted the revised Equal Employment Opportunity (EEO) Policy. The EEO Policy for the District complies with applicable state and federal laws and regulations. The adopted EEO Policy incorporates the following revisions:

- Sex- expanded to include "gender" and "gender expression."
- National origin-expanded to include "language use restrictions."
- Disability- clarifies disability category by includes both mental and physical disabilities, including HIV and AIDS.
- Medical condition- expanded to include "genetic characteristics and information."
- Age- clarifies that the protected age is "40 and above."
- Military status- expanded to also include "military" status.
- Request for leave for an employee's own serious health condition. Adds a new category to prohibit discrimination based on leaves protected under the Americans with Disabilities Act, as amended to include an employee's own condition.

The adopted EEO Policy also added new language regarding protected leaves and rights under the Americans with Disabilities Act, as amended, for consistency with the protections for California workers under the Department of Fair Employment and Housing (DFEH) providing that District employees are entitled to:

- Guaranteed leave if disabled because of pregnancy;
- Guaranteed reasonable accommodation for pregnancy;
- Guaranteed leaves for birth or adoption of a child for the employee's own serious health condition, or to care for a "family member" (as defined by law) with a serious health condition;
- Protection from harassment because of a protected category; and
- Protection from retaliation.

It further specifies that District employees with disabilities are entitled to reasonable accommodation when necessary in order to perform the job.

4.0 Equal Employment Opportunity Program

A vital component of the District's Equal Employment Opportunity Program is its proactive policy and procedures banning discrimination and harassment in the workplace on the basis of EEO protected status. The District's Office of Civil Rights carries out this mandate by effectively responding to EEO concerns and issues throughout the organization. Supervisors and managers are encouraged to consult with OCR staff on personnel matters that may be EEO-related and employees are encouraged to report concerns about EEO discrimination or harassment in the workplace on either an informal or formal basis. The Office of Civil Rights strives to resolve all such concerns and complaints fairly and effectively by taking appropriate interventions when necessary.

4.1. Statement of Policy

Requirement: An EEO Program must include a statement issued by the General Manager regarding EEO policy affecting all employment practices, including recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions of employment.

Annually, the General Manager sends a letter to all District personnel reaffirming the District's EEO Policies and updates as necessary to comply with state and federal laws. **(Exhibit 1 – 2016 Annual Letter to BART Employees).**

The District's EEO Policy designates the Department Manager, Office of Civil Rights as the EEO Officer. The Department Manager, Office of Civil Rights has dotted line reporting responsibility to the General Manager for all EEO matters. **(Exhibit 2 - Organization Chart and Exhibit 3 - Job Description: Department Manager, Office of Civil Rights)**

BART Equal Employment Opportunity and Prevention of Sexual Harassment Policies

4.1.1 EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Statement of Policy:

The San Francisco Bay Area Rapid Transit District (District) is committed to providing a work place free of discrimination, harassment and retaliation for filing a complaint. It is also the District's policy and practice to assure equal employment opportunity in all personnel transactions including hiring, promotions, terminations, transfers, layoffs, compensation, training, benefits and other terms and conditions of employment without regard to race, color, marital status, sexual orientation, religion, national origin (including language use restrictions), ancestry, age (40 and above), sex (gender, gender identity, gender expression), disability (mental and physical, including HIV and AIDS), medical condition (cancer/genetic characteristics and information), request for family care leave, request for pregnancy disability leave, request for leave for an employee's own serious health condition, or military or veteran status. **(Exhibit 4 – EEO Policy)**

4.1.2 PREVENTION OF SEXUAL HARASSMENT IN THE WORKPLACE

Statement of Policy:

The San Francisco Bay Area Rapid Transit District (District) is committed to maintaining a workplace that is free of sexual harassment. In keeping with the District's long-standing Equal Employment Opportunity (EEO) Policy, sexual harassment in the workplace will not be tolerated. The District is committed to enforcing this policy and to providing training to its managers, supervisors, and employees to assist them in dealing sensitively and effectively with this important issue.

All BART employees are responsible for conducting themselves in accordance with the District's rules of employee conduct, including but not limited to, the EEO Policy.

Any employee who believes that they have been the victim of harassment on the basis of sex has the right to file a complaint with the District's Office of Civil Rights. All complaints of sexual harassment will be investigated. Retaliation against an employee for filing a complaint is prohibited by law. All parties involved will be treated in a fair and impartial manner. Employee privacy and confidentiality will be protected to the extent permitted by law.

Employees who violate this policy will be subject to disciplinary action, up to and including discharge. **(Exhibit 5 – Prevention of Sexual Harassment in the Workplace Policy)**

4.2 Dissemination of Information

Requirement: Formal communication mechanism should be established to publicize and disseminate the agency's EEO Policy as well as appropriate elements of the program, to its employees, applicants and the general public.

The District's non-discrimination policies, as well as federal and state compliance posters are posted throughout the District in conspicuous and accessible locations including break rooms, near time keeping machines and in the Human Resources Department. These posters are accessible to all employees and applicants to ensure they are aware of the District's EEO commitment. EEO staff also meet with employees including minorities, females and persons with disabilities to get their suggestions in implementing and refining the EEO Program.

To publicize and notify external agencies of BART's EEO commitment, the Office of Civil Rights requests the assistance of local community based organizations (CBOs) to attract qualified candidates for District employment. CBOs are requested to refer qualified minorities, females, persons with disabilities, veterans and other protected groups for available positions at BART. **(Exhibit 6 – 2015 Letter to Community Based Organizations and list of Community Based Organizations).**

BART Dissemination of Information Methods:

- Annual letter to employees from BART's General Manager reaffirming commitment to EEO and providing a copy of the EEO Policy Statements
- EEO Policy Statements are included in personnel and operations manual
- Meetings are held annually with executive management to discuss the EEO Program and its implementation
- EEO Policy Statements on webBART (BART intranet)
- EEO Policy Statements on BART.gov (BART website)
- EEO Policy Statements posted in all BART facilities

Equal Employment Opportunity Plan

- EEO Policy Statements distributed to all new hires during New Hire Orientation
- EEO clauses incorporated in employment applications, purchase orders, leases and contracts
- EEO Policy distributed to local organizations, educational institutions and community based organizations, including those supporting minorities and females

4.3 Designation of Personnel Responsibility

Requirement: The importance of an EEO Program is indicated by the individual the agency has named to manage the program and the authority this individual possesses. An executive should be appointed as Manager/Director of EEO who reports and is directly responsible to the agency's General Manager.

BART EEO Personnel Responsibility:

As part of its efforts to ensure equal employment opportunity for all individuals, BART has designated Wayne T. Wong, Department Manager of the Office of Civil Rights as the EEO Officer responsible for daily management of its EEO Policy Statement and EEOP. The EEO Officer reports directly to the General Manager for matters specific to equal employment opportunity compliance. The General Manager is responsible for the implementation of the EEO Policy Statement and EEOP.

The Program Manager, Workforce and Policy Compliance, Office of Civil Rights reports directly the EEO Officer and is responsible for developing, recommending and monitoring the Equal Employment Opportunity Program (EEOP) and EEO Policies. The Program Manager, Workforce and Policy Compliance, Office of Civil Rights ensures that relevant policies and procedures are understood and implemented through policy dissemination and EEO training. The following staff report to the Program Manager, Workforce and Policy Compliance, Office of Civil Rights: (1) Principal Administrative Analyst, (1) Senior Civil Rights Officer, (1) Senior Personnel Analyst, (3) Senior Administrative Analyst and (1) Manager of Special Projects.

EEO personnel are responsible for the following:

- Assisting management in collecting and analyzing employment data, identifying problem areas, setting goals and timetables and developing programs to achieve goals.
- Designing, implementing and monitoring internal audit and reporting systems to measure program effectiveness and determining where progress has been made and where further action is needed;
- Reporting periodically to the General Manager on progress of each unit in relation to District's placement goals;
- Serving as a liaison between BART, Federal, State and local governments, regulatory agencies, minority, disabled and female's organizations and other community groups;
- Assuring that current legal information affecting affirmative action is disseminated

- to responsible officials;
- Assisting in recruitment of minority, disabled and females applicants and establishing outreach sources for use by hiring officials;
- Concurring in all hires and promotions;
- Processing employment discrimination complaints; and
- Title VI oversight and compliance.

District managers are expected to carry out the following responsibilities, as part of their job, in implementing BART's EEO Program:

- 1) Assist in identifying problem areas and establishing agency and unit goals and objectives;
- 2) Be actively involved with local minority organizations, female and disabled groups, community action organizations and community service programs designed to promote EEO;
- 3) Participate actively in periodic audits of all aspects of employment in order to identify and to remove barriers obstructing the achievement of specified goals and objectives;
- 4) Hold regular discussions with other managers, supervisors and employees to assure the agency's policies and procedures are followed;
- 5) Review the qualifications of all employees to assure that minorities, people with disabilities, and females are given full opportunities for transfers, promotions, training, salary increases, and other forms of compensation;
- 6) Participate in the review and/or investigation of complaints alleging discrimination;
- 7) Conduct and support career counseling for all employees; and
- 8) Participate in periodic audits to ensure that each agency unit is in compliance (e.g. EEO posters are properly displayed on all employee bulletin boards.

Additionally, OCR staff assists District management by collecting and analyzing employment data to identify areas of underutilization and to set placement goals for those areas. In their direct day-to-day contact with BART employees, managers and supervisors help facilitate BART's compliance with equal employment opportunity programs and effective implementation of the EEOP.

4.4 . Utilization Analysis

Requirement: The purpose of the utilization analysis is to identify those job categories where there is an underutilization and/or concentration of minorities and females in relation to their availability in the relevant labor market.

4.4.1 BART Utilization Analysis

BART conducted a utilization analysis using 2010 Census data. The utilization analysis is used to identify job groups where there is underutilization of females and minorities in BART's workforce when compared to availability in the labor market. It is also used to set placement goals for job groups where there is underutilization.

The utilization analysis used by BART complies with the guidelines of the Federal Transit Administration (FTA Circular 4704.1). Guidelines issued by the Office of Federal Contract Compliance Programs (OFCCP) were also used as a reference in conducting the utilization analysis.

A comparison of 2016 Placement Percentage Goals to 2013 Placement Percentage Goals shows that the District has underutilization in the following job groups:

- **Executive & Manager** (Female, Minority, Asian Female, Asian Male, Hispanic Female, Hispanic Male)
- **Supervisor, Transportation** (Minority, Asian Female, Hispanic Male, Hispanic Female, 2 or more races Male)
- **Supervisor, Other** (Female, Minority, Black Female, Black Male, Asian Female, Hispanic Male, Hispanic Female)
- **Foreworker - Transportation** (Female, Black Male, Black Female)
- **Foreworker - Other** (Minority, Asian Male)
- **Engineer** (Female, Black Female, Asian Female, 2 or more races Male)
- **Professional** (Asian Male, 2 or more races Female/Male)
- **Technician** (Female, Asian Female, Asian Male, Hispanic Female, Hispanic Male, 2 or more races Male)
- **Train Operator** (Minority, Black Male, Black Female, Native American Male, Hispanic Male)
- **Station Agent** (Black Male, Asian Female, Asian Male, Hispanic Female)
- **Skilled Worker** (Female, Minority, Black Female, Asian Female, Asian Male, Hispanic Female, Hispanic Male, 2 or more races Male)
- **Semi-Skilled Worker** (Female, Asian Female, Hispanic Female, Hispanic Male)
- **Transit Vehicle Mechanic** (Female, Minority, Hispanic Female, Hispanic Male, 2 or more races Male)
- **Clerical** (Asian Male)
- **Police Officer** (Female, Black Female, Asian Male, Hispanic Female)
- **Police Supervisor & Manager** (Asian Female)
- **Police Civilian** (Hispanic Male)

The District no longer has underutilization in the following previously underutilized job groups:

- **Supervisor, Other** (Asian Male)
- **Foreworker - Other** (Female, Black Female, Black Male, Asian Female, Hispanic Female)
- **Technician** (Black Male)
- **Train Operator** (Asian Female)
- **Station Agent** (Female, Native American Male)
- **Skilled Worker** (Native American Male)
- **Semi-Skilled Worker** (Native American Male)
- **Police Supervisor & Manager** (Female)

The following are new Placement Percentage Goals not underutilized during the previous reporting period:

- **Executive & Manager** (Hispanic Male)
- **Supervisor, Transportation** (Minority, Hispanic Male, Hispanic Female, 2 or more races Male)
- **Supervisor, Other** (Asian Female, Hispanic Male, Hispanic Female)
- **Foreworker Transportation** (Black Male)
- **Foreworker - Other** (Female, Black Female, Black Male, Asian Female, Asian Male, Hispanic Female)
- **Engineers-** (2 or more races Male)
- **Professional** (Asian Male, 2 or more races Female/Male)
- **Technician** (2 or more races Male)
- **Train Operator** (Minority, Black Male, Black Female, Hispanic Male)
- **Station Agent** (Black Male, Asian Male)
- **Skilled Worker** (Minority, Black Female)
- **Semi-Skilled Worker** (Asian Female)
- **Transit Vehicle Mechanic** (Minority, 2 or more races Male)
- **Police Supervisor & Manager** (Asian Female)
- **Police Officer** (Asian Male, Hispanic Female)

4.4.2 Workforce Analysis

The Workforce Analysis examined BART's workforce using a number of factors including race, sex, job group, job classification, lines of progression, salary code, executive office, department and cost center. A separate analysis by sex within race was also conducted. The BART Workforce Analysis profiled the workforce composition as of December 31, 2015. This information was compared with availability data.

4.4.3 Job Group Analysis

Following the Workforce Analysis, similar or related job titles were assigned to job groups. The following guidelines were followed in developing the BART job groups:

- The content of the jobs included in a group should be similar in job responsibility and requisite skill required.
- The wage or salary rate for the jobs included in a group should be similar and considered in conjunction with job content.
- Job titles placed in a job group should be similar in opportunity to take advantage of training, transfers, promotions, job mobility and other employment benefits.
- A job group should not include jobs with clearly different utilization patterns.

The size of the District's workforce is a major factor in determining how well the guidelines can be met in developing job groups. Job groups must have a sufficient number of incumbents to permit meaningful utilization analysis and goal setting. District

classifications were consolidated into 17 job groups. **(Exhibit 7 - List of BART Salary Ranges and Wage Schedules)**. OCR staff will continue to review job groups to ensure positions are assigned to the appropriate job group. Job groups are classified as follows:

- Executive & Manager
- Supervisor - Transportation
- Supervisor - Other
- Foreworker - Transportation
- Foreworker - Other
- Engineer
- Professional
- Technician
- Train Operator
- Station Agent
- Skilled Worker
- Semi-Skilled Worker
- Transit Vehicle Mechanic
- Clerical
- Police Officer
- Police Civilian
- Police Supervisor & Manager

4.4.4 Availability Analysis

The availability analysis consisted of the examination of 2010 Census information to identify potential qualified applicants by race and sex, based on the defined labor areas, labor markets, and occupational title for each of the job groups identified.

With valid availability data, BART can compare the percentages of those who could reasonably be expected to be employed with those of current BART employment (workforce analysis), identify problem areas or areas of deficiency and establish goals to address problem areas.

4.4.5 Availability Factors

The Office of Federal Contract Compliance Programs (OFCCP) require federal government contractors consider the following availability factors when developing availability estimates for each job group:

1. External Data: The percentage of females or minorities with the requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the organization usually seeks or reasonably could seek workers to fill the positions in question. Data considered for this factor includes: a) requisite skills data from the 2010 Census Special EEO Tabulation for the local labor area; and b) requisite skills from the 2010 Census Special EEO Tabulation for the reasonable recruitment area.

2. Internal Data: The percentage of females or minorities among those promotable, transferable, and/or trainable within the organization. Trainable refers to those who could, with appropriate training that the organization is reasonably able to provide, become promotable or transferable during the Affirmative Action Plan (AAP) years. Data considered for this factor includes the composition of feeder job groups and employer-provided training designed to facilitate upward mobility of females and minorities.

4.4.6 Defining the Labor Market

Labor markets represent the geographical locations where BART conducts recruitment. There are two types of labor markets: “Reasonable Recruitment Area” and “Local Labor Market”.

The “Reasonable Recruitment Area” (area from which BART usually seeks or reasonably could seek workers for a particular job group) consists of the State of California and the United States.

The “Local Labor Market” (area from which employees may reasonably commute to BART facilities) consists of the four counties BART serves: Alameda, San Francisco, Contra Costa and San Mateo.



4.4.7 Conducting the Availability Analysis

To conduct the availability analysis, Office of Civil Rights staff used *Peopleclick Authoria CAAMS®*, a client-server application program that is customized to meet BART's specific job standards. The *CAAMS®* program uses official census data and workforce information from BART's payroll system to perform the analysis and placement goal development. The data used for the 2016 EEOP were collected from payroll records as of December 31, 2015.

4.4.8 Weighing Labor Markets

Each of the labor markets was weighted as a portion of the total labor market. The weight given each labor market varied according to its relevance to the job group. The weight was used to calculate an applicant availability percentage in each labor market and to produce a total applicant availability percentage by sex and race.

4.4.9 Comparing Incumbency to Availability

Once final availability estimates were determined for each group, the percentages of incumbents in each job group were compared to their corresponding availability. A comparison was made between the percentage employed as of December 31, 2015 and that group's final availability.

Where the identified underutilization was not in excess of a statistically significant difference, that job group was excluded from underutilization goal setting. Under the law, a determination of underutilization is not a finding of discrimination. BART does not discriminate in any of its employment practices.

4.5. Goals and Timetables

Requirement: Goals and timetables are an excellent management tool to assist in the optimum utilization of human resources.

Using statistically significant methods (one whole person threshold), BART established percentage placement goals whenever it found that minority or female representation within a job group was less than would reasonably be expected given their availability. These goals take into account the availability of qualified persons in the relevant labor area. They also take into account anticipated employment opportunities with the District.

BART believes these goals are attainable and will be reached primarily through recruitment to increase the pool of qualified minority and female applicants and through implementation of action-oriented programs.

The goals established are targets reasonably attainable by means of applying good faith efforts to make all aspects of the EEOP work. The established goals are a guidepost and may be used as a measure of BART's progress in remedying identified underutilization in the workforce. By setting realistic goals, based on expected vacancies and anticipated

availability of skills within the relevant labor areas and using job-related selection criteria, BART should be able to meet goals, assuming effective recruitment to ensure an adequate pool of qualified minority and/or female applicants.

4.5.1 Long –Term Placement Goals

Long-Term (three year percentage goals) have been established by job group for achievement in a three-year period ending December 31, 2018. Long-term percentage goals may be adjusted when the goals are achieved prior to the three year period.

4.5.2 Short-Term Placement Goals

The following ongoing activities are additional short term efforts designed to ensure that the diversity of job applicants is maintained or enhanced and to further the District's commitment to Equal Employment Opportunity:

- District Placement Percentage Goals with significant representation will be the focus of OCR's short term placement goal for achievement.
- The District will increase outreach to minority and female community based organizations to increase minorities and females in the District's job pools by December 31, 2016.
- The District will review non-traditional gender/minority held positions and increase outreach to these communities to increase applicant pool by June 30, 2017.

4.6 Assessment of Employment Practices

Requirement: Recipients, sub recipients, contractors and subcontractors must conduct a detailed assessment of present employment practices to identify those practices that operate as employment barriers and unjustifiably contribute to underutilization.

Under FTA regulations, the District must take additional steps to meet its affirmative action responsibilities under federal law. The District must develop a qualitative and quantitative assessment of employment practices to identify any barriers that have an adverse impact on females and minorities. Areas of review include recruitment, hiring, promotions, compensation, testing, retention, termination, discipline and training.

OCR analyzes District personnel actions quarterly including hires, promotions, terminations and disciplines to identify those practices that operate as employment barriers and unjustifiably contribute to underutilization. During the next assessment period, OCR will continue its work with the Human Resources Department to develop additional methods to review and analyze compensation, testing, retention and training, as required.

4.6.1 Application Procedures

All candidates for District positions must complete an application for employment in compliance with District policy and applicable collective bargaining agreements. The “How to Apply for Jobs” brochure provides step-by-step instructions about how to submit an application using the District’s on-line application system. **(Exhibit 8 - How to Apply for a Job Brochure).**

4.6.2 Recruitment Process

The Human Resources Department is committed to attracting and selecting the most qualified candidates. Hiring managers and supervisors are accountable for ensuring compliance with the District’s recruitment and selection guidelines and procedures. Additionally, the District is committed to meeting EEO objectives while recruiting and retaining a diverse workforce that reflects the surrounding communities. This is accomplished, in coordination with OCR, by regularly assessing the demographic make-up of the District’s workforce to determine which job classifications are underutilized.

Recruitment and selection processes are intended to comply with applicable statutes including:

- Age Discrimination in Employment Act
- Americans with Disabilities Act
- California Fair Employment and Housing Act
- Civil Rights Act of 1964, Title VII
- Civil Rights Act of 1991
- Uniform Guidelines on Employee Selection Procedures
- California Investigative Consumer Reporting Agencies Act
- Fair Credit Reporting Act

4.6.3 Position/Job Description

A job analysis may be the first step in the selection process when a new position is added or when an existing position has a substantial change in content. Upon determination of a need to fill a position, the manager/supervisor works with the Staffing and Compensation Analyst in Human Resources to conduct the job analysis.

A job analysis collects information about the duties, responsibilities, necessary skills, outcomes, and work environment of a particular job. The purpose of the job analysis is to establish and document the job content as a foundation against which the “job relatedness” of employment procedures such as training, selection, compensation and performance expectations will be established. Additionally, the job analysis investigates the frequency and importance of duties, the percentage of time an employee spends performing the duties, whether the duties constitute a fundamental part of the job, the extent to which duties can readily be assigned to other employees, and other aspects of the work.

The job analysis is used to create or confirm the Job Description as well as assist with the creation of the selection process.

4.6.4 Selection Standards and Procedures

The selection techniques used in the examination process are job related, impartial and assess the relative capabilities of the persons examined to execute the duties and responsibilities of the position. Examinations consist of selection techniques including achievement and aptitude test, review of work history and/or education, personal interviews, performance tests, physical ability tests, work samples, or any combination of these or other tests. Applicants meeting minimum qualifications are not guaranteed advancement through any portion of this phase of the selection process.

4.6.5 Interview Procedures

Efforts are made in the selection of the interview panel to reflect the demographic make-up of the candidate pool. OCR staff is available to monitor the interview process to assure non-discrimination in the selection process.

4.6.6 Documentation and Office of Civil Rights Review/Concurrence

A review of the selection process by the Office of Civil Rights is important in the checks and balances of the hiring/selection process. Once the examination process is complete, all documentation including exam and interview scores are reviewed by the Office of Civil Rights. Office of Civil Rights concurrence is required before making a job offer to ensure compliance with anti-discrimination and equal employment opportunity procedures, policies and regulations.

To further ensure diversity and transparency in District recruitments, BART's General Manager (GM) recently implemented a process requesting GM review and concurrence of selections of managers or equivalent positions including, Chiefs, Deputy Chiefs, Assistant Chiefs, Department Managers and Group Managers. The General Manager concurrence process includes a review of any placement goals, recruitment efforts, selection panel characteristics and the overall selection process, prior to position posting.

4.6.7 Wage and Salary Structure

While compensation for many BART jobs is established through collective bargaining, non-represented employees, as well as members of the American Federation of State, County and Municipal Employees (AFSCME) are part of a classified compensation system, which is market-driven. The expectation is that periodic market studies will provide the information needed to maintain a competitive compensation posture for these positions.

The classification system also provides for the establishment of equitable relationships among different jobs through the measurement of certain qualities and characteristics of work to which the District assigns value.

To recruit and retain a highly qualified workforce for positions to which it applies, the District's compensation objectives include elements such as the following:

- cost effectiveness,
- fosters internal career development,
- maintains a balance between internal equity and the external marketplace.

4.6.8 Seniority Practices

District union employees are represented by five collective bargaining unions:

- American Federation of State, County & Municipal Employees (AFSCME)
- Amalgamated Transit Union (ATU)
- BART Police Management Association (BPMA)
- BART Police Officers Association (BPOA)
- Service Employees International Union (SEIU)

Each collective bargaining agreement outlines its seniority practices.

4.6.9 Terminations

In general, terminations are voluntary or involuntary, as follows:

a. Voluntary Termination

Employees may decide to terminate their employment with the District at any time, for any reason. The following circumstances are most common:

1. Resignation/Retirement
2. Failure to return from Leave of Absence
3. Job Abandonment (i.e. no call/no show)

b. Involuntary Termination

At times it may be necessary for the District to initiate the termination of an employee. Some of the most common causes include:

1. Layoff/Reduction in Force
2. Misconduct
3. Performance
4. Position Elimination
5. Reorganization

4.6.10 Reductions in Force (Layoffs)

Reductions in Force (Layoffs) take place in a very specific procedural context. This type of termination is a displacement of employees from their position or from District employment due to fiscal matters, changes in organizational structure and/or processes.

4.6.11 Transfers

A transfer is defined as the appointment of an employee to a position in a different classification than the one to which he/she is presently assigned, but at the same pay grade. No change in compensation is indicated when an employee transfers, unless the position transferred to is subject to a market adjustment, in which case the market adjustment is to be applied.

4.6.12 Types of Disciplinary Actions

District management is responsible for the orderly and efficient operation of the system, including the establishment and enforcement of rules, instructions and procedures. In turn, it is reasonable to expect a good, productive effort and the recognition of responsibility on the part of each employee. All employees have the responsibility to their fellow co-workers to conduct themselves according to certain rules of good behavior, conduct and performance.

Failure to comply with any District work rule, instruction, regulation, guideline or procedure may result in disciplinary action. Formal disciplinary measures under the District Discipline Guidelines and collective bargaining agreement provisions may include the following:

- Oral Reminder/Reprimand
- Written Reminder/Reprimand
- Decision Making Leave/Suspension
- Discharge from District

4.6.13 Promotion Procedures

One of the goals of the District's Equal Employment Opportunity Program is to achieve an inclusive work force where the District's employees represent the diversity of the labor market at all levels of the organization. To better focus District recruitment and hiring efforts and to meet future workforce needs, the District's EEOP analyzes the District's recruitment and hiring efforts.

The Office of Civil Rights reviews all hires to provide feedback to department management on their good faith hiring efforts. OCR also reviews this data to identify trends to determine if current recruitment and staff development methods are effective.

By reviewing this data, OCR can better assess and recommend effective methods to improve the District's efforts to decrease underutilization.

4.6.14 Testing Programs

In addition to the job interview, the District may utilize additional measures including the following tests in the selection process:

Cognitive Tests: Assess reasoning, memory, perceptual speed and accuracy, and skills in arithmetic and reading comprehension, as well as knowledge of a particular job function.

Physical Ability Tests: Measure the physical ability to perform a particular task.

4.7. Affirmative Actions to Remedy Problem Areas

BART will tailor its affirmative action-oriented programs to ensure they are specific to identified problems. The following are examples of such programs to address underutilization.

- Review recruitment efforts for females and minorities in underutilized job groups to increase representation of qualified applicants.
- Review factors for discharge to ensure legitimate non-discriminatory basis for separation.
- OCR staff will work with the Human Resources Department to create recruitment strategies and conduct outreach to professional organizations, community based organizations, training centers and schools to provide information about employment at the District in an effort to enhance recruitment of qualified and diverse applicants for significantly underutilized job groups.
- OCR staff will increase EEO training for supervisory and non-supervisory employees.
- OCR staff will work with the Human Resources Department to review Position Classification Descriptions for all District jobs to ensure they are job related and do not provide artificial barriers to employment of females and minorities.

4.8 Monitoring and Reporting

Requirement: An important part of any successful EEO Program is the establishment of an effective and workable internal monitoring and reporting system.

OCR is the designated department responsible for establishing systems for reporting, monitoring and evaluating improvements in hiring, training, transfer and promotions in areas of underutilization. OCR reports directly to the Office of the General Manager and is headed by Wayne T. Wong, Department Manager (EEO Officer). OCR consists of the

Equal Employment Opportunity Plan

Contract and Labor Compliance Division, headed by Hayden Lee, Contract and Labor Compliance, Economic Opportunity Policy & Programs Divisions, headed by Ruby Smith, Economic Opportunity Policy & Programs and the Workforce & Policy Compliance Division, headed by Sharon Campbell Moore.

Annually, the Office of Civil Rights meets and provides a progress report to executive management. This report includes an analysis of District workforce representation, including job groups, availability data, utilization analysis, annual placement goal activity, placement goal progress and action-oriented programs.

During the first quarter of each year, OCR staff presents the Annual Progress Report by conducting meetings with each executive office. **(Exhibit 9 – EEO Annual Progress Report – Executive Staff Meeting Schedule, Exhibit 10 – Powerpoint Presentation, Exhibit 11 – 2014 Annual Report)**. The agenda for these meetings included the following:

- Review of District’s Progress toward EEO Goal Achievement
- Workforce Analysis
 - Workforce Representation
 - EEO Placement Goals
 - Employment Practices Analysis
- EEO Discrimination Complaint Analysis
- EEO Training Activity

As part of the District’s monitoring of employment practices, the Office of Civil Rights must concur on all District hires and promotions and reports concurrences to the EEO Officer. The District’s Human Resources Department provides quarterly reports of employment practices including promotions, separations and disciplinary actions to OCR staff for monitoring and review.

EEO staff monitors and conducts EEO complaint investigations for current District employees and applicants and support career counseling for employees. EEO complaints are tracked in an Excel spreadsheet. EEO staff meets monthly with Human Resources, Labor Relations and General Counsel staff to discuss and monitor District complaint activity. The EEO complaint process will be further defined in Section 5.0 – Equal Employment Opportunity Complaint Procedure.

As of December 31, 2015, the District workforce was comprised as follows:

	Total	White	Black	Asian	Hispanic	Native American	Total Minority	Percent Minority	Percent Female
Male	2546	920	550	694	365	17			
Female	910	271	336	189	109	5			
Total	3456	1191	886	883	474	22	2265		
Percentage	100%	34%	25.6%	25.6%	13.8%	1%		65.6%	26%

A cumulative record on hiring, transfers, promotions, separations and disciplinary actions during the period January 1, 2013 – December 31, 2015 is included with this report.

Equal Employment Opportunity Plan

These charts allow an analysis of the District's personnel transactions to identify any barriers for minorities and females.

Additionally, section 5.0 describes the District's EEO complaint process and summarizes the EEO complaints filed during the period January 1, 2013 thru December 31, 2015.

The District is able to establish an effective monitoring system through these current measures of tracking, monitoring and reporting. The District plans to continue to adjust its monitoring and reporting to ensure compliance with FTA requirements.

5.0 EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURES

Addressing EEO complaints has been a priority for the Office of Civil Rights because discrimination (perceived or real) can have a significant impact on the morale of employees and BART's reputation. OCR staff continues to work closely with District managers, supervisors and employees to resolve EEO complaints received. In addition to formal complaint investigation, resolution of EEO complaints by supervisors provides timely closure to conflicts and increases employees' confidence in the District's commitment to equal employment opportunity. Managers and supervisors have been encouraged to consult with the Office of Civil Rights to increase their proactive responses to employees' concerns. **(Exhibit 12 – EEO Complaint Procedures)**

5.1 EEO Discrimination Complaints

OCR's intervention has been instrumental in helping supervisors and employees resolve EEO concerns before they become formal EEO complaints. The following chart represents the EEO complaint activity for the period January 1, 2013 thru December 31, 2015.

EEO Complaint Activity	2015	2014	2013
Informal Complaints	4	5	12
Formal Complaint	18	16	17
Subtotal Internal Cases	22	21	29
External Agency EEOC	4	7	22
External Agency DFEH	3	3	10
External Agency FTA	0	0	0
Subtotal External Complaints	7	10	32
TOTAL	29	31	61

OCR staff provides extensive guidance regarding appropriate corrective actions with assistance from the Office of the General Counsel and department management when EEO Policy violations are found. To appropriately resolve both internal and external complaints, OCR staff conducts extensive research, investigates and thoroughly documents all EEO concerns, and consults with supervisors and managers to develop successful intervention strategies.

Equal Employment Opportunity Plan

The following chart represents the complaints filed by type during the reporting period. Please note, some complaints filed represent more than one basis of discrimination/harassment.

EEO Complaints by Type	2015	2014	2013
Race	13	13	28
National Origin	1	6	7
Sexual Orientation	0	0	4
Sexual Harassment	7	11	9
Disability	3	7	9
Retaliation	4	14	16
Age	8	6	6
Gender	9	8	22
Medical Condition	2	0	0
Veteran Status	0	0	0
Religion	1	2	4
TOTAL COMPLAINTS BY TYPE	48	67	105

5.2 **Mediation and Settlement**

Additionally, OCR is also available to provide in-house mediation services and provide an advisory role to assist management with settlement options as an alternative process to resolve EEO complaints. This is a voluntary process and both parties to the complaint must agree to participate.

Although these processes often require the same amount of staff time and intervention as a formal investigation, mediation and settlement offer a more confidential process to resolve employee disputes in a way that often results in improved workplace relationships and communication.

6.0 EQUAL EMPLOYMENT OPPORTUNITY TRAINING ACTIVITY

6.1 Training Program Compliance

California Government Code Section 12950.1, also known as, California Assembly Bill (AB) 1825 mandates employers who do business in California and who have more than 50 employees to provide all newly hired or promoted supervisors with training on how to prevent sexual harassment in the workplace within the first six months of employment. Thereafter, the law requires refresher training every two years for supervisors and managers. The law allows this training to be conducted via classroom training, “e-learning”, webinars and other “effective interactive training”. Beginning in 2014, Section 12950.1 also *required* employers to include a training component on the prevention of “abusive conduct” within the current Section 12950.1 curriculum and the District has done so. “Abusive conduct” has been defined as conduct of an employer in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer’s legitimate business interest.

In addition to Section 12950.1 training, OCR staff provides District employees with the following additional Civil Rights training:

- Prevention of Disability Discrimination
- Nuts & Bolts – New Supervisor EEO Training
- Diversity in the Workplace training
- Preventing Sexual Harassment – non supervisor

OCR provides employee training in these important areas and offers an EEO training catalogue of available training. **(Exhibit 13 – Office of Civil Rights Equal Employment Opportunity Training Program)**. A link to the EEO training catalogue is currently posted on the District’s intranet, webBART homepage.

During the period January 1, 2013 thru December 31, 2015, OCR trained a total of 352 supervisory staff for Section 12950.1 Sexual Harassment Prevention. Trainees included foreworkers, supervisors and managers consisting of those newly hired or promoted and those requiring refresher training. Training was provided through classroom and on-line sessions.

Equal Employment Opportunity Plan

Training	Jan – Dec 2015	Jan – Dec 2014	Jan – Dec 2013
Preventing Sexual Harassment- non supervisor, classroom	98	278	222
New Supervisor Training, classroom	26	16	6
New Hire Orientation, classroom	282	279	246
AB1825/2053, classroom	163	264	76
Diversity, classroom	102	12	11
AB 1825/2053, online	189	272	205
Disability Discrimination, online	15	1	15
Complaint Handling Workshop for Supervisors and Managers	28	2	*
Total Attendees	903	1124	781

* Coursework developed in 2014

6.2 **Civil Rights Training**

During the next assessment period OCR will continue to work with Human Resources staff to revise its EEO training program. This training program will include additional EEO training programs for all District staff. The OCR EEO training program is intended to assure an informed workforce that fosters equity and respect in the workplace. This program is aimed at preventing workplace problems and addressing inappropriate workplace behavior.

7.0 OFFICE OF CIVIL RIGHTS SERVICES

The chart below indicates the current services provided by the Office of Civil Rights. These services have been designed to reflect the District's vision, values and mission.

Office of Civil Rights Services		
EEO Program	Service Group	Area of Strategic Plan
EEO Discrimination/Harassment Complaints	District employees, job applicants and contractor employees who feel that they have been denied employment opportunities due to EEO discrimination or harassment	Policies and Procedures Program
Selection Process Monitoring	All hiring managers and supervisory staff	Employment Outreach Program
EEO/Diversity Training	All District employees, managers and supervisors	Diversity Outreach Program
Diversity Initiative	All District employees, managers and supervisors	Diversity Outreach Program
Summer Youth Program and other Youth Internship Programs	Oakland Public School District students and other participating student programs and academies	Employment Outreach Program



SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

300 Lakeside Drive, P.O. Box 12688
Oakland, CA 94604-2688
(510) 464-6000

2016

February 8, 2016

Tom Radulovich
PRESIDENT

Gail Murray
VICE PRESIDENT

Grace Crunican
GENERAL MANAGER

DIRECTORS

Gail Murray
1ST DISTRICT

Joel Keller
2ND DISTRICT

Rebecca Saltzman
3RD DISTRICT

Robert Raburn, Ph.D.
4TH DISTRICT

John McPartland
5TH DISTRICT

Thomas M. Blalock, P.E.
6TH DISTRICT

Zakhary Mallett, MCP
7TH DISTRICT

Nicholas Josefowitz
8TH DISTRICT

Tom Radulovich
9TH DISTRICT

Dear District Employee:

On an annual basis, BART reaffirms our long-standing commitment to Equal Employment Opportunity (EEO), non-discrimination, and equality for all District employees as well as for the public. As General Manager, I remain committed to ensuring BART's full compliance with all federal and state legislation, including, but not limited to, Title VI and Title VII of the Civil Rights Act of 1964.

All District employees are subject to the enclosed civil rights policies:

- **Equal Employment Opportunity (EEO)**
- **Prevention of Sexual Harassment in the Workplace**
- **Title VI – Non-Discrimination Policy**

The EEO and Prevention of Sexual Harassment in the Workplace Policies were revised and adopted by the Board of Directors on January 14, 2016. The Office of Civil Rights (OCR) is responsible for ensuring that the District is in full compliance with applicable federal and state regulations regarding EEO.

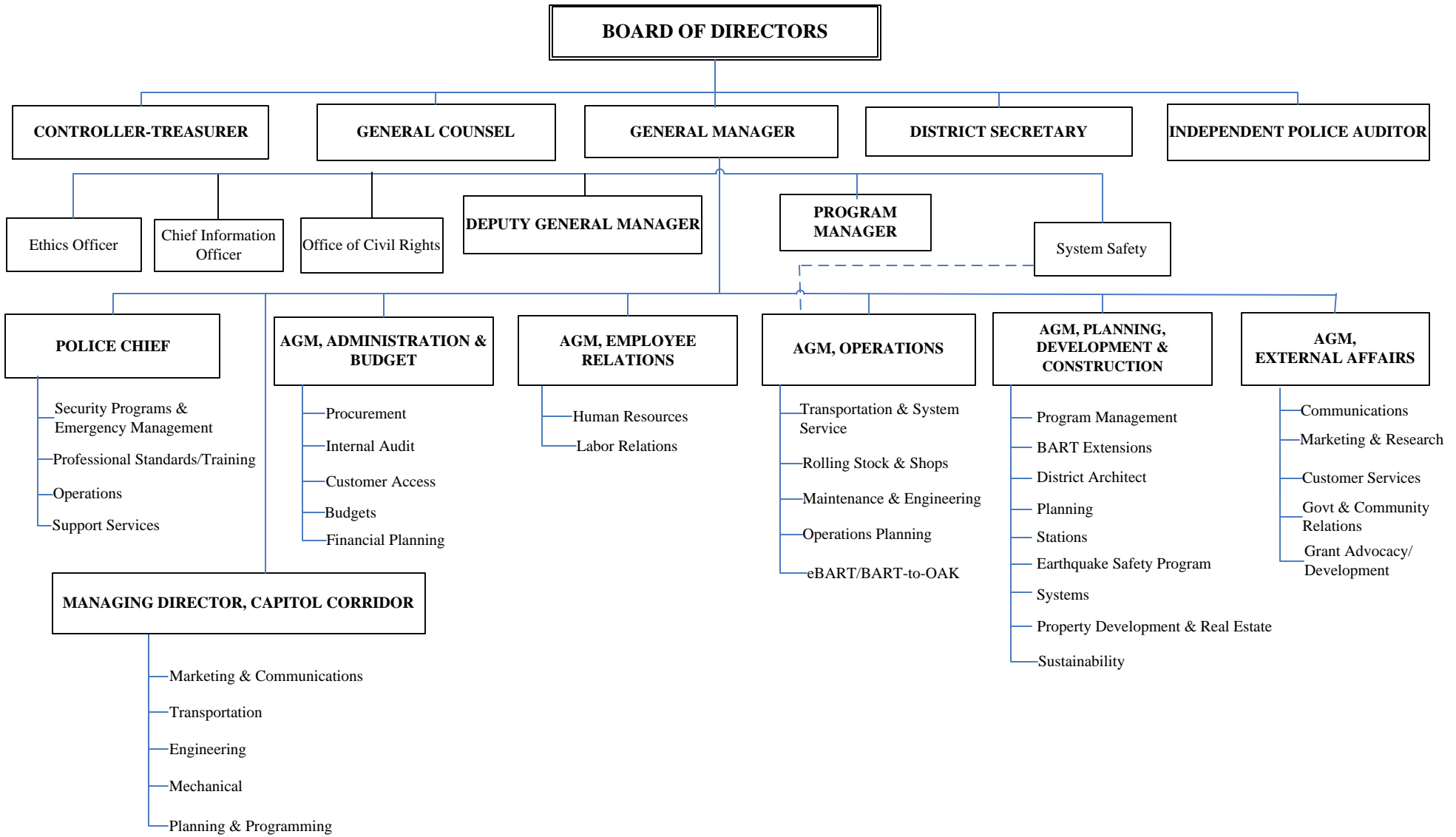
All BART employees have the right to work in an environment free from discrimination and/or harassment of any kind. OCR is available to provide both formal and informal consultation regarding any EEO concerns. Additionally, OCR provides employee training in these important areas and offers an EEO training catalog of available classes currently posted on webBART. All District non-discrimination policies, including federal and state compliance posters, are posted on webBART and throughout the District.

Any questions regarding these policies should be addressed to Sharon C. Moore, Program Manager, Workforce and Policy Compliance, Office of Civil Rights at (510) 464-7580 or via email at smoore@bart.gov.

Sincerely,

Grace Crunican
General Manager

**SAN FRANCISCO BAY AREA RAPID TRANSIT
FY16 Adopted Budget
ORGANIZATION CHART**



DEPARTMENT MANAGER, OFFICE OF CIVIL RIGHTS

FC: XF115
PB: 12
FLSA: Exempt

PC: 960
BU: 95 (NR)
Created: January 1, 1999
Revised: June 5, 2008

*Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are **not** intended to reflect all duties performed within the job.*

DEFINITION

Plans, directs, manages and oversees the activities and operations of the Office of Civil Rights including equal employment opportunity compliance, and disadvantaged business enterprise contract compliance; coordinates assigned activities with other departments and outside agencies; provides highly complex administrative support to the Executive Manager; Transit System Compliance; and performs related duties as assigned.

CLASS CHARACTERISTICS

This single class manages through subordinate staff the activities and operations of the Office of Civil Rights including equal employment opportunity compliance, disadvantaged business enterprise and contract compliance. **This position is designated as the EEO Officer for the District.**

REPORTS TO

This position reports to Executive Manager, Transit System Compliance. **For matters specific to equal employment opportunity compliance, this position reports directly to the General Manager's Office.**

EXAMPLES OF DUTIES – Duties may include, but are not limited to, the following:

1. Assumes full management responsibility for all department services and activities including equal employment opportunity compliance, disadvantaged business enterprise program and contract compliance; recommends and administers policies and procedures.
2. Manages the development and implementation of departmental goals, objectives, policies and priorities for each assigned service area.
3. Establishes, within District policy, appropriate service and staffing levels; monitors and evaluates the efficiency and effectiveness of service delivery methods and procedures; allocates resources accordingly.
4. Plans, directs and coordinates, through subordinate level staff, the Office of Civil Rights' work plan; assigns projects and programmatic areas of

responsibility; reviews and evaluates work methods and procedures; meets with key staff to identify and resolve problems.

5. Assesses and monitors work load, administrative and support systems, and internal reporting relationships; identifies opportunities for improvement; directs and implements changes.
6. Monitors internal grievances and external complaints regarding potential discrimination; directs the conduct of complaint investigations; develops and reviews reports of findings; approves major recommendations for resolutions.
7. Monitors developments and legislation related to assigned areas of responsibility; evaluates impact upon District operations; recommends and implements policy and procedural improvements.
8. Selects, trains, motivates and evaluates assigned personnel; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures.
9. Oversees and participates in the development and administration of the department budget; approves the forecast of funds needed for staffing, equipment, materials and supplies; approves expenditures and implements budgetary adjustments as appropriate and necessary.
10. Explains, justifies and defends department programs, policies and activities; negotiates and resolves sensitive and controversial issues.
11. Represents the Office of Civil Rights to the Board of Directors, other departments, elected officials and outside agencies; coordinates assigned activities with those of other departments and outside agencies and organizations.
12. Provides staff assistance to the Executive Manager, Transit System Compliance; participates on a variety of boards, commissions and committees; prepares and presents staff reports and other necessary correspondence.
13. Attends and participates in professional group meetings; stays abreast of new trends and innovations related to disadvantaged business enterprise and equal opportunity matters; evaluates their impact upon District operations.
14. Responds to and resolves difficult and sensitive citizen inquiries and complaints.

QUALIFICATIONS

Knowledge of:

Related Federal, State and local laws, codes and regulations.
Operations of a comprehensive civil rights program including equal employment opportunity, and/or disadvantaged business enterprise programs.
Principles and practices of policy development and administration.
Principles and practices of program development and administration.
Principles and practices of budget preparation and administration.
Principles of supervision, training and performance evaluation.

Skill in:

Managing a comprehensive equal employment opportunity, and/or disadvantaged business enterprise program.
Interpreting and applying applicable Federal, State and local policies, laws and regulations.
Communicating clearly and concisely, both orally and in writing.
Preparing and administering large and complex budgets.
Identifying and responding to sensitive community and organizational issues, concerns and needs.
Analyzing and assessing policies and operational needs and making appropriate adjustments.
Planning, organizing, directing and coordinating the work of lower level staff
Developing and administering departmental goals, objectives and procedures.
Selecting, supervising, training and evaluating staff.
Delegating authority and responsibility.
Researching, analyzing and evaluating new service delivery methods and techniques.
Preparing clear and concise administrative and financial reports.
Establishing and maintaining effective working relationships with those contacted in the course of work.

MINIMUM QUALIFICATIONS

Education:

A Bachelor's degree in business administration, public administration, personnel management, industrial relations or a closely related field from an accredited college or university.

Experience:

Six (6) years of (full-time equivalent) verifiable professional civil rights program management experience which must have included at least three (3) years of management experience.

Other Requirements:

Must possess a valid California driver's license and have a satisfactory driving record.

Substitution:

Additional professional experience as outlined above may be substituted for the education on a year-for-year basis. A Bachelor's degree is preferred.

WORKING CONDITIONS

Environmental Conditions:

Office environment; exposure to computer screens.

Physical Conditions:

May require maintaining physical condition necessary for walking, standing or sitting for prolonged periods of time.

EEOC Code: 01

G:\CompClas\WPFiles\ClasSpec\Group_X\XF



EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Statement of Policy:

The San Francisco Bay Area Rapid Transit District (District) is committed to providing a work place free of discrimination, harassment and retaliation for filing a complaint. It is also the District's policy and practice to assure equal employment opportunity in all personnel transactions including hiring, promotions, terminations, transfers, layoffs, compensation, training, benefits and other terms and conditions of employment without regard to race, color, marital status, sexual orientation, religion, national origin (including language use restrictions), ancestry, age (40 and above), sex (gender, gender identity, gender expression), disability (mental and physical, including HIV and AIDS), medical condition (cancer/genetic characteristics and information), request for family care leave, request for pregnancy disability leave, request for leave for an employee's own serious health condition, or military or veteran status.

District employees who meet state and federal eligibility requirements are:

- Guaranteed leave if disabled because of pregnancy;
- Guaranteed reasonable accommodation for pregnancy;
- Guaranteed leaves for the birth or adoption of a child, for the employee's own serious health condition, or to care for a "family member" (as defined by law) with a serious health condition;
- Protected from harassment because of their sex, race, or any other category covered under the law; and/or
- Protected from retaliation for filing a complaint, for participating in the investigation of a complaint, or for protesting possible violation of the law.

District employees with disabilities are also entitled to reasonable accommodation when necessary in order to perform the job.

The District recognizes and values the diversity of its workforce and the benefits to the District programs and services that are promoted by diverse viewpoints, life experiences, and cultural perspectives. The District supports and encourages diversity and provides education and training related to the benefits and challenges of working productively in a culturally diverse environment.

Implementation

The District's commitment to implementing its Equal Employment Opportunity (EEO) Policy extends to officials at the highest level. The policy is implemented through its Equal Employment Opportunity Program (EEOP). The Department Manager of the Office of Civil Rights is the designated EEO Officer responsible for daily management of

the District's EEO Policy and EEOP. The General Manager is responsible for the implementation of the EEO Policy and EEOP.

Consistent with applicable federal and state laws, the District's EEOP is an affirmative action program that includes goals and timetables designed to overcome the effects of past discrimination of minorities and women. The successful achievement of EEO goals will benefit the District through fuller utilization of women and minorities and will enhance the District's efforts to achieve a workforce reflective of the labor market in the community it serves.


All District personnel, including Board members, are responsible for and required to comply with the EEO Policy and EEOP. District personnel are accountable for evaluating a diverse pool of candidates in a manner that is free of artificial impediments to the selection of any qualified individual. Managers' and supervisors' performance will be evaluated on the implementation of the EEO Policy and EEOP in the same way as their performance is evaluated on other District goals.

All BART employees are responsible for conducting themselves in accordance with the District's EEO Policy. An employee or job applicant who believes that they have been a victim of discrimination, harassment or retaliation has the right to file a complaint with the Office of Civil Rights.

Reporting

Any employee who believes that they have experienced EEO discrimination, harassment and/or retaliation is encouraged to file a complaint with the District's Office of Civil Rights. Complaints of discrimination, harassment or retaliation should be directed to:

Office of Civil Rights
300 Lakeside Drive, Suite 1800
Oakland, CA 94612
(510) 464-6107
officeofcivilrights@bart.gov



Grace Crunican
General Manager

1-25-16

Date



PREVENTION OF SEXUAL HARASSMENT IN THE WORKPLACE

Statement of Policy:

The San Francisco Bay Area Rapid Transit District (District) is committed to maintaining a workplace that is free of sexual harassment. In keeping with the District's long-standing Equal Employment Opportunity (EEO) Policy, sexual harassment in the workplace will not be tolerated. The District is committed to enforcing this policy and to providing training to its managers, supervisors, and employees to assist them in dealing sensitively and effectively with this important issue.

All BART employees are responsible for conducting themselves in accordance with the District's rules of employee conduct, including but not limited to, the EEO Policy.

Any employee who believes that they have been the victim of harassment on the basis of sex has the right to file a complaint with the District's Office of Civil Rights. All complaints of sexual harassment will be investigated. Retaliation against an employee for filing a complaint is prohibited by law. All parties involved will be treated in a fair and impartial manner. Employee privacy and confidentiality will be protected to the extent permitted by law.

Employees who violate this policy will be subject to disciplinary action, up to and including discharge.

Definition

Sexual harassment is a form of sex discrimination and is an unlawful employment practice. It is a personal affront to the affected employee and negatively impacts morale, motivation, and job performance. This policy includes sexual harassment of District employees by non-employees. Unwelcome sexual advances, request for sexual favors, and verbal, physical, visual, or other conduct of a sexual nature constitutes sexual harassment and are prohibited by this policy when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for an employment decision; and/or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Reporting

Prompt and appropriate action should be taken to prevent or stop incidents of sexual harassment. Any employee who believes that they have been the target of sexual

harassment is encouraged to inform the offending person verbally or in writing that such conduct is unwelcome, offensive, and must stop. An employee, however, is not required to communicate directly with the offending person, or if communication has been ineffective, the employee can complain directly to the Office of Civil Rights or any District supervisor. Failure to communicate with the perpetrator does not prevent an employee from filing a complaint, nor does it in any way exonerate the harasser.

Any manager or supervisor who witnesses or has knowledge of sexual harassment or other forms of harassment or conduct prohibited by District rules must promptly report such conduct to and consult with the Office of Civil Rights. Managers and supervisors have a legal responsibility to take action if they know or have reason to believe of a harassing situation. Managers and supervisors must take action to address the situation regardless of the victim's stated desire to pursue or not to pursue the matter.

California Government Code Section 12950.1 Training

California employers with 50 or more employees must provide two hours of interactive sexual harassment training to supervisors within six months of hire or promotion, and every two years thereafter. Employers are also required to include a training component on the prevention of "abusive conduct" in its mandatory harassment prevention training.

For more information on the District's Prevention of Sexual Harassment training, contact the Office of Civil Rights.

Enforcement

The Office of Civil Rights can provide both formal and informal consultation and provide information regarding harassment concerns. Complaints and cases of sexual harassment brought to the attention of the Office of Civil Rights or any District manager or supervisor will be handled promptly through a confidential procedure.

Retaliation against employees alleging sexual harassment or involved as witnesses in a sexual harassment investigation is prohibited.

Complaints of sexual harassment or inquires concerning the application of federal and state laws and regulations should be directed to:

**Office of Civil Rights
300 Lakeside Drive, Suite 1800
Oakland, CA 94612
(510) 464-6107
officeofcivilrights@bart.gov**



Grace Crunican
General Manager

1-25-16

Date



SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

300 Lakeside Drive, P.O. Box 12688

Oakland, CA 94604-2688

(510) 464-6000

December 22, 2015

Dear Community Partner:

The **San Francisco Bay Area Rapid Transit District (BART)** is an Equal Employment Opportunity Employer that does not discriminate in employment and is committed to equal employment opportunity for all persons regardless of their race, color, marital status, sexual orientation, religion, sex, national origin, ancestry, age, sex, gender identity, disability, medical condition (cancer), family and medical care leave, pregnancy disability leave or veteran status.

BART's Equal Employment Opportunity (EEO) policy applies to all terms and conditions of employment. To achieve our goal of equal opportunity, we maintain an Equal Employment Opportunity Program through which we take good faith efforts to recruit, hire and advance in employment qualified, minorities, women, persons with disabilities, veterans, and other protected groups.

As the Manager of the District's EEO division, I am writing to request your assistance in our efforts to attract qualified candidates for District employment, by referring qualified minorities, women, persons with disabilities, veterans and other protected groups for available positions at BART. Please refer qualified applicants to www.bart.gov for a list of our current employment openings.

Although, we specifically have requested the referral of protected group members, we welcome referrals of all qualified applicants regardless of their race, color, religion, sex, national origin. Enclosed I have included a copy of the District's EEO Policy. If you have any questions regarding the District EEO policy, please contact me at 510-464-7580 or via email at smoore@bart.gov.

Sincerely,

A handwritten signature in black ink, appearing to read "Sharon C. Moore".

Sharon C. Moore
Manager, EEO Programs

cc: Allison Picard, Assistant General Manager, Employee Relations

Wayne Wong, Department Manager, Office of Civil Rights

List of Community Based Organizations
Bay Area Urban League
California State University, East Bay
California State University, San Francisco
California State University, San Jose
California State University, Santa Clara
California University of Management & Technology
Carnegie Mellon University
Chabot College
Chinese for Affirmative Action
City College of San Francisco
College of Alameda
Contra Costa College
College of Marin
College of San Mateo
De Anza College
DeVry University
Diablo Valley College
Foothill College
Golden Gate University
Heald College
Holy Names University
ITT Technical Institute
Laney College
Las Positas College
Lincoln Law School
Los Medanos Community College
San Joaquin Delta College
Menlo College
Merritt College
Mills College
Northwestern Polytechnic University
Oakland Private Industry Council
Ohlone College
Patten University
San Francisco Veterans Resource Center
San Jose City College
Silicon Valley Polytechnic Institute
St. Mary's College
Sonoma State University
Stanford University
Tradeswomen Inc.
University of California, Berkeley
University of California, Hastings College of Law
University of California, Merced
University of California, San Francisco
University of Phoenix
University of San Francisco
University of the Pacific
University of California, Santa Cruz
Wyotech Technical Institute

**SALARY RANGES and
WAGE SCHEDULE**

**NON-REPRESENTED
(NON-REP)**

Non-Rep Salaries			
Job Title	Salary Grade Descr	Min/Annual Salary	Max/Annual Salary
ACTO. Central Control	Non-Rep Band 11	112259.040	174004.360
ACTO. Service Delivery	Non-Rep Band 11	112259.040	174004.360
Administrative Analyst - NR	Non-Rep Band 4	72363.550	112164.590
Architect	Non-Rep Band 5	75981.110	117772.430
Associate General Counsel	Non-Rep Band 13	129954.210	201431.310
Asst Admin Analyst - NR	Non-Rep Band 1	59532.010	92276.590
Asst Chief Maint & Eng Officer	Non-Rep Band 12	117873.710	182705.160
Asst Chief Mechanical Officer	Non-Rep Band 12	117873.710	182705.160
Asst Chief, Employee Relations	Non-Rep Band 10	106912.950	165716.650
Asst Controller	Non-Rep Band 13	129954.210	201431.310
Asst District Secretary	Non-Rep Band 8	96972.920	150309.910
Asst General Mgr. Admin	Non-Rep Band 14	150435.080	233177.910
Asst General Mgr. Operations	Non-Rep Band 14	150435.080	233177.910
Asst GM, Admin & Budget	Non-Rep Band 14	150435.080	233177.910
Asst GM, Employee Relations	Non-Rep Band 14	150435.080	233177.910
Asst GM, External Affairs	Non-Rep Band 14	150435.080	233177.910
Asst GM, Planning & Developmnt	Non-Rep Band 14	150435.080	233177.910
Asst Rolling Stock Maint Super	Non-Rep Band 9	101821.740	157826.090
Asst Super Vehicle Maint eBart	Non-Rep Band 9	101821.740	157826.090
Asst Super. Systems Maint	Non-Rep Band 10	106912.950	165716.650
Asst Super. Way & Facilities	Non-Rep Band 10	106912.950	165716.650
Asst Treasurer	Non-Rep Band 13	129954.210	201431.310
Asst. Super Operations eBART	Non-Rep Band 9	101821.740	157826.090
Asst. Supt. Power & Mech. Main	Non-Rep Band 10	106912.950	165716.650
Attendance Program Coordinator	Non-Rep Band 6	83769.260	129843.830
Attorney I	Non-Rep Band 6	83769.260	129843.830
Attorney II	Non-Rep Band 9	101821.740	157826.090
Attorney III	Non-Rep Band 10	106912.950	165716.650
Central Veh Trouble Desk Super	Non-Rep Band 11	112259.040	174004.360
Chief Employee Relations Offcr	Non-Rep Band 12	117873.710	182705.160
Chief Engineer	Non-Rep Band 13	129954.210	201431.310
Chief Information Officer	Non-Rep Band 14	150435.080	233177.910
Chief Mechanical Officer	Non-Rep Band 13	129954.210	201431.310
Chief Safety Officer	Non-Rep Band 12	117873.710	182705.160
Chief Transit Sys Dev Officer	Non-Rep Band 13	129954.210	201431.310
Chief Transportation Officer	Non-Rep Band 13	129954.210	201431.310
Civil Engineer	Non-Rep Band 5	75981.110	117772.430
Civil Rights Officer I	Non-Rep Band 2	65634.840	101736.400
Civil Rights Officer II	Non-Rep Band 4	72363.550	112164.590
Communications Officer	Non-Rep Band 9	101821.740	157826.090
Community Outreach Specialist	Non-Rep Band 8	96972.920	150309.910
Computer Systems Engineer	Non-Rep Band 5	75981.110	117772.430
Construction Engineer	Non-Rep Band 5	75981.110	117772.430

Job Title	Salary Grade Descri	Min/Annual Salary	Max/Annual Salary
Contract Specialist I	Non-Rep Band 2	65634.840	101736.400
Contract Specialist II	Non-Rep Band 3	68916.700	106823.050
Contract Specialist III	Non-Rep Band 5	75981.110	117772.430
Cyber Security Architect	Non-Rep Band 8	96972.920	150309.910
Cyber Security Engineer	Non-Rep Band 7	87956.920	136334.710
Dept Manager, Financial Svcs	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Communication	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Customer Access	Non-Rep Band 11	112259.040	174004.360
Dept Mgr Customer Service	Non-Rep Band 11	112259.040	174004.360
Dept Mgr Gov't & Comm Rel	Non-Rep Band 11	112259.040	174004.360
Dept Mgr Human Resources	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Internal Audit	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Labor Relations	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Marketing & Research	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Office of Civil Right	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Operating Budgets	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Operations Liaisons	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Operations Planning	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Ops Training & Dev	Non-Rep Band 13	129954.210	201431.310
Dept Mgr Perf & Learning	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Planning	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Procurement	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Property Development	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Rail Veh Capital Prog	Non-Rep Band 12	117873.710	182705.160
Dept Mgr Risk Management	Non-Rep Band 10	106912.950	165716.650
Deputy Asst District Secretary	Non-Rep Band 7	87956.920	136334.710
Deputy Executive Manager	Non-Rep Band 13	129954.210	201431.310
Deputy General Mgr	Non-Rep Band 14	150435.080	233177.910
Deputy Managing Dir., Cap Corr	Non-Rep Band 12	117873.710	182705.160
Deputy Police Chief	Non-Rep Band 13	129954.210	201431.310
District Architect	Non-Rep Band 11	112259.040	174004.360
Division Mgr. Maint Support	Non-Rep Band 10	106912.950	165716.650
Drug Testing Coordinator	Non-Rep Band 4	72363.550	112164.590
Electrical Engineer	Non-Rep Band 5	75981.110	117772.430
Electronics & Comm Engineer	Non-Rep Band 5	75981.110	117772.430
Employee Communication Manager	Non-Rep Band 8	96972.920	150309.910
Employee Services Rep	Non-Rep Band 3	68916.700	106823.050
Engineer	Non-Rep Band 5	75981.110	117772.430
Engineer (Mechanical Focus)	Non-Rep Band 5	75981.110	117772.430
Enterprise Security Suppt Spec	Non-Rep Band 7	87956.920	136334.710
Environmental Engineer	Non-Rep Band 5	75981.110	117772.430
Exec Mgr Transit System Compl	Non-Rep Band 14	150435.080	233177.910
Exec Mgr West Bay Ext	Non-Rep Band 14	150435.080	233177.910
Executive Staff Asst	Non-Rep Band 3	68916.700	106823.050

Job Title	Salary Grade Descri	Min/Annual Salary	Max/Annual Salary
Group Manager	Non-Rep Band 10	106912.950	165716.650
Group Mgr, Capital Projects	Non-Rep Band 12	117873.710	182705.160
Grp Mgr AFC Capital Program	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Capital Program	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Capitol Corridor	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Elec & Mech Engr.	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Engineer	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Engineering Liaison	Non-Rep Band 11	112259.040	174004.360
Grp Mgr Operations Liaison	Non-Rep Band 11	112259.040	174004.360
Grp Mgr Ops Support & Review	Non-Rep Band 11	112259.040	174004.360
Grp Mgr Project Controls	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Rail Vehicle Cap Prog	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Rolling Stock & Shops	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Seismic Retrofit Cap	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Shops & Struct Capital	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Stations Capital Prog	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Sustainability Program	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Systems Capital Prog	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Systems Engineer	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Tech Support Srvc	Non-Rep Band 11	112259.040	174004.360
Grp Mgr Vehicle Maint Engineer	Non-Rep Band 12	117873.710	182705.160
Grp Mgr Warm Springs Ext	Non-Rep Band 12	117873.710	182705.160
HR Info Systems Analyst	Non-Rep Band 6	83769.260	129843.830
Human Resources Program Mngr	Non-Rep Band 9	101821.740	157826.090
Independent Pol Investigator	Non-Rep Band 8	96972.920	150309.910
Information Systems Analyst I	Non-Rep Band 2	65634.840	101736.400
Information Systems Analyst II	Non-Rep Band 6	83769.260	129843.830
Information Systems Auditor	Non-Rep Band 5	75981.110	117772.430
Instructional Design Spec	Non-Rep Band 5	75981.110	117772.430
Internal Auditor I	Non-Rep Band 2	65634.840	101736.400
Internal Auditor II	Non-Rep Band 4	72363.550	112164.590
Junior Engineer	Non-Rep Band 3	68916.700	106823.050
Labor Relations Rep I	Non-Rep Band 2	65634.840	101736.400
Labor Relations Rep II	Non-Rep Band 4	72363.550	112164.590
Legislative Officer	Non-Rep Band 8	96972.920	150309.910
Maintenance Engineer	Non-Rep Band 5	75981.110	117772.430
Manager of Special Projects	Non-Rep Band 8	96972.920	150309.910
Manager, Engineering Liaison	Non-Rep Band 10	106912.950	165716.650
Managing Director, Capitol Cor	Non-Rep Band 14	150435.080	233177.910
Mech Officer Capital Corridor	Non-Rep Band 10	106912.950	165716.650
Mechanical Engineer	Non-Rep Band 5	75981.110	117772.430
Media Producer	Non-Rep Band 5	75981.110	117772.430
Mgr of Access/Accessibility	Non-Rep Band 9	101821.740	157826.090
Mgr of Accred Police Svcs	Non-Rep Band 10	106912.950	165716.650

Job Title	Salary Grade Descri	Min/Annual Salary	Max/Annual Salary
Mgr of Capital Budgets	Non-Rep Band 9	101821.740	157826.090
Mgr of Capital Project Control	Non-Rep Band 9	101821.740	157826.090
Mgr of Central Control	Non-Rep Band 9	101821.740	157826.090
Mgr of Central Support	Non-Rep Band 8	96972.920	150309.910
Mgr of Civil & Structural Eng	Non-Rep Band 10	106912.950	165716.650
Mgr of Civil Rights Programs	Non-Rep Band 9	101821.740	157826.090
Mgr of Communications	Non-Rep Band 9	101821.740	157826.090
Mgr of Community Relations	Non-Rep Band 9	101821.740	157826.090
Mgr of Computer Sys Engineer	Non-Rep Band 10	106912.950	165716.650
Mgr of Construction Services	Non-Rep Band 10	106912.950	165716.650
Mgr of Contract Administration	Non-Rep Band 9	101821.740	157826.090
Mgr of Control & Scheduling	Non-Rep Band 9	101821.740	157826.090
Mgr of EEO Training	Non-Rep Band 9	101821.740	157826.090
Mgr of Elect & Comm Engineer	Non-Rep Band 10	106912.950	165716.650
Mgr of Elect & Mech Eng	Non-Rep Band 10	106912.950	165716.650
Mgr of Electrical Engr.	Non-Rep Band 10	106912.950	165716.650
Mgr of Emerg Preparedness	Non-Rep Band 8	96972.920	150309.910
Mgr of Employee Services	Non-Rep Band 8	96972.920	150309.910
Mgr of Engineer Safety	Non-Rep Band 8	96972.920	150309.910
Mgr of Enterprise Perf. Mgmt.	Non-Rep Band 9	101821.740	157826.090
Mgr of Env Compliance	Non-Rep Band 9	101821.740	157826.090
Mgr of Financial Planning	Non-Rep Band 9	101821.740	157826.090
Mgr of Fleet and Capacity Plng	Non-Rep Band 9	101821.740	157826.090
Mgr of Grant Dev & Reporting	Non-Rep Band 9	101821.740	157826.090
Mgr of Information Systems	Non-Rep Band 10	106912.950	165716.650
Mgr of Internal Audit	Non-Rep Band 9	101821.740	157826.090
Mgr of Joint Development	Non-Rep Band 10	106912.950	165716.650
Mgr of Local Govt & Com Rel	Non-Rep Band 9	101821.740	157826.090
Mgr of Logistics	Non-Rep Band 9	101821.740	157826.090
Mgr of Maint & Eng Tech Trng	Non-Rep Band 9	101821.740	157826.090
Mgr of Maint Administration	Non-Rep Band 8	96972.920	150309.910
Mgr of Maint Engineer	Non-Rep Band 10	106912.950	165716.650
Mgr of Management Analysis	Non-Rep Band 9	101821.740	157826.090
Mgr of Marketing, Capitol Corr	Non-Rep Band 8	96972.920	150309.910
Mgr of Mechanical Engr.	Non-Rep Band 10	106912.950	165716.650
Mgr of Operating Budgets	Non-Rep Band 9	101821.740	157826.090
Mgr of Operations Liaison	Non-Rep Band 9	101821.740	157826.090
Mgr of Personnel Services	Non-Rep Band 9	101821.740	157826.090
Mgr of Planning	Non-Rep Band 9	101821.740	157826.090
Mgr of Property Development	Non-Rep Band 10	106912.950	165716.650
Mgr of Purchasing	Non-Rep Band 9	101821.740	157826.090
Mgr of Real Estate Services	Non-Rep Band 9	101821.740	157826.090
Mgr of Reliability Engineer	Non-Rep Band 10	106912.950	165716.650
Mgr of Research & Development	Non-Rep Band 10	106912.950	165716.650

Job Title	Salary Grade Descri	Min/Annual Salary	Max/Annual Salary
Mgr of Revenue Control	Non-Rep Band 11	112259.040	174004.360
Mgr of Right of Way Services	Non-Rep Band 9	101821.740	157826.090
Mgr of Schedules & Services	Non-Rep Band 9	101821.740	157826.090
Mgr of Security Programs	Non-Rep Band 13	129954.210	201431.310
Mgr of Station Ops Support	Non-Rep Band 8	96972.920	150309.910
Mgr of Strategic Maint Progr	Non-Rep Band 11	112259.040	174004.360
Mgr of Systems Config Control	Non-Rep Band 10	106912.950	165716.650
Mgr of Telecom Revenue Const	Non-Rep Band 10	106912.950	165716.650
Mgr of Telecom Revenue Prog	Non-Rep Band 10	106912.950	165716.650
Mgr of Telecommunications	Non-Rep Band 9	101821.740	157826.090
Mgr of Traction Power Engr.	Non-Rep Band 10	106912.950	165716.650
Mgr of Train Control Engineer	Non-Rep Band 10	106912.950	165716.650
Mgr of Train Ops Support	Non-Rep Band 9	101821.740	157826.090
Mgr of Transp Ops Suppt	Non-Rep Band 9	101821.740	157826.090
Mgr of Treasury Operations	Non-Rep Band 11	112259.040	174004.360
Mgr of Vehicle Sys Engineer	Non-Rep Band 10	106912.950	165716.650
Mgr of Warranty Administration	Non-Rep Band 9	101821.740	157826.090
Multimedia Producer	Non-Rep Band 5	75981.110	117772.430
Operations Training Supv	Non-Rep Band 6	83769.260	129843.830
Outreach Recruiter	Non-Rep Band 5	75981.110	117772.430
Parking Division Mgr	Non-Rep Band 9	101821.740	157826.090
Personnel Analyst I	Non-Rep Band 2	65634.840	101736.400
Personnel Analyst II	Non-Rep Band 4	72363.550	112164.590
Police Chief	Non-Rep Band 14	150435.080	233177.910
Police Consultant	Non-Rep Band 14	150435.080	233177.910
Principal Admin Analyst - NR	Non-Rep Band 7	87956.920	136334.710
Principal Architect	Non-Rep Band 8	96972.920	150309.910
Principal Civil Engineer	Non-Rep Band 8	96972.920	150309.910
Principal Computer Sys Eng	Non-Rep Band 8	96972.920	150309.910
Principal Construction Eng	Non-Rep Band 8	96972.920	150309.910
Principal Contract Specialist	Non-Rep Band 7	87956.920	136334.710
Principal Electrical Engineer	Non-Rep Band 8	96972.920	150309.910
Principal Engineer	Non-Rep Band 8	96972.920	150309.910
Principal Internal Auditor	Non-Rep Band 7	87956.920	136334.710
Principal Labor Relations Rep	Non-Rep Band 7	87956.920	136334.710
Principal Mechanical Engineer	Non-Rep Band 8	96972.920	150309.910
Principal Personnel Analyst	Non-Rep Band 7	87956.920	136334.710
Principal Rail Vehicle Eng	Non-Rep Band 8	96972.920	150309.910
Principal Reliability Engineer	Non-Rep Band 8	96972.920	150309.910
Principal Resrch Proj Analyst	Non-Rep Band 7	87956.920	136334.710
Principal Safety Engineer	Non-Rep Band 8	96972.920	150309.910
Principal Structural Engineer	Non-Rep Band 8	96972.920	150309.910
Principal Track Engineer	Non-Rep Band 8	96972.920	150309.910
Principal Train Control Eng	Non-Rep Band 8	96972.920	150309.910

Job Title	Salary Grade Descri	Min/Annual Salary	Max/Annual Salary
Principal Vehicle Sys Engineer	Non-Rep Band 8	96972.920	150309.910
Program Logistics Manager	Non-Rep Band 9	101821.740	157826.090
Program Manager I	Non-Rep Band 9	101821.740	157826.090
Program Manager II	Non-Rep Band 10	106912.950	165716.650
Project Development Mgr	Non-Rep Band 9	101821.740	157826.090
Project Manager II	Non-Rep Band 10	106912.950	165716.650
Project Manager, BAP	Non-Rep Band 12	117873.710	182705.160
Project Mgr	Non-Rep Band 9	101821.740	157826.090
Project Support Mgr	Non-Rep Band 9	101821.740	157826.090
Rail Svs Compl Officer.Capitol	Non-Rep Band 7	87956.920	136334.710
Rail Vehicle Engineer	Non-Rep Band 5	75981.110	117772.430
Rail Vehicle Project Mgr	Non-Rep Band 9	101821.740	157826.090
Reliability Engineer	Non-Rep Band 5	75981.110	117772.430
Research & Dev Specialist	Non-Rep Band 6	83769.260	129843.830
Research Projects Analyst	Non-Rep Band 4	72363.550	112164.590
Research Projects Supv	Non-Rep Band 7	87956.920	136334.710
Rolling Stock Comp Maint Supt	Non-Rep Band 11	112259.040	174004.360
Rolling Stock Maint Super	Non-Rep Band 11	112259.040	174004.360
Rolling Stock Project Mgr	Non-Rep Band 9	101821.740	157826.090
Secondary Repair Super	Non-Rep Band 11	112259.040	174004.360
Seismic Engineer Mgr	Non-Rep Band 9	101821.740	157826.090
Sr Admin Analyst - NR	Non-Rep Band 5	75981.110	117772.430
Sr Attorney	Non-Rep Band 12	117873.710	182705.160
Sr Civil Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Civil Rights Officer	Non-Rep Band 5	75981.110	117772.430
Sr Compensation Analyst	Non-Rep Band 5	75981.110	117772.430
Sr Computer Systems Engineer	Non-Rep Band 7	87956.920	136334.710
Sr Construction Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Electrical Engineer	Non-Rep Band 7	87956.920	136334.710
Sr Electronics & Comm Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Employee Dev Specialist	Non-Rep Band 5	75981.110	117772.430
Sr Employee Services Rep	Non-Rep Band 6	83769.260	129843.830
Sr Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Executive Staff Assistant	Non-Rep Band 4	72363.550	112164.590
Sr Financial Analyst - NR	Non-Rep Band 5	75981.110	117772.430
Sr Internal Auditor	Non-Rep Band 5	75981.110	117772.430
Sr Labor Relations Rep	Non-Rep Band 6	83769.260	129843.830
Sr Mechanical Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Personnel Analyst	Non-Rep Band 5	75981.110	117772.430
Sr Quality Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Rail Vehicle Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Reliability Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Research Projects Analyst	Non-Rep Band 5	75981.110	117772.430
Sr Staff Asst	Non-Rep Band 2	65634.840	101736.400

Job Title	Salary Grade/Descr	Min/Annual Salary	Max/Annual Salary
Sr Structural Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Train Control Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Transportation Engineer	Non-Rep Band 6	83769.260	129843.830
Sr Vehicle Systems Engineer	Non-Rep Band 6	83769.260	129843.830
Sr. Architect	Non-Rep Band 6	83769.260	129843.830
Sr. Maintenance Engineer	Non-Rep Band 6	83769.260	129843.830
Sr. Production Engineer	Non-Rep Band 6	83769.260	129843.830
Staff Asst	Non-Rep Band 1	59532.010	92276.590
Strategic Prg Mgr, Ext Affairs	Non-Rep Band 12	117873.710	182705.160
Structural Engineer	Non-Rep Band 5	75981.110	117772.430
Super of eBART & BART to OAK	Non-Rep Band 11	112259.040	174004.360
Super of Power & Mech Maint	Non-Rep Band 11	112259.040	174004.360
Super of Systems Maint	Non-Rep Band 11	112259.040	174004.360
Super of Track & Structures	Non-Rep Band 11	112259.040	174004.360
Super of Way & Facilities	Non-Rep Band 11	112259.040	174004.360
Superintendent of Sys eBART	Non-Rep Band 11	112259.040	174004.360
Supv Human Resources Programs	Non-Rep Band 8	96972.920	150309.910
Survey Party Chief	Non-Rep Band 5	75981.110	117772.430
System Architect-Asst Grp Mgr	Non-Rep Band 11	112259.040	174004.360
Technical Recruiter	Non-Rep Band 5	75981.110	117772.430
Technology Advances Admin	Non-Rep Band 7	87956.920	136334.710
Test Track Mgr	Non-Rep Band 9	101821.740	157826.090
Train Control Engineer	Non-Rep Band 5	75981.110	117772.430
Trans Officer.Capitol Corridor	Non-Rep Band 10	106912.950	165716.650
Transportation Operations Mgr	Non-Rep Band 9	101821.740	157826.090
Vehicle Systems Engineer	Non-Rep Band 5	75981.110	117772.430

**AMERICAN FEDERATION
OF STATE, COUNTY &
MUNICIPAL EMPLOYEES
(AFSCME)**

AFSCME Salaries			
Job Title	Salary Grade Descr	Min/Annual Salary	Max/Annual Salary
Access Administrator	AFSCME Band 7	81441.590	126235.840
Access Coordinator	AFSCME Band E	83721.000	108837.000
Accounting Supervisor	AFSCME Band G	95270.000	123851.000
Applications Analyst	AFSCME Band 5	70352.880	109048.550
Asset Coordinator	AFSCME Band F	88760.000	115389.000
Asst Logistics Program Manager	AFSCME Band G	95270.000	123851.000
Asst Mgr of Revenue Control	AFSCME Band H	101167.000	131517.000
Auto & Equip Maint Supv	AFSCME Band E	83721.000	108837.000
Central Maint Supv	AFSCME Band F	88760.000	115389.000
Data Base Administrator	AFSCME Band H	101167.000	131517.000
District Real Estate Surveyor	AFSCME Band 8	89789.740	139175.840
District Right of Way Surveyor	AFSCME Band G	95270.000	123851.000
Energy Analyst	AFSCME Band 4	67003.290	103856.100
Environmental Administrator	AFSCME Band H	101167.000	131517.000
Fac/Utli Location Coordinator	AFSCME Band F	88760.000	115389.000
Facilities Maint Supv	AFSCME Band E	83721.000	108837.000
Financial Analyst I	AFSCME Band 2	60773.000	94200.370
Financial Analyst II	AFSCME Band 4	67003.290	103856.100
Gov & Comm Relations Rep I	AFSCME Band 2	60773.000	94200.370
Gov & Comm Relations Rep II	AFSCME Band 4	67003.290	103856.100
Haz Mat/Env Compl Prog Mgr	AFSCME Band 7	81441.590	126235.840
Industrial Hygienist	AFSCME Band G	95270.000	123851.000
Info Systems Security Officer	AFSCME Band F	88760.000	115389.000
Insurance Analyst	AFSCME Band F	88760.000	115389.000
IT Project Manager	AFSCME Band I	107934.000	140314.000
Legal Office Supv	AFSCME Band D	77836.000	101187.000
Liability Risk Analyst	AFSCME Band E	83721.000	108837.000
Logistics Supv	AFSCME Band 3	63811.760	98910.230
Maint Support Administrator	AFSCME Band D	77836.000	101187.000
Manager of Time and Labor Adm	AFSCME Band H	101167.000	131517.000
Marketing Rep I	AFSCME Band 2	60773.000	94200.370
Marketing Rep II	AFSCME Band E	83721.000	108837.000
Marketing Rep II - Part Time	AFSCME Band 3	63811.760	98910.230
Material Control Systems Supv	AFSCME Band 6	77564.130	120225.770
Mgr of Access Programs	AFSCME Band H	101167.000	131517.000
Mgr of Accounting	AFSCME Band I	107934.000	140314.000
Mgr of AFC Maint	AFSCME Band 9	94279.390	146135.270
Mgr of Auto & Equip Maint	AFSCME Band H	101167.000	131517.000
Mgr of Credit/Debit Fare Progr	AFSCME Band G	95270.000	123851.000
Mgr of Customer Services	AFSCME Band H	101167.000	131517.000
Mgr of Drafting & Configuratio	AFSCME Band I	107934.000	140314.000
Mgr of Employee/Patron Safety	AFSCME Band I	107934.000	140314.000
Mgr of Inventory Management	AFSCME Band G	95270.000	123851.000

Job Title	Salary Grade Descr	Min/Annual Salary	Max/Annual Salary
Mgr of Operations Safety	AFSCME Band H	101167.000	131517.000
Mgr of Paratransit Programs	AFSCME Band 8	89789.740	139175.840
Mgr of Parking Programs	AFSCME Band 8	89789.740	139175.840
Mgr of Quality Assurance	AFSCME Band 8	89789.740	139175.840
Mgr of Special Projects	AFSCME Band I	107934.000	140314.000
Mgr of Tech Res. Publ & Graph	AFSCME Band 7	81441.590	126235.840
Mgr of Track Geometry	AFSCME Band 6	77564.130	120225.770
Mgr of Transit Vehicle Cleanin	AFSCME Band H	101167.000	131517.000
Operations Supv	AFSCME Band F	88760.000	115389.000
Operations Supv-Ops Liaison	AFSCME Band F	88760.000	115389.000
Parking Coordinator	AFSCME Band 6	77564.130	120225.770
Parking Program Administrator	AFSCME Band 7	81441.590	126235.840
Planner	AFSCME Band C	70505.000	91657.000
Power & Way Controller	AFSCME Band 7	81441.590	126235.840
Principal Admin Analyst - AFSC	AFSCME Band G	95270.000	123851.000
Principal EGIS Analyst	AFSCME Band G	95270.000	123851.000
Principal Financial Analyst	AFSCME Band G	95270.000	123851.000
Principal Gov & Comm Rel Rep.	AFSCME Band G	95270.000	123851.000
Principal Legislative Analyst	AFSCME Band 7	81441.590	126235.840
Principal Marketing Rep	AFSCME Band H	101167.000	131517.000
Principal Planner	AFSCME Band H	101167.000	131517.000
Principal Prop Develop Officer	AFSCME Band H	101167.000	131517.000
Principal Real Estate Officer	AFSCME Band 7	81441.590	126235.840
Principal Right of Way Officer	AFSCME Band H	101167.000	131517.000
Procurement Analyst	AFSCME Band 3	63811.760	98910.230
Program Control Admin. Telecom	AFSCME Band 8	89789.740	139175.840
Public Information Officer	AFSCME Band E	83721.000	108837.000
Purchasing Support Supv	AFSCME Band 7	81441.590	126235.840
Query & Reports Spec	AFSCME Band F	88760.000	115389.000
Safety Specialist	AFSCME Band C	70505.000	91657.000
Scheduling Supervisor	AFSCME Band F	88760.000	115389.000
Sect Mgr AFC Maint	AFSCME Band 7	81441.590	126235.840
Sect Mgr Elev/Escalator Maint	AFSCME Band G	95270.000	123851.000
Sect Mgr Power & Mech Maint	AFSCME Band G	95270.000	123851.000
Sect Mgr Struct Insp & Maint	AFSCME Band G	95270.000	123851.000
Sect Mgr Structures Maint	AFSCME Band G	95270.000	123851.000
Sect Mgr Systems Maint	AFSCME Band G	95270.000	123851.000
Sect Mgr Track Maint	AFSCME Band G	95270.000	123851.000
Spec Proj Mgr. Systems Maint	AFSCME Band 7	81441.590	126235.840
Spec Proj Mgr. Tracks & Struct	AFSCME Band G	95270.000	123851.000
Special Projects Coordinator	AFSCME Band 5	70352.880	109048.550
Sr Admin Analyst - AFSCME	AFSCME Band D	77836.000	101187.000
Sr Applications Analyst	AFSCME Band H	101167.000	131517.000
Sr Budget Analyst	AFSCME Band 4	67003.290	103856.100

Job Title	Salary Grade/Descri	Min/Annual Salary	Max/Annual Salary
Sr Central Maint Supv	AFSCME Band H	101167.000	131517.000
Sr Energy Analyst	AFSCME Band F	88760.000	115389.000
Sr Env Compliance Spec	AFSCME Band 6	77564.130	120225.770
Sr Financial Analyst - AFSCME	AFSCME Band E	83721.000	108837.000
Sr Gov & Comm Relations Rep	AFSCME Band E	83721.000	108837.000
Sr Inventory Control Analyst	AFSCME Band D	77836.000	101187.000
Sr Logistics Supv	AFSCME Band F	88760.000	115389.000
Sr Marketing Rep	AFSCME Band F	88760.000	115389.000
Sr Operations Safety Spec	AFSCME Band G	95270.000	123851.000
Sr Operations Supv-Ops Liaison	AFSCME Band G	95270.000	123851.000
Sr Planner	AFSCME Band F	88760.000	115389.000
Sr Real Estate Officer	AFSCME Band F	88760.000	115389.000
Sr Right of Way Officer	AFSCME Band F	88760.000	115389.000
Sr Safety Specialist	AFSCME Band F	88760.000	115389.000
Sr Systems Programmer	AFSCME Band E	83721.000	108837.000
Sr Time & Labor Admin Analyst	AFSCME Band D	77836.000	101187.000
Sr. Marketing Rep - PT	AFSCME Band E	83721.000	108837.000
Supv Business Sys Oper	AFSCME Band I	107934.000	140314.000
Supv LAN Administration	AFSCME Band 8	89789.740	139175.840
Supv Power & Way Controller	AFSCME Band 8	89789.740	139175.840
Supv Tech Support & Graphics	AFSCME Band 6	77564.130	120225.770
System Service Supv	AFSCME Band D	77836.000	101187.000
Systems Programmer	AFSCME Band F	88760.000	115389.000
Tech Documentation Admin	AFSCME Band 5	70352.880	109048.550
Tech Maintenance Support Coord	AFSCME Band E	83721.000	108837.000
Train Controller	AFSCME Band I	107934.000	140314.000
Transportation Supervisor	AFSCME Band G	95270.000	123851.000
Treasury Analyst	AFSCME Band D	77836.000	101187.000
Vehicle Performance Analyst	AFSCME Band 7	81441.590	126235.840

**SERVICE EMPLOYEES
INTERNATIONAL UNION
(SEIU)**

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Grade Description	Step	Hourly Rates									
		7/1/2013	7/1/2013	1/1/2014	7/1/2014	1/1/2015	7/1/2015	1/1/2016	7/1/2016	1/1/2017	6/30/2017
Utility Worker 1st Year	76	19.3680	19.7283	20.0954	20.2866	21.0415	21.2328	22.0228	22.2141	23.1518	23.1518 + 4 COLA
Utility Worker 2nd Year	79	20.1275	20.5020	20.8834	21.0822	21.8667	22.0654	22.8665	23.0852	24.0598	24.0598 + 4 COLA
Utility Worker 3rd Year	85	21.5200	21.9203	22.3282	22.5407	23.3795	23.5920	24.4698	24.6823	25.7243	25.7243 + 4 COLA
Utility Worker 4th Year	90	22.7859	23.2098	23.6416	23.8666	24.7547	24.9797	25.9092	26.1342	27.2375	27.2375 + 4 COLA
Utility Worker 5th Year	99	25.3177	25.7887	26.2685	26.5185	27.5053	27.7553	28.7881	29.0381	30.2639	30.2639 + 4 COLA
PT Utility Worker	2	21.3048	21.7011	22.1049	22.3152	23.1456	23.3560	24.2250	24.4355	25.4669	25.4669 + 4 COLA
System Service 1st Year	76	19.3680	19.7283	20.0954	20.2866	21.0415	21.2328	22.0228	22.2141	23.1518	23.1518 + 4 COLA
System Service 2nd Year	79	20.1275	20.5020	20.8834	21.0822	21.8667	22.0654	22.8665	23.0852	24.0598	24.0598 + 4 COLA
System Service 3rd Year	85	21.5200	21.9203	22.3282	22.5407	23.3795	23.5920	24.4698	24.6823	25.7243	25.7243 + 4 COLA
System Service 4th Year	90	22.7859	23.2098	23.6416	23.8666	24.7547	24.9797	25.9092	26.1342	27.2375	27.2375 + 4 COLA
System Service 5th Year	99	25.3177	25.7887	26.2685	26.5185	27.5053	27.7553	28.7881	29.0381	30.2639	30.2639 + 4 COLA
PT System Service	2	21.3048	21.7011	22.1049	22.3152	23.1456	23.3560	24.2250	24.4355	25.4669	25.4669 + 4 COLA

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Maintenance Grade Description	Step	Hourly Rates							
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017		
Maintenance Worker System Service 1st Year	76	20.9254	21.3147	22.1078	22.9305	23.8985	+ .4 COLA		
Maintenance Worker System Service 2nd Year	79	21.7460	22.1506	22.9748	23.8298	24.8357	+ .4 COLA		
Maintenance Worker System Service 3rd Year	85	23.2504	23.6830	24.5643	25.4784	26.5539	+ .4 COLA		
Maintenance Worker System Service 4th Year	90	24.6181	25.0761	26.0092	26.9771	28.1159	+ .4 COLA		
Maintenance Worker System Service 5th Year	99	27.3535	27.8624	28.8992	29.9746	31.2399	+ .4 COLA		
Maintenance Worker 1st Year	76	21.1146	21.5075	22.3078	23.1379	24.1146	+ .4 COLA		
Maintenance Worker 2nd Year	79	21.9427	22.3509	23.1826	24.0453	25.0603	+ .4 COLA		
Maintenance Worker 3rd Year	85	23.4607	23.8972	24.7865	25.7088	26.7940	+ .4 COLA		
Maintenance Worker 4th Year	90	24.8408	25.3029	26.2445	27.2211	28.3701	+ .4 COLA		
Maintenance Worker 5th Year	99	27.6009	28.1144	29.1606	30.2457	31.5224	+ .4 COLA		
PT Maintenance Worker I	1	23.2260	23.6582	24.5385	25.4516	26.5260	+ .4 COLA		

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Maintenance	Grade Description	Step	Hourly Rates				
			7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017
Electronic/Electro Mechanical Assembler I 1st Year	76	21.1146	21.5075	22.3078	23.1379	24.1146	+ .4 COLA
Electronic/Electro Mechanical Assembler I 2nd Year	79	21.9427	22.3509	23.1826	24.0453	25.0603	+ .4 COLA
Electronic/Electro Mechanical Assembler I 3rd Year	85	23.4607	23.8972	24.7865	25.7088	26.7940	+ .4 COLA
Electronic/Electro Mechanical Assembler I 4th Year	90	24.8408	25.3029	26.2445	27.2211	28.3701	+ .4 COLA
Electronic/Electro Mechanical Assembler I 5th Year	99	27.6009	28.1144	29.1606	30.2457	31.5224	+ .4 COLA
Electronic/Electro Mechanical Assembler II 1st Year	76	21.8939	22.3012	23.1311	23.9919	25.0047	+ .4 COLA
Electronic/Electro Mechanical Assembler II 2nd Year	79	22.7525	23.1758	24.0382	24.9327	25.9852	+ .4 COLA
Electronic/Electro Mechanical Assembler II 3rd Year	85	24.3265	24.7792	25.7012	26.6577	27.7830	+ .4 COLA
Electronic/Electro Mechanical Assembler II 4th Year	90	25.7575	26.2368	27.2131	28.2258	29.4173	+ .4 COLA
Electronic/Electro Mechanical Assembler II 5th Year	99	28.6195	29.1520	30.2368	31.3620	32.6859	+ .4 COLA
Maintenance Worker II 1st Year	76	23.8305	24.2739	25.1772	26.1141	27.2165	+ .4 COLA
Maintenance Worker II 2nd Year	79	24.7651	25.2259	26.1646	27.1382	28.2838	+ .4 COLA
Maintenance Worker II 3rd Year	85	26.4784	26.9710	27.9747	29.0157	30.2406	+ .4 COLA
Maintenance Worker II 4th Year	90	28.0359	28.5576	29.6203	30.7225	32.0194	+ .4 COLA
Maintenance Worker II 5th Year	99	31.1511	31.7307	32.9115	34.1362	35.5772	+ .4 COLA
PT Maintenance Worker II	1	26.2136	26.7013	27.6949	28.7255	29.9381	+ .4 COLA
Maintenance Worker III 1st Year	76	28.0716	28.5939	29.6579	30.7616	32.0601	+ .4 COLA
Maintenance Worker III 2nd Year	79	29.1725	29.7152	30.8210	31.9679	33.3174	+ .4 COLA
Maintenance Worker III 3rd Year	85	31.1907	31.7710	32.9533	34.1796	35.6223	+ .4 COLA
Maintenance Worker III 4th Year	90	33.0255	33.6399	34.8917	36.1901	37.7178	+ .4 COLA
Maintenance Worker III 5th Year	99	36.6950	37.3777	38.7686	40.2113	41.9087	+ .4 COLA
Sr Storekeeper 1st Year	76	26.0288	26.5131	27.4997	28.5231	29.7271	+ .4 COLA
Sr Storekeeper 2nd Year	79	27.0496	27.5528	28.5781	29.6416	30.8929	+ .4 COLA
Sr Storekeeper 3rd Year	85	28.9209	29.4590	30.5552	31.6923	33.0301	+ .4 COLA
Sr Storekeeper 4th Year	90	30.6222	31.1919	32.3526	33.5565	34.9731	+ .4 COLA
Sr Storekeeper 5th Year	99	34.0247	34.6577	35.9474	37.2851	38.8590	+ .4 COLA

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30/2017

Maintenance Grade Description	Step	Hourly Rates				
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	6/30/2017
Computer Specialist 1st Year	76	28.0716	28.5939	29.6579	30.7616	32.0601 + .4 COLA
Computer Specialist 2nd Year	79	29.1725	29.7152	30.8210	31.9679	33.3174 + .4 COLA
Computer Specialist 3rd Year	85	31.1907	31.7710	32.9533	34.1796	35.6223 + .4 COLA
Computer Specialist 4th Year	90	33.0255	33.6399	34.8917	36.1901	37.7178 + .4 COLA
Computer Specialist 5th Year	99	36.6950	37.3777	38.7686	40.2113	41.9087 + .4 COLA

Inspector 1st Year	76	29.3496	29.8957	31.0082	32.1622	33.5198 + .4 COLA
Inspector 2nd Year	79	30.5006	31.0681	32.2242	33.4234	34.8343 + .4 COLA
Inspector 3rd Year	85	32.6107	33.2174	34.4536	35.7357	37.2442 + .4 COLA
Inspector 4th Year	90	34.5290	35.1714	36.4803	37.8378	39.4351 + .4 COLA
Inspector 5th Year	99	38.3656	39.0794	40.5337	42.0421	43.8168 + .4 COLA

Quality Team Leader 1st Year	76	29.4728	30.0212	31.1384	32.2971	33.6605 + .4 COLA
Quality Team Leader 2nd Year	79	30.6286	31.1985	32.3595	33.5637	34.9805 + .4 COLA
Quality Team Leader 3rd Year	85	32.7476	33.3568	34.5982	35.8857	37.4005 + .4 COLA
Quality Team Leader 4th Year	90	34.6739	35.3190	36.6334	37.9966	39.6006 + .4 COLA
Quality Team Leader 5th Year	99	38.5266	39.2434	40.7038	42.2185	44.0007 + .4 COLA

Maintenance Grade Description	Step	Hourly Rates				
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	6/30/2017
Cash Handler 1st Year	76	20.5592	20.9417	21.7210	22.5293	23.4803 + .4 COLA
Cash Handler 2nd Year	79	21.3654	21.7629	22.5728	23.4128	24.4011 + .4 COLA
Cash Handler 3rd Year	85	22.8435	23.2685	24.1344	25.0325	26.0893 + .4 COLA
Cash Handler 4th Year	90	24.1873	24.6373	25.5541	26.5050	27.6239 + .4 COLA
Cash Handler 5th Year	99	26.8748	27.3748	28.3935	29.4501	30.6933 + .4 COLA

Senior Cash Handler 1st Year	76	21.9743	22.3832	23.2161	24.0800	25.0965 + .4 COLA
Senior Cash Handler 2nd Year	79	22.8361	23.2609	24.1265	25.0243	26.0806 + .4 COLA
Senior Cash Handler 3rd Year	85	24.4159	24.8702	25.7957	26.7556	27.8850 + .4 COLA
Senior Cash Handler 4th Year	90	25.8522	26.3331	27.3131	28.3294	29.5253 + .4 COLA
Senior Cash Handler 5th Year	99	28.7247	29.2591	30.3479	31.4772	32.8059 + .4 COLA

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Maintenance Subunit- Forepersons	Step	Hourly Rates								
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017			
Grade Description										
Cash Handler Foreperson 1st Year	76	30.8620	31.4362	32.6061	33.8195	35.2471	+ .4 COLA			
Cash Handler Foreperson 2nd Year	79	32.0723	32.6690	33.8848	35.1457	36.6293	+ .4 COLA			
Cash Handler Foreperson 3rd Year	85	34.2912	34.9292	36.2290	37.5772	39.1634	+ .4 COLA			
Cash Handler Foreperson 4th Year	90	36.3083	36.9838	38.3601	39.7876	41.4672	+ .4 COLA			
Cash Handler Foreperson 5th Year	99	40.3426	41.0932	42.6224	44.2085	46.0747	+ .4 COLA			
FP Maintenance 1st Year	76	30.8620	31.4362	32.6061	33.8195	35.2471	+ .4 COLA			
FP Maintenance 2nd Year	79	32.0723	32.6690	33.8848	35.1457	36.6293	+ .4 COLA			
FP Maintenance 3rd Year	85	34.2912	34.9292	36.2290	37.5772	39.1634	+ .4 COLA			
FP Maintenance 4th Year	90	36.3083	36.9838	38.3601	39.7876	41.4672	+ .4 COLA			
FP Maintenance 5th Year	99	40.3426	41.0932	42.6224	44.2085	46.0747	+ .4 COLA			
FP System Service/Utility Worker 1st Year	76	28.5476	29.0787	30.1608	31.2832	32.6037	+ .4 COLA			
FP System Service/Utility Worker 2nd Year	79	29.6671	30.2191	31.3436	32.5100	33.8823	+ .4 COLA			
FP System Service/Utility Worker 3rd Year	85	31.7196	32.3097	33.5121	34.7591	36.2264	+ .4 COLA			
FP System Service/Utility Worker 4th Year	90	33.5854	34.2103	35.4634	36.8037	38.3573	+ .4 COLA			
FP System Service/Utility Worker 5th Year	99	37.3172	38.0115	39.4260	40.8931	42.6193	+ .4 COLA			
FP Rolling Stock 1st Year	76	33.0043	33.6184	34.8694	36.1670	37.6937	+ .4 COLA			
FP Rolling Stock 2nd Year	79	34.2986	34.9368	36.2368	37.5853	39.1719	+ .4 COLA			
FP Rolling Stock 3rd Year	85	36.6715	37.3538	38.7438	40.1856	41.8819	+ .4 COLA			
FP Rolling Stock 4th Year	90	38.8287	39.5511	41.0229	42.5494	44.3456	+ .4 COLA			
FP Rolling Stock 5th Year	99	43.1430	43.9457	45.5810	47.2772	49.2729	+ .4 COLA			

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Maintenance Subunit- Forepersons	Step	Hourly Rates				
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017
Grade Description						
FP Electrical 1st Year	76	32.2120	32.8113	34.0324	35.2988	36.7889 + .4 COLA
FP Electrical 2nd Year	79	33.4753	34.0981	35.3670	36.6831	38.2316 + .4 COLA
FP Electrical 3rd Year	85	35.7912	36.4570	37.8137	39.2209	40.8765 + .4 COLA
FP Electrical 4th Year	90	37.8965	38.6016	40.0381	41.5280	43.2810 + .4 COLA
FP Electrical 5th Year	99	42.1073	42.8907	44.4868	46.1423	48.0901 + .4 COLA

FP Structures Inspector 1st Year	76	32.26780	32.86820	34.09130	35.35990	36.85250 + .4 COLA
FP Structures Inspector 2nd Year	79	33.53320	34.15710	35.42820	36.74650	38.29770 + .4 COLA
FP Structures Inspector 3rd Year	85	35.85310	36.52020	37.87920	39.28870	40.94730 + .4 COLA
FP Structures Inspector 4th Year	90	37.96210	38.66850	40.10740	41.59980	43.35590 + .4 COLA
FP Structures Inspector 5th Year	99	42.18020	42.96500	44.56380	46.22210	48.17330 + .4 COLA

Clerical and Non-Professional Employees	Step	Hourly Rates				
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017
Grade Description						
Engineering Aide I 1st Year	76	22.39260	22.80920	23.65800	24.53830	25.57410 + .4 COLA
Engineering Aide I 2nd Year	79	23.27070	23.70370	24.58570	25.50060	26.57700 + .4 COLA
Engineering Aide I 3rd Year	85	24.88060	25.34360	26.28660	27.26480	28.41570 + .4 COLA
Engineering Aide I 4th Year	90	26.34420	26.83440	27.83290	28.86860	30.08720 + .4 COLA
Engineering Aide I 5th Year	99	29.27140	29.81600	30.92550	32.07630	33.43030 + .4 COLA

Engineering Aide II 1st Year	76	24.4427	24.8975	25.8240	26.7850	27.9156 + .4 COLA
Engineering Aide II 2nd Year	79	25.4012	25.8739	26.8367	27.8354	29.0104 + .4 COLA
Engineering Aide II 3rd Year	85	27.1586	27.6639	28.6933	29.7611	31.0174 + .4 COLA
Engineering Aide II 4th Year	90	28.7561	29.2912	30.3812	31.5117	32.8419 + .4 COLA
Engineering Aide II 5th Year	99	31.9513	32.5458	33.7569	35.0131	36.4911 + .4 COLA

Engineering Aide III 1st Year	76	26.1329	26.6191	27.6097	28.6371	29.8460 + .4 COLA
Engineering Aide III 2nd Year	79	27.1577	27.6630	28.6925	29.7601	31.0164 + .4 COLA
Engineering Aide III 3rd Year	85	29.0365	29.5768	30.6775	31.8190	33.1622 + .4 COLA
Engineering Aide III 4th Year	90	30.7446	31.3166	32.4820	33.6907	35.1129 + .4 COLA
Engineering Aide III 5th Year	99	34.1607	34.7963	36.0912	37.4342	39.0144 + .4 COLA

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Grade Description	Step	Hourly Rates				
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017
Clerk II 1st Year	76	17.3824	17.7058	18.3647	19.0481	19.8522 + .4 COLA
Clerk II 2nd Year	79	18.0641	18.4001	19.0849	19.7951	20.6307 + .4 COLA
Clerk II 3rd Year	85	19.3138	19.6731	20.4052	21.1645	22.0580 + .4 COLA
Clerk II 4th Year	90	20.4499	20.8304	21.6055	22.4095	23.3555 + .4 COLA
Clerk II 5th Year	99	22.7222	23.1449	24.0062	24.8995	25.9506 + .4 COLA
Clerk III 1st Year	76	19.9239	20.2946	21.0498	21.8331	22.7547 + .4 COLA
Clerk III 2nd Year	79	20.7052	21.0905	21.8753	22.6893	23.6471 + .4 COLA
Clerk III 3rd Year	85	22.1377	22.5496	23.3887	24.2590	25.2830 + .4 COLA
Clerk III 4th Year	90	23.4399	23.8761	24.7645	25.6860	26.7703 + .4 COLA
Clerk III 5th Year	99	26.0444	26.5290	27.5162	28.5401	29.7448 + .4 COLA
Clerk IV 1st Year	76	22.2841	22.6987	23.5434	24.4194	25.4503 + .4 COLA
Clerk IV 2nd Year	79	23.1580	23.5889	24.4666	25.3771	26.4483 + .4 COLA
Clerk IV 3rd Year	85	24.7601	25.2208	26.1593	27.1327	28.2781 + .4 COLA
Clerk IV 4th Year	90	26.2166	26.7044	27.6981	28.7288	29.9415 + .4 COLA
Clerk IV 5th Year	99	29.1296	29.6716	30.7757	31.9209	33.2684 + .4 COLA

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Clerical and Non-Professional Employees	Grade Description	Step	Hourly Rates					6/30/2017
			7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	
	Secretary II 1st Year	76	20.8950	21.2838	22.0758	22.8972	23.8638	+ .4 COLA
	Secretary II 2nd Year	79	21.7144	22.1184	22.9415	23.7952	24.7997	+ .4 COLA
	Secretary II 3rd Year	85	23.2167	23.6487	24.5287	25.4414	26.5154	+ .4 COLA
	Secretary II 4th Year	90	24.5824	25.0398	25.9715	26.9379	28.0751	+ .4 COLA
	Secretary II 5th Year	99	27.3138	27.8220	28.8573	29.9311	31.1946	+ .4 COLA
	Secretary III 1st Year	76	22.4835	22.9018	23.7540	24.6380	25.6780	+ .4 COLA
	Secretary III 2nd Year	79	23.3652	23.7999	24.6856	25.6042	26.6850	+ .4 COLA
	Secretary III 3rd Year	85	24.9817	25.4465	26.3934	27.3756	28.5311	+ .4 COLA
	Secretary III 4th Year	90	26.4512	26.9433	27.9459	28.9859	30.2094	+ .4 COLA
	Secretary III 5th Year	99	29.3903	29.9371	31.0511	32.2066	33.5661	+ .4 COLA
	Office Technician 1st Year	76	23.3621	23.7968	24.6824	25.6008	26.6815	+ .4 COLA
	Office Technician 2nd Year	79	24.2783	24.7300	25.6503	26.6048	27.7278	+ .4 COLA
	Office Technician 3rd Year	85	25.9579	26.4409	27.4249	28.4454	29.6461	+ .4 COLA
	Office Technician 4th Year	90	27.4849	27.9963	29.0381	30.1186	31.3900	+ .4 COLA
	Office Technician 5th Year	99	30.5388	31.1070	32.2646	33.4652	34.8778	+ .4 COLA

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Clerical -Subunit-Forepersons		Hourly Rates						
		Step	7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017
Grade Description								
Clerical Foreperson 1st Year	76	26.0288	26.5131	27.4997	28.5231	29.7271	+ 4 COLA	
Clerical Foreperson 2nd Year	79	27.0496	27.5528	28.5781	29.6416	30.8929	+ 4 COLA	
Clerical Foreperson 3rd Year	85	28.9209	29.4590	30.5552	31.6923	33.0301	+ 4 COLA	
Clerical Foreperson 4th Year	90	30.6222	31.1919	32.3526	33.5565	34.9731	+ 4 COLA	
Clerical Foreperson 5th Year	99	34.0247	34.6577	35.9474	37.2851	38.8590	+ 4 COLA	

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Grade Description	Step	Monthly Rates					6/30/2017
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	
Employment Development Specialist	1	5818.29	5926.55	6147.10	6375.86	6645.01	+ .4 COLA
Employment Development Specialist	2	6046.46	6158.97	6388.17	6625.90	6905.60	+ .4 COLA
Employment Development Specialist	3	6464.77	6585.06	6830.12	7084.29	7383.35	+ .4 COLA
Employment Development Specialist	4	6845.05	6972.42	7231.89	7501.01	7817.66	+ .4 COLA
Employment Development Specialist	5	7605.61	7747.13	8035.43	8334.46	8686.29	+ .4 COLA
Time and Labor Analyst	1	N/A	5478.772	5682.664	5894.131	6142.933	+ .4 COLA
Time and Labor Analyst	2	N/A	5693.619	5905.501	6125.271	6383.832	+ .4 COLA
Time and Labor Analyst	3	N/A	6087.519	6314.065	6549.036	6825.485	+ .4 COLA
Time and Labor Analyst	4	N/A	6445.608	6685.484	6934.269	7226.995	+ .4 COLA
Time and Labor Analyst	5	N/A	7161.804	7428.321	7704.753	8029.996	+ .4 COLA
Professional Grade 1	1	3469.65	3534.21	3665.73	3802.14	3962.65	+ .4 COLA
Professional Grade 1	2	3605.71	3672.80	3809.48	3951.25	4118.04	+ .4 COLA
Professional Grade 1	3	3855.17	3926.90	4073.03	4224.60	4402.94	+ .4 COLA
Professional Grade 1	4	4081.94	4157.89	4312.62	4473.11	4661.94	+ .4 COLA
Professional Grade 1	5	4535.49	4619.88	4791.80	4970.12	5179.93	+ .4 COLA
Professional Grade 2	1	3641.69	3709.45	3847.50	3990.68	4159.14	+ .4 COLA
Professional Grade 2	2	3784.50	3854.92	3998.38	4147.17	4322.24	+ .4 COLA
Professional Grade 2	3	4046.32	4121.62	4275.00	4434.08	4621.26	+ .4 COLA
Professional Grade 2	4	4284.34	4364.06	4526.47	4694.91	4893.10	+ .4 COLA
Professional Grade 2	5	4760.38	4848.96	5029.41	5216.57	5436.78	+ .4 COLA
Professional Grade 3	1	3822.34	3893.46	4038.35	4188.64	4365.46	+ .4 COLA
Professional Grade 3	2	3972.23	4046.14	4196.72	4352.90	4536.65	+ .4 COLA
Professional Grade 3	3	4247.04	4326.07	4487.06	4654.04	4850.51	+ .4 COLA
Professional Grade 3	4	4496.87	4580.54	4751.00	4927.81	5135.83	+ .4 COLA
Professional Grade 3	5	4996.52	5089.49	5278.89	5475.34	5706.48	+ .4 COLA

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Grade Description	Step	Monthly Rates						6/30/2017
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017		
Professional Grade 4	1	4012.00	4086.65	4238.73	4396.48	4582.07	+ .4 COLA	
Professional Grade 4	2	4169.34	4246.91	4404.96	4568.89	4761.76	+ .4 COLA	
Professional Grade 4	3	4457.78	4540.73	4709.71	4884.98	5091.19	+ .4 COLA	
Professional Grade 4	4	4720.01	4807.83	4986.75	5172.33	5390.68	+ .4 COLA	
Professional Grade 4	5	5244.45	5342.03	5540.83	5747.03	5989.64	+ .4 COLA	
Professional Grade 5	1	4211.16	4289.52	4449.16	4614.72	4809.53	+ .4 COLA	
Professional Grade 5	2	4376.31	4457.74	4623.63	4795.69	4998.14	+ .4 COLA	
Professional Grade 5	3	4679.07	4766.14	4943.51	5127.47	5343.92	+ .4 COLA	
Professional Grade 5	4	4954.31	5046.50	5234.30	5429.09	5658.27	+ .4 COLA	
Professional Grade 5	5	5504.79	5607.22	5815.89	6032.32	6286.97	+ .4 COLA	
Professional Grade 6	1	4420.28	4502.52	4670.08	4843.87	5048.35	+ .4 COLA	
Professional Grade 6	2	4593.62	4679.09	4853.22	5033.83	5246.32	+ .4 COLA	
Professional Grade 6	3	4911.42	5002.80	5188.98	5382.08	5609.28	+ .4 COLA	
Professional Grade 6	4	5200.33	5297.09	5494.21	5698.67	5939.24	+ .4 COLA	
Professional Grade 6	5	5778.14	5885.65	6104.68	6331.86	6599.15	+ .4 COLA	
Professional Grade 7	1	4639.84	4726.17	4902.05	5084.47	5299.11	+ .4 COLA	
Professional Grade 7	2	4821.79	4911.51	5094.29	5283.86	5506.92	+ .4 COLA	
Professional Grade 7	3	5155.38	5251.30	5446.72	5649.41	5887.90	+ .4 COLA	
Professional Grade 7	4	5458.64	5560.20	5767.12	5981.73	6234.25	+ .4 COLA	
Professional Grade 7	5	6065.15	6178.00	6407.91	6646.37	6926.94	+ .4 COLA	

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Grade Description	Step	Monthly Rates					
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017
Professional Grade 8	1	4870.40	4961.02	5145.63	5337.12	5562.42	+ .4 COLA
Professional Grade 8	2	5061.39	5155.57	5347.42	5546.42	5780.56	+ .4 COLA
Professional Grade 8	3	5411.55	5512.24	5717.37	5930.14	6180.47	+ .4 COLA
Professional Grade 8	4	5729.88	5836.49	6053.69	6278.97	6544.03	+ .4 COLA
Professional Grade 8	5	6366.53	6484.99	6726.32	6976.63	7271.14	+ .4 COLA
Professional Grade 9	1	5112.47	5207.60	5401.40	5602.41	5838.91	+ .4 COLA
Professional Grade 9	2	5312.96	5411.82	5613.22	5822.11	6067.89	+ .4 COLA
Professional Grade 9	3	5680.52	5786.22	6001.55	6224.90	6487.68	+ .4 COLA
Professional Grade 9	4	6014.67	6126.59	6354.59	6591.07	6869.30	+ .4 COLA
Professional Grade 9	5	6682.97	6807.32	7060.65	7323.41	7632.56	+ .4 COLA
Professional Grade 10	1	5366.65	5466.51	5669.94	5880.94	6129.20	+ .4 COLA
Professional Grade 10	2	5577.11	5680.88	5892.29	6111.56	6369.56	+ .4 COLA
Professional Grade 10	3	5962.95	6073.90	6299.93	6534.38	6810.22	+ .4 COLA
Professional Grade 10	4	6313.71	6431.18	6670.51	6918.75	7210.82	+ .4 COLA
Professional Grade 10	5	7015.23	7145.76	7411.68	7687.50	8012.02	+ .4 COLA
Professional Grade 11	1	5633.54	5738.36	5951.91	6173.41	6434.02	+ .4 COLA
Professional Grade 11	2	5854.47	5963.40	6185.32	6415.51	6686.33	+ .4 COLA
Professional Grade 11	3	6259.49	6375.96	6613.24	6859.35	7148.91	+ .4 COLA
Professional Grade 11	4	6627.70	6751.02	7002.25	7262.84	7569.43	+ .4 COLA
Professional Grade 11	5	7364.11	7501.13	7780.28	8069.82	8410.48	+ .4 COLA

28.4 BASE WAGE SCHEDULE

Effective 7/1/2013 - 6/30-2017

Grade Description	Step	Monthly Rates					6/30/2017
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	
Professional Grade 12	1	5913.77	6023.81	6247.98	6480.49	6754.05	+ .4 COLA
Professional Grade 12	2	6145.68	6260.04	6493.00	6734.63	7018.92	+ .4 COLA
Professional Grade 12	3	6570.86	6693.12	6942.20	7200.55	7504.51	+ .4 COLA
Professional Grade 12	4	6957.38	7086.83	7350.56	7624.11	7945.95	+ .4 COLA
Professional Grade 12	5	7730.42	7874.26	8167.29	8471.23	8828.83	+ .4 COLA
Professional Grade 13	1	6208.03	6323.54	6558.87	6802.95	7090.13	+ .4 COLA
Professional Grade 13	2	6451.48	6571.53	6816.08	7069.73	7368.17	+ .4 COLA
Professional Grade 13	3	6897.81	7026.16	7287.63	7558.83	7877.92	+ .4 COLA
Professional Grade 13	4	7303.56	7439.46	7716.31	8003.47	8341.33	+ .4 COLA
Professional Grade 13	5	8115.07	8266.07	8573.68	8892.74	9268.14	+ .4 COLA
Professional Grade 14	1	6516.99	6638.25	6885.28	7141.51	7442.98	+ .4 COLA
Professional Grade 14	2	6772.56	6898.57	7155.29	7421.57	7734.87	+ .4 COLA
Professional Grade 14	3	7241.10	7375.83	7650.31	7935.01	8269.98	+ .4 COLA
Professional Grade 14	4	7667.05	7809.71	8100.33	8401.78	8756.45	+ .4 COLA
Professional Grade 14	5	8518.94	8677.45	9000.37	9335.31	9729.39	+ .4 COLA
Professional Grade 15	1	6841.39	6968.68	7228.02	7497.00	7813.48	+ .4 COLA
Professional Grade 15	2	7109.68	7241.97	7511.47	7791.00	8119.89	+ .4 COLA
Professional Grade 15	3	7601.54	7742.98	8031.13	8330.00	8681.65	+ .4 COLA
Professional Grade 15	4	8048.69	8198.45	8503.55	8820.00	9192.33	+ .4 COLA
Professional Grade 15	5	8942.99	9109.39	9448.39	9800.00	10213.70	+ .4 COLA
Professional Grade 16	1	7110.81	7243.13	7512.67	7792.25	8121.19	+ .4 COLA
Professional Grade 16	2	7389.67	7527.17	7807.29	8097.83	8439.67	+ .4 COLA
Professional Grade 16	3	7900.90	8047.92	8347.42	8658.06	9023.55	+ .4 COLA
Professional Grade 16	4	8365.66	8521.33	8838.44	9167.36	9554.35	+ .4 COLA
Professional Grade 16	5	9295.18	9468.14	9820.49	10185.95	10615.94	+ .4 COLA

**AMALGAMATED TRANSIT
UNION (ATU)**

S47.1 SALARY/ WAGES FOR 2013 - 2017

BASE WAGE SCHEDULE
Effective 07/01/2013 - 6/30/2017

A. Transportation Worker- Full Time		Hourly Rates	1/1/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017
		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017	
Grade Description								
Station Agent/Train Operator (TW I/II), Hire Rate		26.4783	26.9710	27.9746	29.0156	30.2405	+4 COLA	
Station Agent/Train Operator (TW I/II), 2nd Year		27.2571	27.7642	28.7974	29.8690	31.1299	+4 COLA	
Station Agent/Train Operator (TW I/II), 3rd Year		28.0359	28.5575	29.6202	30.7224	32.0193	+4 COLA	
Station Agent/Train Operator (TW I/II), Top Rate		31.1510	31.7306	32.9114	34.1361	35.5771	+4 COLA	
Station Agent/Train Operator (TW III), Hire Rate		29.1261	29.6680	30.7721	31.9172	33.2645	+4 COLA	
Station Agent/Train Operator (TW III), 2nd Year		29.9828	30.5406	31.6771	32.8559	34.2429	+4 COLA	
Station Agent/Train Operator (TW III), 3rd Year		30.8394	31.4132	32.5822	33.7947	35.2213	+4 COLA	
Station Agent/Train Operator (TW III), Top Rate		34.2661	34.9036	36.2025	37.5497	39.1348	+4 COLA	
A. Transportation Worker- Part Time		Hourly Rates						
Grade Description		7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017	
Stat Agent/ Train Operator P/T, Hire Rate		29.1261	29.6680	30.7721	31.9172	33.2645	+4 COLA	
Stat Agent/ Train Operator P/T, 2nd Year		29.9828	30.5406	31.6771	32.8559	34.2429	+4 COLA	
Stat Agent/ Train Operator P/T, 3rd Year		30.8394	31.4132	32.5822	33.7947	35.2213	+4 COLA	
Stat Agent/ Train Operator P/T, Top Rate		34.2661	34.9036	36.2025	37.5497	39.1348	+4 COLA	

BASE WAGE SCHEDULE
Effective 07/01/2013 - 06/30/2017

B. Professional and Supervisory Employees	Hourly Rates	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017
	Grade Description	7/5/2013				
Operations Foreworker (FW II), Hire Rate	32.3164	32.9177	34.1427	35.4132	36.9081	+4 COLA
Operations Foreworker (FW II), 2nd Year	33.2669	33.8859	35.1469	36.4548	37.9937	+4 COLA
Operations Foreworker (FW II), 3rd Year	34.2174	34.8541	36.1511	37.4964	39.0792	+4 COLA
Operations Foreworker (FW II), Top Rate	38.0194	38.7268	40.1679	41.6627	43.4214	+4 COLA
Senior Operations Foreworker (FW III), Hire Rate	35.5294	36.1905	37.5372	38.9341	40.5777	+4 COLA
Senior Operations Foreworker (FW III), 2nd Year	36.5744	37.2549	38.6413	40.0792	41.7711	+4 COLA
Senior Operations Foreworker (FW III), 3rd Year	37.6194	38.3193	39.7453	41.2244	42.9646	+4 COLA
Senior Operations Foreworker (FW III), Top Rate	41.7994	42.5771	44.1615	45.8049	47.7385	+4 COLA
Scheduling Analyst, Hire Rate	37.2967	37.9906	39.4043	40.8707	42.5959	+4 COLA
Scheduling Analyst, 2nd Year	38.3936	39.1080	40.5633	42.0728	43.8487	+4 COLA
Scheduling Analyst, 3rd Year	39.4906	40.2254	41.7222	43.2748	45.1016	+4 COLA
Scheduling Analyst, Top Rate	43.8785	44.6949	46.3581	48.0832	50.1129	+4 COLA

BASE WAGE SCHEDULE
Effective 07/01/2013-06/30-2017

B. Professional and Supervisory Employees	Hourly Rates					
	7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017
Grade Description						
Sr. Scheduling Analyst, Hire Rate	41.0077	41.7707	43.3250	44.9373	46.8343	+4 COLA
Sr. Scheduling Analyst, 2nd Year	42.2138	42.9992	44.5993	46.2590	48.2118	+4 COLA
Sr. Scheduling Analyst 3rd, Year	43.4199	44.2278	45.8736	47.5807	49.5892	+4 COLA
Sr. Scheduling Analyst, Top Rate	48.2444	49.1420	50.9707	52.8675	55.0992	+4 COLA
Time and Labor Admin Analyst (ATU), Hire Rate	34.4788	35.1203	36.4273	37.7829	39.3778	+4 COLA
Time and Labor Admin Analyst (ATU), 2nd Year	35.4929	36.1533	37.4987	38.8941	40.5360	+4 COLA
Time and Labor Admin Analyst (ATU), 3rd Year	36.5070	37.1862	38.5701	40.0054	41.6942	+4 COLA
Time and Labor Admin Analyst (ATU), Top Rate	40.5634	41.3181	42.8557	44.4505	46.3269	+4 COLA
Sr Oper Supp Sys Analyst, Hire Rate	39.5692	40.3053	41.8052	43.3609	45.1913	+4 COLA
Sr Oper Supp Sys Analyst, 2nd Year	40.7330	41.4908	43.0348	44.6362	46.5205	+4 COLA
Sr Oper Supp Sys Analyst, 3rd Year	41.8968	42.6762	44.2644	45.9116	47.8496	+4 COLA
Sr Oper Supp Sys Analyst, Top Rate	46.5520	47.4181	49.1827	51.0129	53.1663	+4 COLA

BASE WAGE SCHEDULE
 Effective 07/01/2013 - 06/30/2017

C. Training Employees	Hourly Rates						
	Grade Description	7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017
Employee Development Specialist, Hire Rate		37.2967	37.9906	39.4043	40.8707	42.5959	+ .4 COLA
Employee Development Specialist, 2nd Year		38.3936	39.1080	40.5633	42.0728	43.8487	+ .4 COLA
Employee Development Specialist, 3rd Year		39.4906	40.2254	41.7222	43.2748	45.1016	+ .4 COLA
Employee Development Specialist, Top Rate		43.8785	44.6949	46.3581	48.0832	50.1129	+ .4 COLA

BASE WAGE SCHEDULE
Effective 07/01/2013 - 06/30/2017

D. Clerical and Non-Professional Employees		Hourly Rates	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017
Grade Description	7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017	
Trans Admin Specialist, Hire Rate	24.7601	25.2208	26.1593	27.1327	28.2781	+4 COLA	
Trans Admin Specialist, 2nd Year	25.4884	25.9626	26.9287	27.9307	29.1098	+4 COLA	
Trans Admin Specialist, 3rd Year	26.2166	26.7044	27.6981	28.7288	29.9415	+4 COLA	
Trans Admin Specialist, Top Rate	29.1296	29.6716	30.7757	31.9209	33.2684	+4 COLA	
Senior Secretary, Hire Rate	24.7601	25.2208	26.1593	27.1327	28.2781	+4 COLA	
Senior Secretary, 2nd Year	25.4884	25.9626	26.9287	27.9307	29.1098	+4 COLA	
Senior Secretary, 3rd Year	26.2166	26.7044	27.6981	28.7288	29.9415	+4 COLA	
Senior Secretary, Top Rate	29.1296	29.6716	30.7757	31.9209	33.2684	+4 COLA	
D. Clerical and Non-Professional Employees		Hourly Rates					
Grade Description	7/5/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	6/30/2017	
Senior Transportation Clerk-Training, Hire Date	25.9579	26.4409	27.4249	28.4454	29.6461	+4 COLA	
Senior Transportation Clerk-Training, 2nd Year	26.7214	27.2186	28.2315	29.2820	30.5180	+4 COLA	
Senior Transportation Clerk-Training, 3rd Year	27.4849	27.9963	29.0381	30.1186	31.3900	+4 COLA	
Senior Transportation Clerk-Training, Top Rate	30.5388	31.1070	32.2646	33.4652	34.8778	+4 COLA	
Senior Budget Clerk, Hire Rate	24.7601	25.2208	26.1593	27.1327	28.2781	+4 COLA	
Senior Budget Clerk, 2nd Year	25.4884	25.9626	26.9287	27.9307	29.1098	+4 COLA	
Senior Budget Clerk, 3rd Year	26.2166	26.7044	27.6981	28.7288	29.9415	+4 COLA	
Senior Budget Clerk, Top Rate	29.1296	29.6716	30.7757	31.9209	33.2684	+4 COLA	

**BART POLICE OFFICERS
ASSOCIATION (BPOA)**

BPOA WAGE SCHEDULE FY 2014 – 2018

Step-Description	FY14 Hourly Rate	FY15 Hourly Rate	FY16 Hourly Rate	FY17 Hourly Rate	FY18 Hourly Rate
Community Services Officer Step 1	21.819900	22.225800	23.052900	23.910700	25.418400
Community Services Officer Step 2	22.461600	22.879500	23.730900	24.614000	26.166000
Community Services Officer Step 3	23.103400	23.533200	24.408900	25.317200	26.913600
Community Services Officer Step 4	25.670500	26.148100	27.121100	28.130300	29.904000
Community Services Officer Step 5 (Effective 8/1/2014)*		27.298600	28.314400	29.368000	31.219700
Administrative Specialist Step 1	27.191900	27.697800	28.728500	29.797600	31.676500
Administrative Specialist Step 2	28.220500	28.745500	29.815200	30.924700	32.874700
Administrative Specialist Step 3	29.416300	29.963600	31.078600	32.235100	34.267700
Administrative Specialist Step 4	30.528600	31.096600	32.253800	33.454000	35.563500
Administrative Specialist Step 5	31.779700	32.371000	33.575600	34.825000	37.021000
Police Dispatcher Step 1	28.266500	28.792400	29.863800	30.975100	32.928200
Police Dispatcher Step 2	29.337700	29.883500	30.995500	32.148900	34.176100
Police Dispatcher Step 3	30.582600	31.151600	32.310800	33.513200	35.626400
Police Dispatcher Step 4	31.741100	32.331700	33.534800	34.782700	36.976000
Police Dispatcher Step 5	33.043600	33.658400	34.910900	36.210000	38.493200
Police Dispatcher Step 6	34.404300	35.044400	36.348500	37.701100	40.078400

Note: Education/Skill Incentive:

Eligible employees receive additional Education/Skill Allowance based on years of District service, degrees and certifications held as follows during the duration of this contract only (see 11.11 for further details).

- Completion of probationary period+ POST Intermediate Certificates + AA/AS degree = 2.5% incentive
- 3 yrs of District Service + POST Intermediate Certificates + BA/BS degree = 4.0% incentive
- 4 yrs of District Service + POST Advanced Certificate + BA/BS degree = 5.5% incentive
- Completion of probationary period + AA/AS Degree + appropriate law enforcement training certificate= 2.5% incentive**

Note: Vacation Step Pay 4.03% in exchange for the ongoing forfeiture of two weeks of vacation per fiscal year for eligible employees effective after 20 years of service of District Service (see Section 4.1).

Note: Longevity Pay: At the beginning of the 11th year of service as a BART Police Officer, the officer shall receive a 2.5% pay increase.

At the beginning of the 15th year of service as a BART Police Officer, the officer shall receive a 2.5% pay increase.

On July 1st following the date on which the employee has completed twenty (20) years of District service, the employee shall receive a 2.47% pay increase in exchange for the ongoing forfeiture of three (3) vacation days and four (4) floating holidays, per fiscal year (see Section 11.2 for further details).

Note: Class A License Premium may apply for eligible Revenue Protection Guard employees effective 1/1/14 (see Section 11.2 for further details).

* The final step was introduced on August 1, 2014 and will take place on the employee's next anniversary date. (See Section 11.3 A for further details.)

**This is the only Education/Skill allowance applicable to civilians. (See Section 11.1 for further details.)

BPOA WAGE SCHEDULE FY 2014 – 2018

Step Description	FY14 Hourly Rate	FY15 Hourly Rate	FY16 Hourly Rate	FY17 Hourly Rate	FY18 Hourly Rate
Revenue Protection Guard Step 1	26.343600	26.833700	27.832200	28.867900	30.688200
Revenue Protection Guard Step 2	27.571000	28.084000	29.129100	30.213100	32.118200
Revenue Protection Guard Step 3	28.859300	29.396200	30.490100	31.624700	33.618800
Revenue Protection Guard Step 4	30.185300	30.746900	31.891100	33.077800	35.163500
Revenue Protection Guard Step 5	31.610800	32.198900	33.397100	34.639900	36.824100
Police Officer Academy Step	24.697300	25.156800	26.092900	27.063900	28.770400
Police Officer Field Training	27.990200	28.511000	29.572000	30.672400	32.606500
Police Officer Step 1	32.929600	33.542300	34.790500	36.085100	38.360400
Police Officer Step 2	34.463800	35.105000	36.411300	37.766300	40.147700
Police Officer Step 3	36.074200	36.745400	38.112800	39.531100	42.023700
Police Officer Step 4	37.731700	38.433700	39.863900	41.347300	43.954500
Police Officer Step 5	39.513500	40.248700	41.746500	43.300000	46.030300
Senior Pol Officer Intermediate	40.401300	41.153000	42.684400	44.272800	47.064500
Senior Police Officer Advanced	41.396200	42.166400	43.735500	45.363000	48.223400
Master Police Officer	42.224100	43.009700	44.610200	46.270300	49.187900

Note Education/Skill Incentive:

Eligible employees receive additional Education/Skill Allowance based on years of District service, degrees and certifications held as follows during the duration of this contract only (see 11.11 for further details).

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- 4 yrs of District Service + POST Advanced Certificate + BA/BS degree = 5.5% incentive
- Completion of probationary period + AA/AS Degree + appropriate law enforcement training certificate= 2.5% incentive**

Note: Vacation Step Pay 4.03% in exchange for the ongoing forfeiture of two weeks of vacation per fiscal year for eligible employees effective after 20 years of service of District Service (see Section 4.1).

Note: Longevity Pay: At the beginning of the 11th year of service as a BART Police Officer, the officer shall receive a 2.5% pay increase.

At the beginning of the 15th year of service as a BART Police Officer, the officer shall receive a 2.5% pay increase.

On July 1st following the date on which the employee has completed twenty (20) years of District service, the employee shall receive a 2.47% pay increase in exchange for the ongoing forfeiture of three (3) vacation days and four (4) floating holidays, per fiscal year (see Section 11.2 for further details).

Note: Class A License Premium may apply for eligible Revenue Protection Guard employees effective 1/1/14 (see Section 11.2 for further details).

* The final step was introduced on August 1, 2014 and will take place on the employee's next anniversary date. (See Section 11.3 A for further details.)

**This is the only Education/Skill allowance applicable to civilians. (See Section 11.1 for further details.)

**BART POLICE
MANAGEMENT
ASSOCIATION (BPMA)**

2013-2018 BPMA

APPENDIX A

Effective 2014-2018 Wage Chart:

Salary Admin Plan	Grade	Step Description	7/1/2013	1/1/2014	1/1/2015	1/1/2016	1/1/2017	7/1/2017
BPMA Salaried	CS	Civillian Administrator Step 1	7837.000	8062.000	8363.000	8675.000	9042.000	9223.000
BPMA Salaried	CS	Civillian Administrator Step 2	8208.000	8443.000	8758.000	9084.000	9468.000	9658.000
BPMA Salaried	CS	Civillian Administrator Step 3	8801.000	9053.000	9390.000	9740.000	10152.000	10356.000
BPMA Salaried	CS	Civillian Administrator Step 4	9095.000	9356.000	9705.000	10067.000	10492.000	10702.000
BPMA Salaried	LT	Police Lieutenant Step 1	9452.000	9723.000	10085.000	10461.000	10903.000	11122.000
BPMA Salaried	LT	Police Lieutenant Step 2	9766.000	10046.000	10420.000	10808.000	11265.000	11491.000
BPMA Salaried	LT	Police Lieutenant Step 3	10106.000	10396.000	10783.000	11185.000	11658.000	11892.000
BPMA Salaried	LT	Police Lieutenant Step 4	10461.000	10761.000	11162.000	11578.000	12067.000	12309.000
BPMA Salaried	LT	Police Lieutenant Step 5	10826.000	11136.000	11551.000	11981.000	12487.000	12737.000
BPMA Salaried	SGT	Police Sergeant Step 1	7713.000	7934.000	8230.000	8537.000	8898.000	9076.000
BPMA Salaried	SGT	Police Sergeant Step 2	8271.000	8508.000	8825.000	9154.000	9541.000	9732.000
BPMA Salaried	SGT	Police Sergeant Step 3	8545.000	8790.000	9118.000	9458.000	9858.000	10056.000
BPMA Salaried	SGT	Police Sergeant Step 4	8843.000	9096.000	9435.000	9787.000	10201.000	10406.000
BPMA Salaried	SGT	Police Sergeant Step 5	9153.000	9415.000	9766.000	10130.000	10558.000	10770.000

Note: Progression through each step is two (2) years from the date of entry into the classification.

Note: Education/Skill Incentive:

Eligible employees receive additional Education/Skill Allowance based on years of BPMA Supervisory Experience, degrees, and certifications as follows, pursuant to Section 49.0.

Sworn:

Upon entry into BPMA + POST Adv Certificate + AA/AS degree = 3.0% incentive

5 yrs of BPMA Supervisory Experience + POST Adv Certificates+ BA/BS degree = 4.0% incentive

10 yrs of BPMA Supervisory Experience + POST Adv Certificates + AA/AS degree = 7.5% incentive

10 yrs of BPMA Supervisory Experience + POST Adv Certificates + BA/BS degree = 9.0% incentive

10 yrs of BPMA Supervisory Experience + POST Adv Certificates + MA/MS degree = 13.0% incentive

13 yrs of BPMA Supervisory Experience + POST Adv Certificates + BA/AS degree = 13.0% incentive

Civilian:

Upon entry into BPMA + POST Supervisory Course + AA/AS degree = 3.0% incentive

5 yrs of BPMA Supervisory Experience + POST Supervisory Course + BA/BS degree = 4.0% incentive

10 yrs of BPMA Supervisory Experience + POST Supervisory Course + AA/AS degree = 7.5% incentive

10 yrs of BPMA Supervisory Experience + POST Supervisory Course + BA/BS degree = 9.0% incentive

10 yrs of BPMA Supervisory Experience + POST Supervisory Course + MA/MS degree = 13.0% incentive

13 yrs of BPMA Supervisory Experience + POST Supervisory Course + BA/AS degree = 13.0% incentive

Note: Longevity:

A member completing twenty-five (25) years of District service with a minimum of five (5) years as an employee covered by the BPMA Collective Bargaining Agreement, or twenty-five (25) years of safety service with a minimum of ten (10) years as an employee covered by the BPMA Collective Bargaining Agreement, shall have an 8.4% longevity incentive pay added to their base salary, pursuant to Section 49.0.

Benefits & Pay

BART offers one of the most comprehensive compensation and benefits programs you will find anywhere. We pay at rates that are strongly competitive in the labor market, and complement our pay program with an outstanding benefits package.

Benefits include the renowned CalPERS pension, excellent medical, vision, and dental coverage, supplemental

insurances, excellent paid sick leave, holidays and vacation, as well as two investment programs, one of which is entirely funded by BART on your behalf. BART also saves you money in your paycheck because no deductions are made for Social Security.



Bay Area Rapid Transit

BART Human Resources
300 Lakeside Drive
20th Floor
Oakland, CA 94612

Phone: 510-464-6112
E-mail: employment@bart.gov

Bay Area Rapid Transit



How to Apply for Jobs

Online Application Process



Bay Area Rapid Transit

www.bart.gov/jobs

Online Application Process

(External Applicants Only)

In this process, an external applicant (non-BART employee), will be able to view current job openings and to apply on-line.

Online Application (Internet) Navigation:

1. Go to: <http://www.bart.gov/jobs>

2. Click on **'Future BART Employees'** or you may review the FAQ link (Frequently Asked Questions) to get familiar with our online application process

3. To login to the Careers Home page, you need to enter a username and password. If registering for the first time, click the **'Register Now'** link to set up a username and password. **Note:** Returning users who have a registered account prior to 11/6/09 should enter their email address as their User Name (your password remains unchanged).

4. Click on the Job Title of the job you want to apply for, or check the Select box(es) for the job(s) you want to apply for

5. Click on **'Apply Now'**

6. Choose from the following options:

- Copy and paste resume text
- Upload a new resume
- Use an existing resume (only if applicant has previously created an account and resume)
- Apply without using a resume

7. Click on the **'Continue'** button

Note: First time applicants will be directed to the **"My Profile"** page to enter personal information:



Online Application Process

- Name
- Address
- Email address
- Phone number

Click **'Save'** after all personal information is entered

8. In the **'Complete Application'** page, enter all appropriate information on your application:

- Work Experience
- Education History
- Post-Secondary Education
- Licenses & Certificates
- Languages
- References
- Referral Information
- Application Questionnaire
- **Are you a former employee?**

9. When all information is added, click on the **'Submit'** button. From the **'Submit Online Application'** page, applicants will be presented with BART's EEO statement along with a chance to self-identify and **agree/disagree to the Terms & Agreements.**

10. Click the **'Submit'** button after agreeing to the Terms & Agreements.

11. Congratulations! Your application has been submitted.

Upon successful submission of an application, applicants are taken to the **'My Applications'** page, which shows a list of all applications submitted, along with the application date. Use the **'Next'** button (if necessary) to navigate to additional pages of applications you've submitted.

To return to view the list of applications you've submitted, click on the **'My Career Tools'** link at the top of the **'Careers Home Page'**.

If you encounter difficulty in this process, please call us at :

(510) 464-6112

or email us at:

employment@bart.gov

Creating a Job Search Agent

The Job Search Agent is an online process that will allow you, the applicant, to receive email notifications regarding open positions that will meet your interest. To do this, you must use the **'Advanced Search'** feature from the **'Careers Home Page.'**

1. After logging in, applicants are "dropped off" on the 'Careers Home Page'
2. Click the 'Advanced Search' box
3. Use any and all desired search criteria to filter your search:

- Keywords
- Locations
- Job Families
- Full/Part Time
- Regular/Temporary
- Job Opening ID



Creating a Job Search Agent

4. Click the 'Save Search' button
5. Create a name for your Job Search in the **'Name Your Search'** field
6. Check the **'Use As Job Agent'** checkbox
7. Enter the appropriate email address to which you'd like to receive job notifications in the **'Job Agent Notification To'** field
8. Click the **'Save Search'** button
9. You can create as many Job Searches for as many email addresses as you'd like. Notifications will be sent to the indicated email address, as well as your Careers Home Page.

Bay Area Rapid Transit



BART Human Resources
300 Lakeside Drive
20th Floor
Oakland, CA 94612

Phone: 510-464-6112
Email: employment@bart.gov

EEO Annual Progress Report, Executive Staff Meeting Schedule for 2015

District Department	Contact Person	Date & Time	# of Attendees
Controller/Treasurer	Miki Morales x6075	5/19/2015 2:30 pm	2
BART Police Department	Frances Cheung x7072	5/19/2015 12:00 pm	16
District Secretary	Kenneth Duron x6080	5/11/2015 10:00 am	1
General Counsel	Marlene Jones x6056	5/4/2015 1:00 pm	2
Independent Police Auditor	Mark Smith x7472	5/4/2015 2:00 pm	1
Planning & Development	Robert Powers 7410	5/18/2015 1:00 pm	15
Administration & Budget	Viviane Woo x6602	5/20/2015 2:00 pm	4
Office of Operations	Carolina Lopez 6093	5/11/2015 11:00 am	6
Employee Relations	Lynn Vanderlip x6283	5/19/2015 4:00 pm	5
Capitol Corridor	Cheryl Grady x7492	5/13/2015 10:00 am	4
External Affairs	Ava Coaxum x6136	5/4/2015 11:00 am	19
Office of General Manager	Nathan Hood x7442	6/29/2015 3:30 pm	5



**San Francisco Bay Area Rapid
Transit District**

**Equal Employment Opportunity
Program**

Workforce and Policy Compliance
Office of Civil Rights

Office of the General Manager

Overview

The Office of Civil Rights presented the Annual EEO Progress Report to all executive offices during the month of May.

Topics included:

- Workforce Representation
- Selection and Placement Goals
- EEO Complaint Process
- EEO Training
- Diversity Initiative

2014 Workforce Representation

	District Total	District Percentage	General Manager Total	General Manager Percentage
White	1,172	35%	21	24%
Black	832	25%	18	21%
Asian	854	26%	42	48%
Hispanic	455	14%	5	6%
Native American	19	Less than 1%	1	1%
Total	3,332	100%	87	100%

	Total	Percent	Total	Percent
Female	849	25%	39	45%
Male	2,483	75%	48	55%
Total	3,332	100%	87	100%


2014 General Manager Workforce Representation

Job Group	Female	Minority	White		Black		Asian		Native American		Hispanic		Total
			F	M	F	M	F	M	F	M	F	M	
Board Appointee	1	0	1	0	0	0	0	0	0	0	0	0	1
Executive & Manager	6	9	0	1	4	0	2	3	0	0	0	0	10
Supervisor, Other	2	7	0	3	0	1	2	4	0	0	0	0	10
Engineer	2	3	1	3	0	0	1	2	0	0	0	0	7
Professional	27	47	2	10	6	7	15	13	0	1	4	1	59
Total	38	66	4	17	10	8	20	22	0	1	4	1	87

2014 General Manager Hires and Promotions


Hires

Job Group	Female	Minority	White		Black		Asian		Native American		Hispanic		Total
			F	M	F	M	F	M	F	M			
Engineer	0	1	0	2	0	0	0	1	0	0	0	0	3
Professional	3	7	1	1	0	0	2	5	0	0	0	0	9
Total	3	8	1	3	0	0	2	6	0	0	0	0	12

 Placement Goals

Promotions

Job Group	Female	Minority	White		Black		Asian		Native American		Hispanic		Total
			F	M	F	M	F	M	F	M			
Executive & Manager	3	3	0	0	2	0	0	0	0	0	1	0	3
Supervisor Other	2	4	0	1	0	1	2	1	0	0	0	0	5
Engineer	2	3	0	0	0	0	2	1	0	0	0	0	3
Professional	5	6	1	1	1	1	2	1	0	0	1	0	8
Total	12	16	1	2	3	2	6	3	0	0	2	0	19

 Placement Goals

2014 District Hires and Promotions Highlights

The District had a total of 417 transactions. Progress was made in the following areas with underutilizations:

- **Executive & Manager**

6 Females were hired and 11 were promoted. This included 6 Asian Females and 2 Hispanic Females.

3 Asian Males and 2 Hispanic Males were also hired.

- **Engineer**

7 Females were hired and 3 were promoted. This included 6 Asian Females.

- **Train Operator**

28 minorities were hired.

Future Recruitment Outreach Efforts

- **Technician & Skilled Worker Job Groups - Females**
- **Engineer - Hispanic Males**
- **Transit Vehicle Mechanic - Hispanic Males**
- **Police Officer - Females**

Hispanic Representation

Recently there was a Board inquiry regarding BART's workforce demographics. Specifically, staff was asked about the recruitment and hiring of Hispanics in the BART workforce. Staff has compiled the following information regarding BART employment and hiring efforts.

- Based on 2010 census data, Hispanics represent 22% of the BART service area.
- Hispanics represent 14% of the overall workforce.

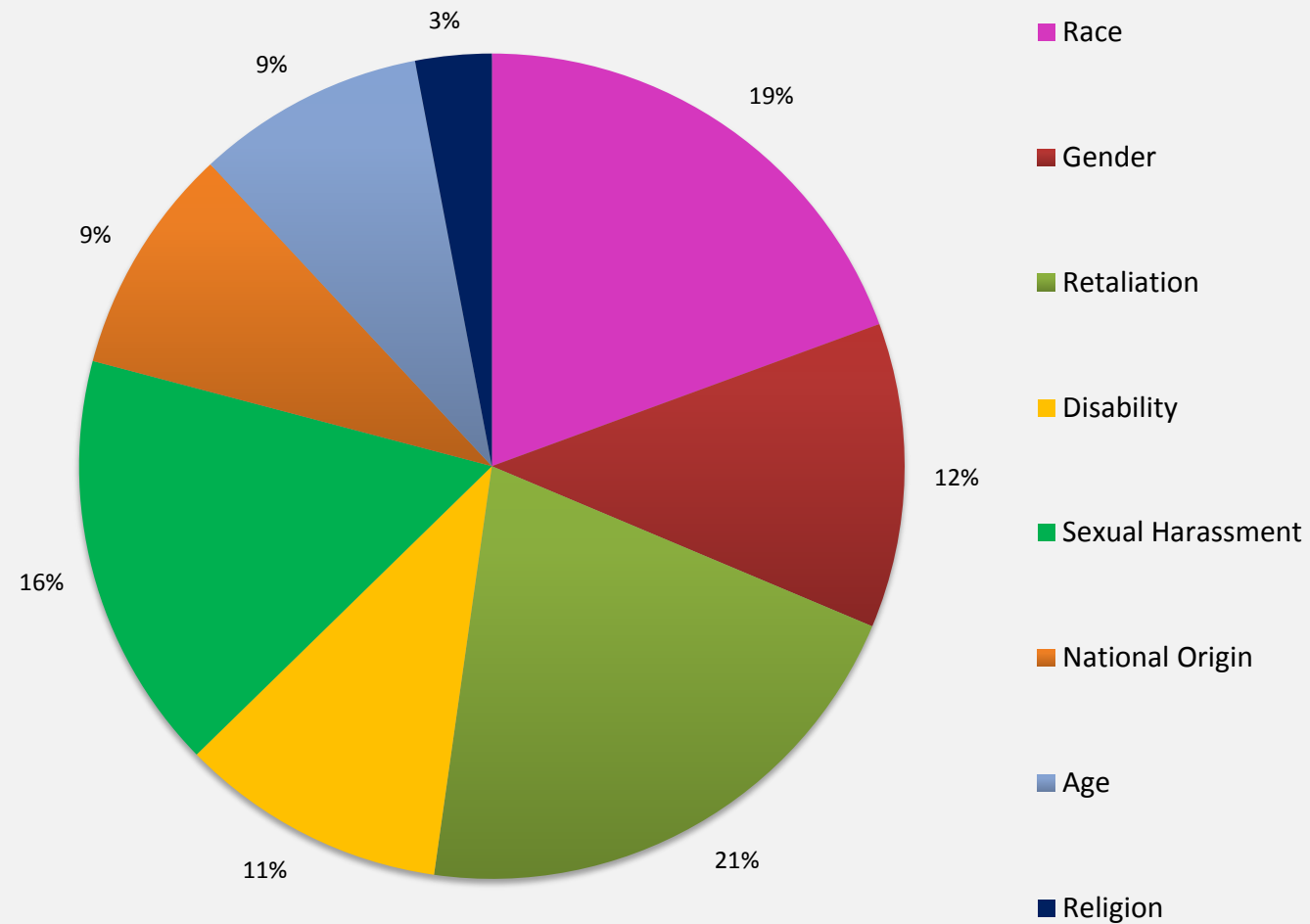
An analysis of recent recruitments for the positions of Station Agent, Train Operator and Transit Vehicle Mechanic, shows that of those applicants who indicated their race, Hispanics represented 8.9% of applicants.

BART's Human Resources department and Office of Civil Rights have begun efforts to broaden our recruitment in areas where the District has underutilization of women and minorities in relation to their availability in the BART service area. These efforts include participating in job fairs, meeting with school counselors at colleges, universities and trade schools, developing and maintaining working relationship with community organizations and professional groups.

EEO Complaint Activity

Internal EEO Complaints	2011	2012	2013	2014
Informal Complaints	25	31	12	5
Formal Complaints	15	11	17	16
Internal Complaints (subtotal)	40	42	29	21
External Agency Complaints				
External Agency Complaints	2011	2012	2013	2014
EEOC Complaints	3	4	22	7
DFEH Complaints	2	6	10	3
FTA Complaints	-	-	-	-
External Agency (subtotal)	5	10	32	10
Total Complaints Filed	45	52	61	31

2014 EEO Complaint Activity by Type



*In 2014 there were no complaints received alleging discrimination and harassment based on Veterans Status or Sexual Orientation

Training Highlights

- Over 800 Employees Completed Sexual Harassment Prevention Training in 2014
- An additional 300 Employees participated in EEO classes in 2014
 - New Hire Orientation
 - Foreworker Training
 - Supervisory Series
- New courses for 2014
 - Complaint Prevention and Resolution Workshop
 - Valuing Workplace Diversity
 - EEO 101

2014 AB1825 Training by Executive Office

<u>Executive Office</u>	<u>Mandatory</u>		<u>Voluntary</u>
	<u>Completed AB1825</u>	<u>Out of Compliance: 90+ Days</u>	<u>Preventing Sexual Harassment</u>
General Manager	0	0	0
• Office of Civil Rights	22	0	0
• Chief Information Office	14	0	0
• System Safety	3	0	0
Administration & Budget	26	2	0
Planning & Development	49	2	0
External Affairs	12	0	0
Operations	0	0	0
• M & E	212	0	0
• Transportation	119	0	278
• Rolling Stock & Shop	45	0	0
Police Department	26	1	0
Capitol Corridor	9	0	0
District Secretary	1	0	0
Controller Treasurer	11	0	0
General Counsel	3	0	0
Independent Police Auditor	0	0	0
Employee Relations	0	1	0
Total	552	6	278

Feedback from Executive Staff

- Recruitment Strategies
 - Broaden recruitment efforts: High Schools, Trade Schools, Community Colleges, Universities, Professional Associations
 - Increase diversity within certain job classifications
 - Internships and Apprenticeship Programs
 - Succession Planning
- Mandatory Sexual Harassment training for all employees

Ongoing Initiatives

- Diversity Initiative
 - Employee Resource Group
 - Upcoming Events for 2015
- EEO Training
 - Increase enrollment
 - Develop customized classes based on department need
- Partnership with Human Resources
 - Job Fairs
 - Strategic partnerships with local agencies

Contents

A. Executive Summary	2
A1. Overview	2
A2. Equal Employment Opportunity Program	2
B. Workforce Analysis	3
B1. Workforce Representation	3
B2. Minority Representation.....	3
B3. Female Representation	4
C. EEO Goal Attainment.....	4
C1. District Utilization Analysis	4
C2. Highlights of the District's 2014 Hiring and Promotions Efforts.....	6
C3. Progress in Job Groups with Underutilization.....	11
C4. Internships and Career Development Programs	12
C5. Future Efforts.....	12
D. Employment Practices Analysis	12
D1. Summary of Hires, Promotions, Transfers, Rehires	14
D2. Summary of Separations.....	14
D3. Future Goals and Recommendations.....	17
E. EEO Discrimination Complaint Analysis.....	18
E1. Internal and External Agency Complaints.....	18
E2. EEO Discrimination Complaint Summary	18
E3. Mediation and Settlement.....	22
E4. Future Efforts.....	22
F. EEO Training Activities.....	23
F1. EEO Training Program	23
F2. AB1825 Training.....	25
F3. AB1825 Noncompliance	27
F4. New Initiatives.....	27

Equal Employment Opportunity Program

A. Executive Summary

A1. Overview

The San Francisco Bay Area Rapid Transit District (District) maintains an Equal Employment Opportunity Program (EEOP) to ensure equal employment opportunity for all employees and applicants. The Program demonstrates a commitment to affirmative action in accordance with the District's Equal Employment Opportunity (EEO) policies and applicable federal and state laws and regulations.

Accordingly, the District conducts an annual review on its progress towards EEO placement goal achievement. The Annual Progress Report (Report) provides an analysis of workforce representation (including all hires and promotions) from January 1, 2014 to December 31, 2014.

The Report will reference minority, female, and male representation throughout. Please note the following when reviewing the report:

- **Minority representation** includes both minority males and minority females.
- **Female representation** includes both non-minority females and minority females.
- **Male representation** includes both non-minority males and minority males.

A2. Equal Employment Opportunity Program

a. Personnel Transactions

To ensure that it attracts and develops the most qualified and diverse talent, the District utilizes inclusive recruitment and employment practices. In addition to complying with the EEOP hiring requirements, the District complies with FTA regulations in its hiring and promotions process by requiring concurrence from the Office of Civil Rights (OCR). OCR must concur on both the selection process strategy and the final candidate selection. To further ensure that the District provides equal employment opportunities to all applicants and employees, OCR also participates in the interview process as an observer, when necessary. An observer may be necessary for positions with placement goals, positions in departments with prior complaints, and positions in hard-to-fill classifications.

b. EEO Complaint Handling & Trainings

The District does not tolerate discrimination or harassment in the workplace, therefore its EEOP has a proactive policy and procedure in place to ensure that no individual is discriminated against or harassed due to his/her protected status. OCR, as the lead department enforcing the EEO program, carries out the District's mandate by effectively responding to EEO concerns and issues throughout the organization. Supervisors and managers are effectively trained and encouraged to consult with OCR on personnel matters. Employees are encouraged to report concerns about EEO discrimination or harassment in the workplace to OCR. OCR strives to resolve all complaints fairly and effectively by conducting thorough investigations and taking appropriate interventions when necessary.

Equal Employment Opportunity Program

B. Workforce Analysis

B1. Workforce Representation

As of December 31, 2013, the District's total workforce was **3,261** employees and as of December 31, 2014, the District's total workforce was **3,332** employees. See **Figure 1** below for the total District workforce representation (in numbers and percentages) as of December 31, 2014.

Workforce Representation (Figure 1)

Race	Total	Percent
White	1,172	35%
Black	832	25%
Asian	854	26%
Hispanic	455	14%
Native American	19	Less than 1%
Total	3,332	100%

B2. Minority Representation

Minority representation in the District's workforce as of December 31, 2013 was **2,105** employees and as of December 31, 2014, it was **2,160** employees. Overall, minorities represent **65%** of the total workforce.

Figure 2 compares minority representation by race from December 2012 to December 2014 (in percentages). Over the past 3 years, representation in each group has remained consistent. Asian representation showed a slight increase from 23.9% in 2012 to 26% in 2014.

Minority Representation (Figure 2)

Minority	2012	2013	2014
Black	25%	25%	25%
Asian	24%	25%	26%
Hispanic	14%	14%	14%
Native American	Less than 1%	1%	Less than 1%

Equal Employment Opportunity Program

B3. Female Representation

As of December 31, 2013, female representation was **844** employees and as of December 31, 2014, female representation was **849** employees. Females represent **25%** of the total District workforce. Female representation from 2012 to 2014 is demonstrated in **Figure 3** below (in percentages).

Female Representation (Figure 3)

	2012	2013	2014
Female	26%	26%	25%
Male	74%	74%	75%

C. EEO Goal Attainment

Pursuant to FTA Circular 4704.1 and other federal regulations and statutes, all recipients of federal assistance, including the District, must comply with EEO requirements. The District must conduct a utilization analysis to fulfill these EEO requirements. A utilization analysis identifies job categories where there is an underutilization and/or concentration of minorities and women in relation to their availability in the relevant labor market.

Once a utilization analysis identifies specific job groups that contain an underutilization and/or concentration of minorities and women, the District establishes placement goals. The purpose of placement goals is to eliminate barriers to equal employment for women and minorities. Rather than relying on a quota system that requires the use of race-based or gender-based preferences, the District established EEO placement goals in 17 District specific job groups. Under this method, the District reviews the representation of women and minorities in these 17 job groups and measures its success in removing barriers to equal employment by determining whether there have been significant increases or decreases in the number of minorities and female employees. Should significant decreases occur in any group, the District must review its efforts and make necessary improvements in its recruiting efforts to these groups.

C1. District Utilization Analysis

In 2013, the District conducted a utilization analysis using 2010 Census data and established placement goals. These placement goals will be monitored over a 3-year period (from January 1, 2013 to December 31, 2015) to determine progress in placement goal achievement. See **Figure 4** for a chart of percentage underutilization in each job group.

Equal Employment Opportunity Program

District Placement Goals (Figure 4)

Job Group	% Female	% Minority	% Black		% Asian		% Native American		% Hispanic	
			F	M	F	M	F	M	F	M
Executive & Manager	34.8	43			8.6	15.3			3.8	6.2
Supervisor – Transportation		69.1			4.2	12.7				24.7
Supervisor – Other		60		9.1		30.9				11.5
Foreworker – Transportation	39.3		20.5							
Foreworker – Other	21.8	83.4	9.1	30.4	5.5	19.3			5	
Engineer	14.9				6.5					5
Professional						12.1				
Technician	14.1				4.8				5.4	26.9
Train Operator		78	22	29.3				4.9		22
Station Agent				19.6	8.7	12.6			15.6	
Skilled Worker	8	61.4			2	1.6		1.2	2.9	32.7
Semi-Skilled Worker	26.8				6.7				12.8	37.2
Transit Vehicle Mechanic	9.9	83.1							9.9	66.2
Clerical						9.5				
Police Officer	17.2					17.3			2.4	
Police Supervisor & Manager	18.9				2.7					
Police Civilian										11.9

Equal Employment Opportunity Program

C2. Highlights of the District's 2014 Hiring and Promotions Efforts

The District has been working towards meeting its goals in areas of underutilization. The hires and promotions listed in the following charts (**Figures 5 - 8**) reflect its efforts in addressing areas of underutilization.

Figure 5 demonstrates the District's 2014 efforts in meeting the placement goals in the job groups with underutilization.

Figure 6 outlines the 2014 District hires by executive office.

Figure 7 represents efforts in addressing areas of underutilization by promoting women and minorities.

Figure 8 outlines the 2014 District promotions by executive office.

Equal Employment Opportunity Program

Figure 5 represents efforts in addressing areas of underutilization by hiring women and minorities.

2014 District Hires (Figure 5)

Job Group	# Male	# Female	# Minority	# Black		# Asian		# Native American		# Hispanic	
				F	M	F	M	F	M	F	M
Executive & Manager	2	6	2	1		1	0			0	0
Supervisor – Transportation	4	0	1		1	0	0				0
Supervisor – Other	3	0	2		1		1				0
Foreworker – Transportation	Refer to promotions										
Foreworker – Other	Refer to promotions										
Engineer	21	7	16	2	2	3	8				1
Professional	15	13	20	1	1	8	8				2
Technician	28	0	22		3	0	17			0	2
Train Operator	29	14	27	7	9	1	3		0	1	6
Station Agent	16	9	20	4	1	2	9			1	3
Skilled Worker	27	0	14		3	0	8		0	0	3
Semi-Skilled Worker	21	8	25	3	13	3	4			2	0
Transit Vehicle Mechanic	28	0	12		4		6			0	2
Clerical	0	5	6	4			0				
Police Officer	17	1	11		5		4			0	2
Police Supervisor & Manager	1	1	2	1		0	1				
Police Civilian	2	2	4	2	1		1				0

Equal Employment Opportunity Program

Figure 6 outlines the 2014 District hires by executive office.

2014 District Hires by Executive Office (Figure 6)

<u>Executive Office</u>	<u>Total Hires</u>	<u>Minority Female</u>	<u>Non-Minority Female</u>	<u>Minority Male</u>	<u>Non-Minority Male</u>
General Manager	0	0	0	0	0
• Office of Civil Rights	4	2	1	1	0
• Chief Information Office	8	0	0	5	3
• System Safety	0	0	0	0	0
Administration & Budget	5	0	1	2	2
Planning & Development	3	1	1	1	0
External Affairs	5	2	3	0	0
Operations					
• M & E	75	6	2	39	28
• Transp.	92	25	2	42	23
• RS & S	45	1	0	25	19
• Ops. Planning	1	0	0	0	1
Police Department	25	3	1	15	6
Capitol Corridor	2	1	0	0	1
District Secretary	0	0	0	0	0
Controller Treasurer	6	3	0	3	0
General Counsel	0	0	0	0	0
Independent Police Auditor	1	0	0	1	0
Employee Relations	8	3	3	1	1
Total	280	47	14	135	84

Equal Employment Opportunity Program

Figure 7 represents efforts in addressing areas of underutilization by promoting women and minorities.

2014 District Promotions (Figure 7)

Job Group	# Male	#Female	# Minority	# Black		# Asian		# Native American		# Hispanic	
				F	M	F	M	F	M	F	M
Executive & Manager	19	11	18	4	2	5	3			2	2
Supervisor – Transportation	0	2	1	1		0	0				0
Supervisor – Other	4	4	5	1	0	2	2				0
Foreworker – Transportation	11	3	13	2	4		3			1	3
Foreworker – Other	11	1	7	1	2	0	1			0	3
Engineer	9	3	6		1	3	2				0
Professional	17	14	18	3	4	4	2			2	3
Technician	1	0	1			0	1			0	0
Train Operator	1	0	1	0	1				0		0
Station Agent	1	3	2	1	1	0	0			0	
Skilled Worker	9	0	5			0	2		0	0	3
Semi-Skilled Worker	8	1	8		3	0	3			1	1
Transit Vehicle Mechanic	1	0	1				1			0	0
Clerical	0	1	1				0			1	
Police Officer	0	0					0			0	
Police Supervisor & Manager	2	0	0			0					
Police Civilian	0	0									0

Equal Employment Opportunity Program

Figure 8 outlines the 2014 District promotions by executive office.

2014 District Promotions by Executive Office (Figure 8)

<u>Executive Office</u>	<u>Total Promotions</u>	<u>Minority Female</u>	<u>Non-Minority Female</u>	<u>Minority Male</u>	<u>Non-Minority Male</u>
General Manager	2	1	0	1	0
• Office of Civil Rights	5	4	0	1	0
• Chief Information Office	9	4	1	3	1
• System Safety	3	2	0	0	1
Administration & Budget	3	1	0	2	0
Planning & Development	15	3	0	2	10
External Affairs	5	0	2	1	2
Operations					
• M & E	27	1	1	10	15
• Transp.	34	8	3	21	2
• RS & S	21	3	0	11	7
• Ops. Planning	1	0	0	0	1
Police Department	2	0	0	0	2
Capitol Corridor	0	0	0	0	0
District Secretary	0	0	0	0	0
Controller Treasurer	4	2	1	1	0
General Counsel	2	2	0	0	0
Independent Police Auditor	0	0	0	0	0
Employee Relations	4	2	1	1	0
Total	137	33	9	54	41

Equal Employment Opportunity Program

C3. Progress in Jobs Groups with Underutilization

Figures 5 and 7 demonstrate the District's achievements meeting its placement goals. Some of the noteworthy accomplishments are as follows:

a. Executive & Manager job group

Significant progress for females is notable. A total of 17 females (6 hires and 11 promotions) were represented in 2014 compared with only 5 females (2 hires and 3 promotions) represented in 2013. Some of the highlights are Assistant Chief, Employee Relations, Assistant General Manager, Employee Relations, Manager of Government & Community Relations, Group Manager of Capital Projects, Program Manager and Project Manager.

In addition, 20 minorities (2 hires and 18 promotions) were also represented in the Executive & Manager job group compared with only 6 minorities (2 hires and 4 promotions) in 2013. Some of the positions filled are Assistant Chief Transportation Officer, Central Control, Chief Transportation Officer, Department Manager, Government & Community Relations, Manager of Planning, Superintendent of Power & Mechanical Maintenance and Superintendent of Systems Maintenance.

b. Engineer job group

The District continued to show progress for female representation within the Engineer job group. There were 10 selections (7 hires and 3 promotions) in 2014 which included 2 promotions to the Principal Engineer level. There were only 7 female hires in 2013.

c. Professional job group

Continuous achievement was also recognized for the representation of Asian males in the Professional job group with 8 hires and 2 promotions. Asian males were represented with 9 hires and 6 promotions in 2013.

d. Train Operator job group

The District showed a diverse group of hires (14 females, 16 Blacks, 7 Hispanics and 4 Asians).

Equal Employment Opportunity Program

C4. Internships and Career Development Programs

a. Entry Level Engineer Internship Program

The District's Entry Level Engineer Internship Program, established in 2009, continued to show its effectiveness of recruiting and hiring a diverse pool of qualified employees for the Engineer job group. A total of 12 Engineering Interns were selected into the program in 2014. The selections included 2 Asian females, 3 Asian males, 1 Black male, 1 Black female, 1 White female and 4 White males. The program has proven to be a success and has been well received by District supervisors.

b. Internal Career Advancements

The District continues to provide opportunities for employees to advance from different job groups. There were a total of 137 promotions into various job groups. Employees in the Technician and Skilled Worker job groups were promoted to either the Foreworker Other or Professional job group. Similarly, employees in the Professional job group were promoted to the Supervisor, Other, or Executive & Manager job group. Thus it is critical for the District to continue to recruit and retain a diverse workforce for all job groups throughout the organization to ensure there are feeder groups ready for various types of positions.

C5. Future Efforts

While the District has demonstrated progress in some job groups, continuous efforts are necessary. The need for qualified females for the job groups of Technician, Skilled Worker and Transit Vehicle Mechanic requires extra recruitment efforts. While there is a representation of minorities in the Skilled Worker and Technician, efforts should be made to diversify the minority representation. In particular, special attention is required in the recruitment of qualified Hispanic Males for the Skilled Worker and Transit Vehicle Mechanic job groups. The District should also enhance its recruitment for females in the Police Officer job group.

D. Employment Practices Analysis

D1. Summary of Hires, Promotions, Transfers, Rehires

One of the goals of the District's EEOP is to achieve an inclusive work force at all levels of the organization so that the District's workforce represents the diversity of the labor market. The EEOP provides an analysis of recruitment and hiring efforts in order to identify future workforce needs.

In 2014 the number of hires, promotions, transfers and rehires totaled **432** employees. Of that number, **279** were minorities (**65%**) and **112** were females (**25%**). Full-Time hires represented the highest number of personnel transactions. **Figures 9a** and **9b** below explain the District's hires, promotions, transfers and rehires in 2014.

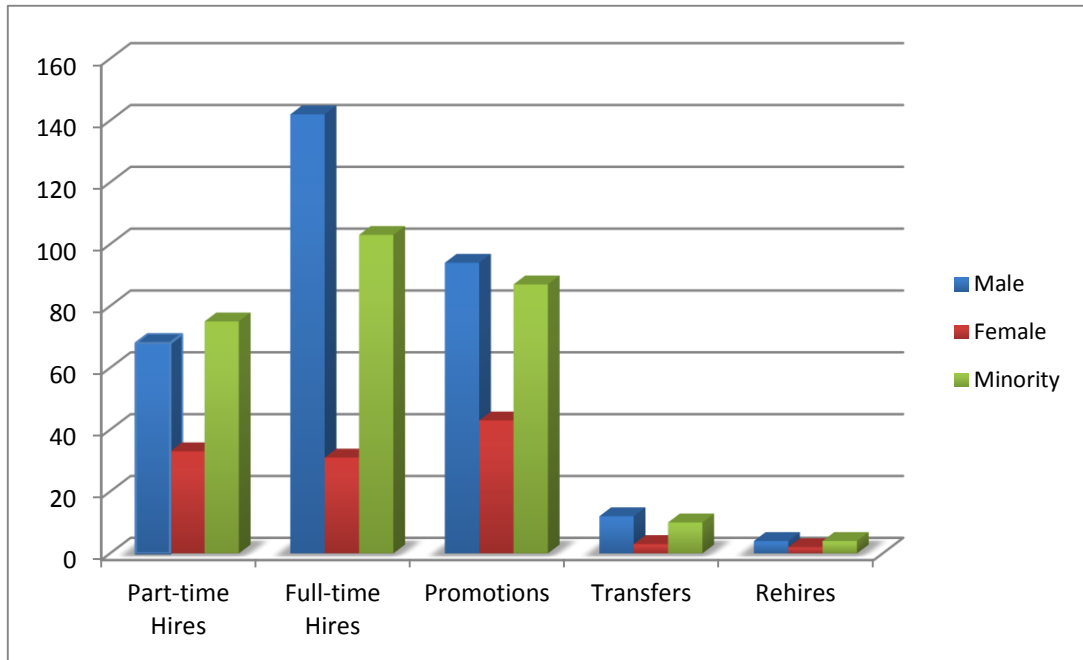
Equal Employment Opportunity Program

Summary of Hires, Promotions, Transfers and Rehires in 2014 (Figure 9a)

Category/Sex	Total	White	Black	Asian	Hispanic	Native American	Total Minority	Percent Minority	Percent Female
Part-time Hires									
Male	68	19	23	17	9	0	49		
Female	33	7	15	7	4	0	26		
Total	101	26	38	24	13	0	75		
Percentage	100%	25.7%	37.6%	23.8%	12.9%	0.0%		74.3%	32.7%
Full-time Hires									
Male	142	58	19	53	12	0	84		
Female	31	12	8	11	0	0	19		
Total	173	70	27	64	12	0	103		
Percentage	100%	40.5%	15.6%	37.0%	6.9%	0.0%		59.5%	17.9%
Promotions									
Male	94	41	18	20	15	0	53		
Female	43	9	13	14	7	0	34		
Total	137	50	31	34	22	0	87		
Percentage	100%	36.5%	22.6%	24.8%	16.1%	0.0%		63.5%	31.4%
Transfers									
Male	12	4	1	2	5	0	8		
Female	3	1	2	0	0	0	2		
Total	15	5	3	2	5	0	10		
Percentage	100%	33.3%	20.0%	13.3%	33.3%	0.0%		66.7%	20.0%
Rehires									
Male	4	2	2	0	0	0	2		
Female	2	0	2	0	0	0	2		
Total	6	2	4	0	0	0	4		
Percentage	100%	33.3%	66.7%	0.0%	0.0%	0.0%		66.7%	33.3%

Equal Employment Opportunity Program

Graph Summary of Hires, Promotions, Transfers, Rehires (Figure 9b)



D2. Summary of Separations

The total number of separations in 2014 was **190**: **110** were minorities (**58.0%**) and **49** were females (**26%**). Retirements reflected the highest number of separation transactions in 2014. See **Figures 10a** and **10b** for the total number of voluntary and involuntary separations in 2014.

An analysis of separations and hires show that District recruitment exceeds the number of service retirements. While service retirement was consistently below **140** each year from 2010 to 2014, hires increased dramatically from **104** in 2010 to **322** in 2012. There were **280** hires in 2014. **Figure 10c** compares the total number of separation transactions to the total number of hires from the years 2010 to 2014.

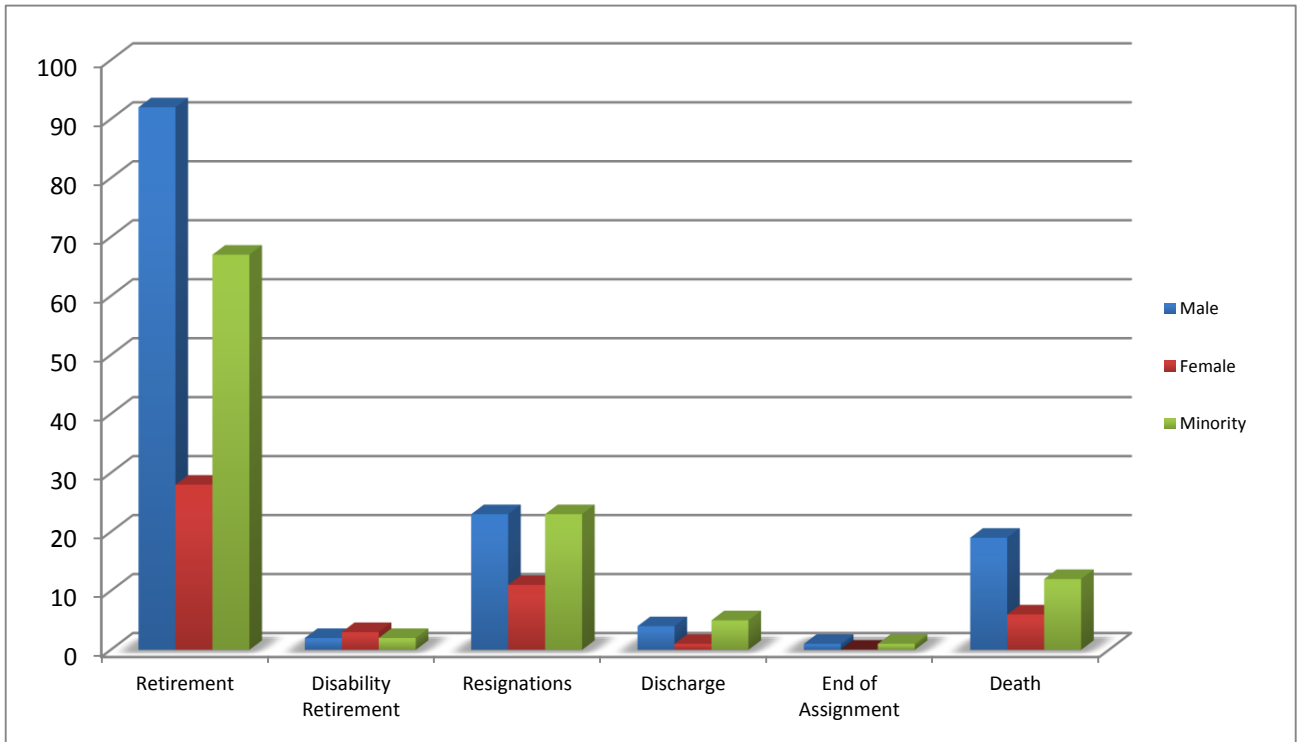
Equal Employment Opportunity Program

Summary of Separations in 2014 (Figure 10a)

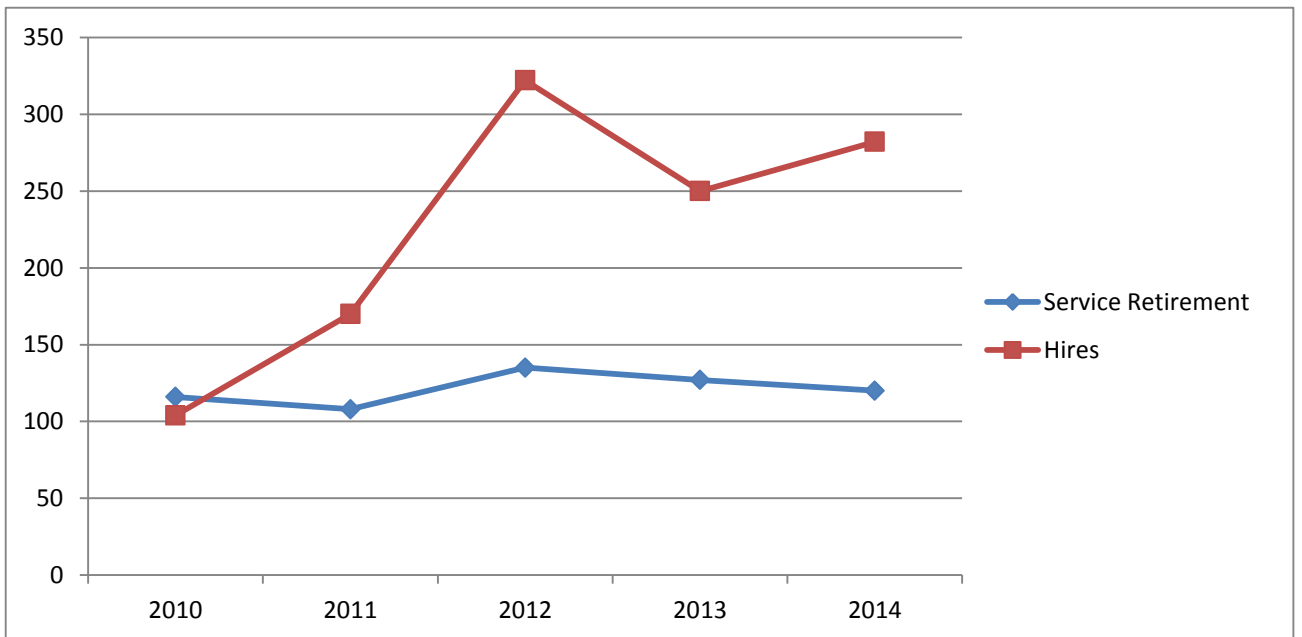
Category/Sex	Total	White	Black	Asian	Hispanic	Native American	Total Minority	Percent Minority	Percent Female
Service Retirement									
Male	92	43	12	27	9	1	49		
Female	28	10	12	4	2	0	18		
Total	120	53	24	31	11	1	67		
Percentage	100%	44.2%	20.0%	25.8%	9.2%	0.8%		55.8%	23.3%
Disability Retirement									
Male	2	0	0	1	0	1	2		
Female	3	3	0	0	0	0	0		
Total	5	3	0	1	0	1	2		
Percentage	100%	60.0%	0.0%	20.0%	0.0%	20.0%		40.0%	60.0%
Resignation									
Male	23	8	6	5	3	1	15		
Female	11	3	7	1	0	0	8		
Total	34	11	13	6	3	1	23		
Percentage	100%	32.4%	38.2%	17.6%	8.8%	2.9%		67.6%	32.4%
Discharge									
Male	4	0	3	1	0	0	4		
Female	1	0	1	0	0	0	1		
Total	5	0	4	1	0	0	5		
Percentage	100%	0.0%	80.0%	20.0%	0.0%	0.0%		100.0%	20.0%
End of Assignment									
Male	1	0	1	0	0	0	1		
Female	0	0	0	0	0	0	0		
Total	1	0	1	0	0	0	1		
Percentage	100%	0.0%	100%	0.0%	0.0%	0.0%		100.0%	0.0%
Separations - Deceased									
Male	19	10	5	3	1	0	9		
Female	6	3	1	0	2	0	3		
Total	25	13	6	3	3	0	12		
Percentage	100%	52.0%	24.0%	12.0%	12.0%	0.0%		48.0%	24.0%

Equal Employment Opportunity Program

Graph Summary of Separations (Figure 10b)



Service Retirements vs. New Hires from 2010-2014 (Figure 10c)



Equal Employment Opportunity Program

D3. Future Goals and Recommendations

The District currently monitors placement goals on a monthly basis with OCR providing placement goal notification in job groups with underutilization to Human Resources (HR) and hiring managers. OCR will continue to partner with HR to enhance the District's outreach efforts to underutilized groups. OCR will work with HR to develop and implement a recruitment strategy to recruit a diverse pool of qualified applicants; women, minorities, persons with disabilities, and veterans. OCR recommends that tracking mechanisms should also be established to assess the effectiveness of various outreach activities. The District is looking into developing relationships and working closely with colleges/universities, trade schools, community based organizations and professional groups. In doing so, the District is taking proactive measures to demystify its application and selection process and identifying the talents within these communities. As appropriate and whenever possible, the District may provide technical knowledge in the development of curriculum for some of these schools, training centers or community-based organizations.

Given the success of the Engineer internship program, similar programs such as on-the-job training, internship or informational sessions may be explored and implemented for women and minorities for Skilled Worker and Transit Vehicle Mechanic job groups. In addition, the District may work with its female employees to identify qualified female applicants for these job groups.

OCR will also meet with executive managers to review their hiring efforts and to identify recruitment and hiring opportunities. Follow-up meetings with respective hiring managers and HR may be necessary in order to evaluate and explore different types of employment programs such as internship, mentorship, or training activities. These efforts will collectively help develop a diverse pool of qualified internal and external applicants.

OCR will review current District job postings and recommend to HR different recruitment strategies to increase and foster a diverse and qualified applicant pool. OCR, in partnership with HR, may offer workshops to prospective applicants to educate them about the application process and prepare them to be successful candidates. OCR will work with HR and hiring managers to identify target groups (such as engineers, skilled craft, etc.) and participate in local job fairs to recruit these target groups. OCR will explore whether the creation of an advisory council (which will include community-based and professional organizations, trade schools, colleges and universities) will be a viable option to enhance the District's recruitment strategies.

OCR will also collect and analyze selection and hiring data, and monitor the effectiveness of the various recruitment activities. Through these efforts, OCR hopes to ensure career growth and the pursuit of excellence in an environment that provides equal opportunities to all.

Equal Employment Opportunity Program

E. EEO Discrimination Complaint Analysis

E1. Internal and External Agency Complaints

The District is committed to providing a workplace free of discrimination, harassment and retaliation. The District's Whistleblower Policy encourages and enables employees and others to report, without fear of retaliation, any action or suspected action that is in violation of any District policy including the EEO Policy, Prevention of Sexual Harassment in the Workplace Policy, or any applicable laws or regulations.

Any employee concerns regarding a possible violation of the EEO Policy and Prevention of Sexual Harassment in the Workplace Policy prompts immediate attention and, in certain cases, application of corrective action. In most cases, the District is notified of possible violations when employees file a complaint. Employees can generally file 2 types of internal complaints with OCR:

1. **Informal** - complaints alleging a basis of discrimination which can be resolved without a formal investigation; or
2. **Formal** - complaints requiring a formal investigation into the allegations of discrimination.

In addition, employees can bypass the internal complaint process with OCR and file a complaint with an external agency. Accordingly, OCR also responds to external agency complaints filed with the Department of Fair Employment and Housing (DFEH), the Equal Employment Opportunity Commission (EEOC) or the Federal Transit Administration (FTA.)

E2. EEO Discrimination Complaint Summary

The goal of EEO complaint handling is to resolve matters before they become formal complaints. In 2014, OCR received **5** informal internal complaints. Through OCR intervention, these matters were resolved and OCR was able to facilitate a resolution between the parties involved.

There were **16** internal formal complaints investigated in 2014. The investigation of these **16** complaints resulted in no findings of violation of the District's EEO Policy. When there is a finding of a violation of Policy, OCR provides recommendations to departments to take corrective action, such as requiring trainings and/or taking appropriate disciplinary actions.

Figure 11 demonstrates the number of internal and external complaints that were filed from 2011 to 2014.

Equal Employment Opportunity Program

EEO Complaint Activity (Figure 11)

Internal EEO Complaints	2011	2012	2013	2014
Informal Complaints	25	31	12	5
Formal Complaints	15	11	17	16
Internal Complaints (subtotal)	40	42	29	21
External Agency Complaints	2011	2012	2013	2014
EEOC Complaints	3	4	22	7
DFEH Complaints	2	6	10	3
FTA Complaints	-	-	-	-
External Agency (subtotal)	5	10	32	10
Total Complaints Filed	45	52	61	31

As **Figure 11** also demonstrates, in 2014, there were **10** complaints filed externally with DFEH and the EEOC, a significant decrease from the **32** that were filed in 2013 but on trend with years prior.

OCR analyses the District's internal and external complaints to identify trends of specific activities or behavior in order to prevent future increases in complaint activities. In addition, OCR makes every effort to address complaints internally whenever possible.

Of the types of EEO complaints filed in 2014, the highest types of complaints were race (**19%**) and sexual harassment (**16%**). While these complaints were unfounded, discrimination and/or harassment (be it perceived or founded), must still be addressed. OCR will continue to target specific departments, work sites, and shifts for EEO related training. Through this proactive approach, OCR hopes to identify and address employee concerns before they become formal complaints.

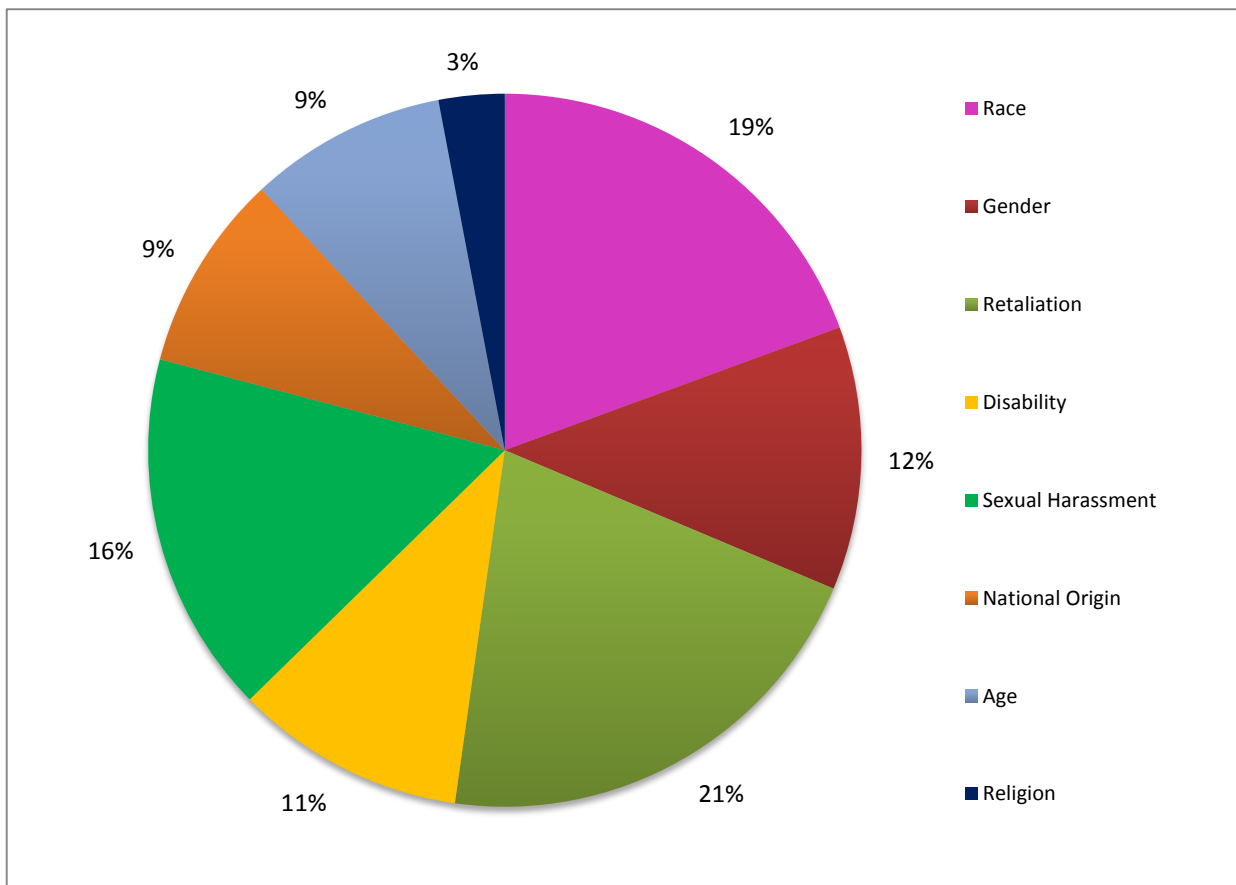
Retaliation is a complaint category that was included in **21%** of the EEO complaints received by the District. Retaliation is investigated if an individual claims to have filed a prior EEO Complaint or engaged in other protected activity. An employer may not fire, demote, harass or otherwise "retaliate" against an individual for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise

Equal Employment Opportunity Program

opposing discrimination. The same laws that prohibit discrimination based on race, color, sex, religion, national origin, age, and disability, as well as wage differences between men and women performing substantially equal work, also prohibit retaliation against individuals who oppose unlawful discrimination or participate in an employment discrimination proceeding. There was no violation of the policy found in the internal complaints alleging retaliation as the criteria was not met that a previous EEO complaint had been filed or that they had participated in a protected activity opposing discrimination.

Figure 12 illustrates the EEO complaints that have been filed by type at the District in 2014. During 2014, no complaints were filed alleging discrimination based on Sexual Orientation or Veterans Status.

2014 EEO Complaint Activity by Type (Figure 12)



Equal Employment Opportunity Program

Figure 13 illustrates the different complaints that have been filed at the executive office level.

EEO Complaints by Executive Office (Figure 13)

<u>Executive Office</u>	<u>Filed</u>	<u>Internal</u>	<u>External</u>	<u>Both</u>
General Manager	0	0	0	0
• Office of Civil Rights	0	0	0	0
• Chief Information Office	1	1	0	0
• System Safety	0	0	0	0
Administration & Budget	2	2	0	0
Planning & Development	1	1	0	0
External Affairs	2	2	0	0
Operations				
• M & E	8	8	0	0
• Transportation	10	4	6	0
• Rolling Stock & Shop	2	1	1	0
• Operation Planning	0	0	0	0
Police Department	1	0	1	0
Capitol Corridor	0	0	0	0
District Secretary	0	0	0	0
Controller Treasurer	1	0	1	0
General Counsel	0	0	0	0
Independent Police Auditor	0	0	0	0
Employee Relations	2	1	1	0
Non-Employee Complaint	1	1	0	0
Total Employee Complaints	31	21	10	0

Equal Employment Opportunity Program

The following is an EEO complaint summary for 2014:

Total External Job Applicant Complaints:	1
Total External Agency Complaints:	10
Total Internal Agency Complaints:	21 (16 Formal/5 Informal)
Total Informal Counseling:	50

<u>FINDINGS:</u>	
Finding/Probable Cause	0
Settlement	0
Complaint Withdrawn/No Response	0
Mediation	1

<u>External Non-Employee Complaints:</u>	1
--	----------

E3. Mediation and Settlement

OCR provides in-house mediation services to assist in resolution of potential EEO complaints/concerns. Mediation is a voluntary process that requires the consent and participation of both parties to the complaint.

Although mediation often ends up requiring as much time and a resource as a formal investigation, mediation offers a confidential process to resolve disputes and often results in an agreeable settlement between both parties. If both parties feel that their needs were addressed and met, then oftentimes workplace relationships and communications are improved.

E4. Future Efforts

To prevent a breakdown in communications between supervisors and supervised employees, OCR provides informal counseling to supervisors and managers in order to address EEO concerns at the first line of supervision. Experience demonstrates that when supervisors attempt informal resolution in order to resolve conflicts, employees' confidence in the District's commitment to EEO is increased.

Managers and supervisors are encouraged to consult with OCR in order to increase their proactive responses to their employees' concerns. Managers and supervisors are also encouraged to refer sensitive matters to OCR to ensure they are appropriately addressed. OCR will work with managers and supervisors to provide more staff training in an effort to reduce the number of complaints filed.

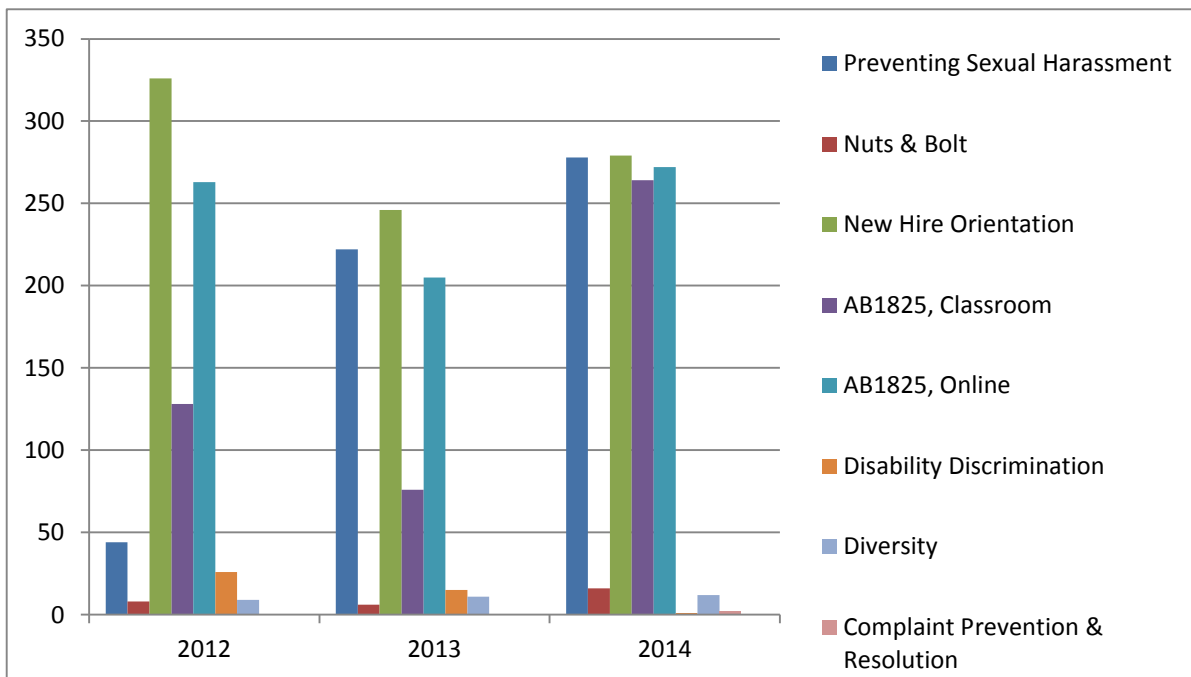
Equal Employment Opportunity Program

F. EEO Training Activities

F1. EEO Training Program

In 2014, OCR provided EEO training to 1,124 employees. OCR conducted 107 classroom sessions, covering topics including diversity awareness, preventing sexual harassment, complaint prevention & resolution, effective communication and EEO-101, as well as acclimating new hires to the EEO process during orientation. OCR developed and offered 4 new courses during 2014 and will continue to evaluate those various training programs. OCR continues to work with supervisors and managers to ensure its trainings are accessible to all District employees. Finally, OCR will continue to offer trainings at different locations and shifts. A list of the training classes that OCR has provided is demonstrated in **Figures 14a** and **14b** below.

2014 EEO Training Activity Graph (Figure 14a)



Equal Employment Opportunity Program

2014 EEO Training Activity (Figure 14b)

Training	2012	2013	2014
Preventing Sexual Harassment – Non Supervisor (classroom)	44	222	278
New Supervisor Training (classroom)	8	6	16
New Hire Orientation (classroom)	326	246	279
AB1825 (classroom)	128	76	264
Diversity (classroom)	9	11	12
AB 1825 (online)	263	205	272
Complaint Prevention & Resolution			2
Disability Discrimination (online)	26	15	1
Total Attendees	804	781	1124

Equal Employment Opportunity Program

F2. AB1825 Training

Pursuant to Assembly Bill (AB) 1825, employers with 50 or more employees doing business in California must provide all newly hired or promoted supervisors with training on prevention of sexual harassment in the workplace. The training must take place within the first 6 months of employment. Every 2 years after the initial training, the law requires that supervisors, managers and lead personnel take a refresher training class. According to AB1825, the course may be taken through classroom training, “e-learning”, webinars and other “effective interactive training.”

As of December 31, 2014, **552** District supervisors/managers met the AB1825 training requirements, doubling the number of those trained in 2013.

- **264** supervisors/managers were trained via **30** classroom sessions during this period.
- **272** supervisory staff was trained through OCR's on-line program.
- **6** supervisors/managers have **failed** to complete their training within the required deadline.

The procedure to address AB1825 training compliance includes sending additional notifications to supervisors as well as to their manager and executive manager and adding AB1825 training as a compliance element in the performance appraisal process. The number of individuals that are AB1825 compliant has increased significantly during 2014. **Figure 15** illustrates the trainings attended by each executive office as well as offices that were out of compliance as of December 31, 2014.

Equal Employment Opportunity Program

2014 EEO Training by Executive Office (Figure 15)

<u>Executive Office</u>	<u>Mandatory</u>		<u>Voluntary</u>	
	<u>Completed AB1825</u>	<u>Out of Compliance: 90+ Days</u>	<u>Preventing Sexual Harassment</u>	<u>Diversity</u>
General Manager	0	0	0	0
• Office of Civil Rights	22	0	0	0
• Chief Information Office	14	0	0	0
• System Safety	3	0	0	0
Administration & Budget	26	2	0	1
Planning & Development	49	2	0	3
External Affairs	12	0	0	0
Operations	0	0	0	0
• M & E	212	0	0	6
• Transportation	119	0	278	1
• Rolling Stock & Shop	45	0	0	1
Police Department	26	1	0	0
Capitol Corridor	9	0	0	0
District Secretary	1	0	0	0
Controller Treasurer	11	0	0	0
General Counsel	3	0	0	0
Independent Police Auditor	0	0	0	0
Employee Relations	0	1	0	0
Total	552	6	278	12

Equal Employment Opportunity Program

F3. AB1825 Noncompliance

AB1825 training is required for all management, supervisory and lead personnel. This valuable training tool helps increase management's awareness of activities or behaviors that are considered unacceptable in the workplace. Failure to comply with mandated training could result in increased legal liability for the District. It also can lead to low morale in employees, increased absenteeism rates, and a poor public image of the District.

F4. Diversity Initiative

Employee Resource Group (ERG)

The District recognizes and values the diverse viewpoints, life experiences, and cultural perspectives of its workforce and how these differences benefit District programs and services. Working in partnership with Human Resources, Office of External Affairs, and BART employees, OCR, through the Employee Resource Group (ERG), will administer and coordinate diversity initiatives in an effort to promote workplace diversity.

The ERG was formed in January 2015 and will serve as a central clearinghouse on prospective diversity events. OCR and the ERG may work with sponsoring departments to support these diversity events internally and externally and to encourage staff participation. Diversity events will provide employees an opportunity to understand and appreciate the value of diversity, which will increase cultural sensitivity in the workplace.



EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY COMPLAINT PROCEDURE

PURPOSE:

To assign responsibility within the District for the prompt, consistent and appropriate action in investigating and resolving complaints filed with the Office of Civil Rights (OCR) alleging violation of its Equal Employment Opportunity (EEO) Policy.

The San Francisco Bay Area Rapid Transit District (District) is committed to providing a work place free of discrimination, harassment and retaliation for filing a complaint. It is also the District's policy and practice to assure equal employment opportunity in all personnel transactions including hiring, promotions, terminations, transfers, layoffs, compensation, training, benefits and other terms and conditions of employment without regard to race, color, marital status, sexual orientation, religion, national origin (including language use restrictions), ancestry, age (40 and above), sex (gender, gender identity, gender expression), disability (mental and physical, including HIV and AIDS), medical condition (cancer/genetic characteristics and information), request for family care leave, request for pregnancy disability leave, request for leave for an employee's own serious health condition, or military or veteran status.

Filing a Complaint of Discrimination or Harassment

Any employee who believes that they have experienced discrimination, harassment and/or retaliation in violation of the District's EEO policy may file a complaint with the District's Office of Civil Rights.

The District encourages the prompt reporting of conduct that may violate its EEO policy.

Step 1: How to File

All formal complaints filed with the District can be submitted with a completed EEO Discrimination Complaint Form, which may be obtained from the District's Office of Civil Rights.

Complaints of EEO discrimination/harassment or inquiries concerning the application of federal and state EEO laws and regulations should be directed to:

Office of Civil Rights, Workforce and Policy Compliance
300 Lakeside Drive, 18th Floor
Oakland, CA 94612
(510) 464-6107

Revised January 2016

Right to File with an External Agency

All employees also have the right to file with an external agency. As a general rule, complaints must be received by the California Department of Fair Employment and Housing (DFEH) within 365 days and by the Equal Employment Opportunity Commission (EEOC) within 300 days of the action that is the subject of the complaint. Any questions regarding the filing of a complaint should be directed to the California Department of Fair Employment and Housing (DFEH) and/or the Equal Employment Opportunity Commission (EEOC).

Applicants/employees may also file complaints of employment discrimination with the U.S. Department of Transportation (DOT). Complaints must be filed within 180 days of the alleged act of discrimination.

Step 2: Intake Interview

Within 10 working days of receipt of an EEO Discrimination Complaint, OCR staff will contact the complainant and schedule an intake interview. The intake interview will be scheduled for the earliest date convenient to the complainant and OCR staff. During the intake interview the complainant must be prepared to clearly state the employment action or other basis of the complaint. Failure to clearly articulate the basis of the complaint will hinder the prompt investigation and resolution of the complaint.

Step 3: Investigation

All formal EEO investigations will be conducted by OCR staff or an outside consultant retained by OCR.

All reasonable efforts will be made during the course of the investigation to maintain confidentiality.

The investigation may include:

- Interviews with the complainant and respondent;
- Interviews with witnesses identified by the complainant and respondent, and any other witnesses determined by the investigator to possess pertinent information;
- Review of personnel records and other relevant documents.

Step 4: Outcomes

All investigations will result in one of the following findings:

- No violation of District EEO policy found;
- Insufficient evidence to find violation; or
- Violation of District EEO policy found.

If the complainant disagrees with the finding issued by OCR, they may also pursue the complaint through an external agency; DFEH, EEOC or DOT.

District Management, in conjunction with Human Resources and/or Labor Relations, is responsible for taking corrective/disciplinary actions to end discrimination or harassment and to correct the behavior that led to the incident/complaint. Depending upon the severity of the conduct, these actions may include, but are not limited to:

- Apology from the respondent
- Letter of counseling
- Written warning
- Training
- Suspension
- Demotion
- Dismissal

Retaliation

Retaliation for filing a complaint is prohibited by law. Retaliation against employees alleging discrimination and/or harassment, or involved as witnesses in a discrimination or harassment investigation is prohibited. Employees who oppose and/or refuse to participate in illegal discrimination or harassment are also protected against retaliation.

Supervisor's Responsibilities

Any Manager or Supervisor who witnesses or has knowledge of discriminatory actions, sexual harassment or other forms of harassment or conduct prohibited by District rules must promptly report such conduct to the Office of Civil Rights. Managers and Supervisors have a legal responsibility to take action if they know or have reason to believe of a harassing situation. When a Manager or Supervisor learns of, observes, has reason to believe, or is informed of a potential harassment situation, they must consult with the Office of Civil Rights. Managers and Supervisors must take action to address the situation regardless of the victim's stated desire to pursue or not to pursue the matter.



**Office of Civil Rights
Workforce and Policy Compliance Division**

Workforce and Policy Compliance Training Programs

2016



Working Together to Build a Better BART

**Prepared by:
San Francisco Bay Area Rapid Transit District
Office of Civil Rights
300 Lakeside Drive, Suite 1800
Oakland, CA 94612**

OFFICE OF CIVIL RIGHTS WPC TRAINING CATALOG

TABLE OF CONTENTS

Introduction	2
General Information	3
Course Descriptions	
New Hire Orientation	4
New Supervisor Program – Nuts & Bolts	4
Disability Discrimination	5
New Perspectives Sexual Harassment Awareness	5
Diversity Awareness	5
You Said What? (Effective Communication in the Workplace)	6
Preventing Sexual Harassment in the Workplace	6
Valuing Workplace Diversity for Managers and Supervisors	6
How to Provide Language Assistance to Limited English Proficient (LEP) Customers	7
Do I Need To Get Involved? (EEO Complaint Prevention and Resolution)	7
Is That in Writing? EEO – 101	7

OFFICE OF CIVIL RIGHTS WPC TRAINING CATALOG

Introduction

The Office of Civil Rights Workforce and Policy Compliance (WPC) training program is designed to foster an informed and educated workforce that promotes equality and respect in the workplace. Classes are aimed at preventing Civil Rights problems and eliminate inappropriate behavior in the work place.

Our training offers employees an opportunity to enhance skill levels, improve interpersonal communication skills and increase knowledge in the areas of Equal Employment Opportunity (EEO), Civil Rights and Diversity.

The WPC Training Catalog provides information on available Civil Rights related training courses to meet a variety of needs. Management and non-management employees can use it as a guide to their Civil Rights training needs and future plans.

The WPC Training Catalog contains a list of management & non-management classes and includes online and classroom training. A quarterly list of Civil Rights training is available on Web Bart. WPC staff is also available to conduct training to District departments, upon request.

If you have a question regarding Civil Rights training, please contact the Office of Workforce and Policy Compliance at EXT.7616.

OFFICE OF CIVIL RIGHTS WPC TRAINING CATALOG

General Information

Enrollment Instructions

Students may enroll for a class through Web BART Student Learning Center (Pathlore), then choose Scheduled classes from the search option, next choose ALL -Civil Rights. You will see the list of all scheduled classes currently available for registration.

Attendance Tracking

Students attending training will receive a Certificate of Completion from Workforce and Policy Compliance. A record of completed Civil Rights training will be tracked in Pathlore.

Contact Person

Questions and comments regarding Civil Rights Training or the WPC Training Catalog can be directed to Donna Titus-Jackson, Senior Civil Rights Officer at (510)464-7616.

OFFICE OF CIVIL RIGHTS WPC TRAINING CATALOG

COURSE DESCRIPTIONS

Course Number: CR001

Course Title: New Hire Orientation (**EEO Basics Module**)

Target Audience: All newly hired employees - **Required**

Course Description:

The Equal Employment Opportunity (EEO) Basics Module is one segment of the District's New Hire Orientation program.

Topics include:

- OCR overview and responsibilities
- EEO Complaint Procedures
 - Civil Rights policies including: EEO, Preventing Sexual Harassment in the Workplace and Title VI
 - How to Provide Language Assistance to Limited English Proficient (LEP) Customers
- Diversity Awareness

Length: 3 hours

Delivery: Classroom

Course Number: CR002

Course Title: New Supervisor Program - Nuts & Bolts (**EEO Module**)

Target Audience: Newly hired or promoted supervisors & managers including Foreworkers, Supervisors, Managers, Executives, and Principals

Course Description:

The EEO Module is one segment of the Nuts & Bolts: New Supervisor Program.

Topics include:

- OCR Overview
- EEO Complaint Handling
- Civil Rights policies including: EEO, Preventing Sexual Harassment in the Workplace and Title VI
- Sexual Harassment awareness (AB1825)
- Management responsibilities (Equal Employment Opportunity Plan)

Length: 3 hours

Delivery: Classroom

OFFICE OF CIVIL RIGHTS WPC TRAINING CATALOG

COURSE DESCRIPTIONS

Course Number: CR003

Course Title: Disability Discrimination

Target Audience: Managers/Supervisors - **Required**

Course Description:

Designed to provide an overview of the manager's role in complying with the Americans with Disabilities Act. Discussion of the District's Reasonable Accommodation Policy.

Length: 30 Minutes

Delivery: On-Line

Course Number: CR004

Course Title: New Perspective- Sexual Harassment Awareness Program

Target Audience: All Staff

Course Description:

Designed to define sexual harassment in the workplace and discuss the District's policy prohibiting sexual harassment.

Length: 1 hour

Delivery: Classroom and On-Line

Course Number: CR005

Course Title: Diversity Awareness

Target Audience: All Staff

Course Description:

Did you know that BART is one of the most diverse organizations in our region? 65% of BART employees are minorities! This course is designed to provide employees with tools to effectively work together in a diverse work environment. Discussions will focus on mutual respect in the workplace and valuing our differences and more importantly our commonalities.

Length: 1 1/2 hours

Delivery: Classroom

OFFICE OF CIVIL RIGHTS WPC TRAINING CATALOG

COURSE DESCRIPTIONS

Course Number: CR007

Course Title: You Said What? (Effective Workplace Communications)

Target Audience: All Staff

Course Description:

Designed to provide employees with tools to better handle the interpersonal relationship conflicts that sometime occur in the workplace. Includes open dialogue and discussions involving the variety of communication styles.

Length: 2 hours

Delivery: Classroom

Course Number: CR009

Course Title: Preventing Sexual Harassment in the Workplace - AB1825/2053

Target Audience: Foreworkers, Supervisors, Managers, Executives, and Principals -
Required

Course Description:

Designed to focus on defining sexual harassment, and the managers/supervisors role to identify and prevent sexual harassment in the workplace.

Length: 2 hours

Delivery: Classroom and On-Line

Course Number: CR011

Course Title: Valuing Workplace Diversity for Mgrs. & Supervisors

Target Audience: Supervisors and Managers

Course Description:

Did you know that for the first time BART has four generations in the workforce? This is an exciting time for our diverse organization and this course focuses on the challenges the supervisors and managers sometime face with balancing a workforce in which miscommunication and conflict can occur.

Length: 3 hours

Delivery: Classroom

OFFICE OF CIVIL RIGHTS WPC TRAINING CATALOG

COURSE DESCRIPTIONS

Course Number: CRO12

Course Title: How to Provide Language Assistance to Limited English Proficient Customers

Target Audience: All Staff - **Required**

Course Description:

Designed to provide tools for staff when interacting with LEP customers. Review of District's Title VI policy.

Length: 1 hour

Delivery: Classroom and On-line

Course Number: CRO13

Course Title: Do I Need To Get Involved?(Complaint Prevention and Resolution)

Target Audience: Supervisors and Managers

Course Description:

Ultimately knowledge is preventative power against misunderstanding that can lead to low morale, increased turnover and employee complaints. This class provides an introduction to preventative practices and realistic resolutions to EEO complaints for Supervisors and Managers.

Length: 2 hours

Delivery: Classroom

Course Number: CR014

Course Title: Is that in Writing? EEO-101

Target Audience: All Staff

Course Description:

What is EEO? Come and find out as this course will provide participants with a basic understanding of the rules and regulations that prohibit discrimination and harassment in the workplace. This course provides a strong foundation and overview of BART'S policies and practices to ensure we have a workplace promoting mutual respect and understanding.

Length: 1 ½ hours

Delivery: Classroom

Workforce Analysis

Dept. Job Title or Number	Salary	Current Period As Of: 12/31/2015													Current				Availability %		% of Under-Utilization		GOAL	
		All Employees			EMPLOYEES						MIN		F		MIN	F	MIN	F	MIN	F				
		TOT	M	F	MALE			FEMALE			#	%	#	%										
					W	Black	HISP	Asian	Native A	W					Black	HISP	Asian	Native A						
Executive & Manager		169	119	50	26	14	4	21	1	79	12	3	9	0	64	37.9%	103	60.9%	51.7%	33.4%	-13.8%	27.5%	23.37	(46.55)
Supervisor, Transportation		51	35	16	14	10	4	7	0	8	7	1	0	0	29	56.9%	16	31.4%	69.2%	25.5%	-12.3%	5.9%	6.29	(3.00)
Supervirsor, Other		74	60	14	30	6	5	19	0	5	3	1	5	0	39	52.7%	14	18.9%	60.7%	32.0%	-8.0%	-13.1%	5.92	9.68
Foreworker, Transportation		93	68	25	19	18	15	15	1	8	10	4	3	0	66	71.0%	25	26.9%	68.2%	37.7%	2.8%	-10.8%	(2.57)	10.06
Foreworker, Other		107	94	13	42	16	20	16	0	3	4	2	4	0	62	57.9%	13	12.1%	62.9%	3.4%	-5.0%	8.7%	5.30	(9.36)
Engineers		159	141	18	57	12	7	64	1	3	0	4	11	0	99	62.3%	18	11.3%	50.7%	17.4%	11.6%	-6.1%	(18.39)	9.67

Workforce Analysis

Dept. Job Title or Number	Salary	Current Period As Of: 12/31/2015														Current				Availability %		% of Under-Utilization		GOAL	
		All Employees			EMPLOYEES							MIN		F		MIN	F	MIN	F						
		TOT	M	F	MALE				FEMALE				#	%	#					%					
					W	Black	HISP	Asian	Native A	W	Black	HISP				Asian	Native A								
Professional		376	191	185	90	30	19	49	3	45	49	16	74	1	241	64.1%	185	49.2%	45.1%	43.7%	19.0%	5.5%	(71.42)	(20.69)	
Technician		302	294	8	70	21	30	170	3	1	2	0	5	0	231	76.5%	8	2.6%	60.0%	14.0%	16.5%	-11.4%	(49.80)	34.28	
Train Operator		465	328	137	133	110	43	41	1	34	70	20	10	3	298	64.1%	137	29.5%	77.6%	23.8%	-13.5%	5.7%	62.84	(26.33)	
Station Agent		338	160	178	43	63	25	29	0	39	98	22	19	0	256	75.7%	178	52.7%	65.0%	45.0%	10.7%	7.7%	(36.30)	(25.90)	
Skilled Worker		302	299	3	124	40	66	68	1	1	1	0	0	1	177	58.6%	3	1.0%	60.0%	7.0%	-1.4%	-6.0%	4.20	18.14	
Semi-Skilled Worker		410	320	90	55	136	53	73	3	9	40	21	20	0	346	84.4%	90	22.0%	78.9%	25.6%	5.5%	-3.6%	(22.51)	14.96	

Workforce Analysis

Dept. Job Title or Number	Salary	Current Period As Of: 12/31/2015													Current				Availability %		% of Under-Utilization		GOAL	
		All Employees			EMPLOYEES						MIN		F		MIN	F	MIN	F	MIN	F				
		TOT	M	F	MALE				FEMALE				#	%							#	%		
					W	Black	HISP	Asian	Native A	W	Black	HISP			Asian	Native A								
Transit Vehicle Mechanic		266	260	6	122	24	39	73	2	3	1	1	1	0	141	53.0%	6	2.3%	82.8%	9.9%	-29.8%	-7.6%	79.25	20.33
Clerical		69	11	58	3	5	1	2	0	13	22	8	15	0	53	76.8%	58	84.1%	51.6%	70.9%	25.2%	13.2%	(17.40)	(9.08)
Police Officer		144	134	10	59	27	24	23	1	4	3	1	2	0	81	56.3%	10	6.9%	48.3%	17.7%	8.0%	-10.8%	(11.45)	15.49
Police Supervisor & Manager		51	40	11	20	6	6	8	0	5	4	1	1	0	26	51.0%	11	21.6%	48.1%	22.8%	2.9%	-1.2%	(1.47)	0.63
Police Civilian		80	45	35	13	12	4	16	0	11	10	4	10	0	56	70.0%	35	43.8%	56.7%	30.3%	13.3%	13.5%	(10.64)	(10.76)

Goals

Dept. Job Title or Number	FUTURE PERIOD									NUMERIC GOALS FOR PROGRAM YEAR								% RATE OF ADDITION	ANTICIPATED WORK FORCE AS OF 12/31/17	PROJECTED % INCREASE										
	ANTICIPATED JOB OPENING BY: 12/31/17			JOB OPENINGS TO BE FILLED BY: 12/31/17						NEW HIRE			PROMOTIONS			Total Added	MIN			FEM	12 MO	2 YR		3 YR		4 YR				
	ATTR	EXPS	TOT	REC	TRAN	PRO	NEW HIRE	TOT	TOT		TOT		MIN		MIN							FEM	MIN	F	MIN	F	MIN	F	MIN	F
									M	F	MIN	M	F	M																
Executive & Manager	44	2	46	44	3	31	10	46	10	6	10	20	10	13	8	31	16	48.4%	15.5%	171	10%	6%	25%	8%	35%	10%	45%	12%		
Supervisor, Transportation	22	0	22	22	0	10	12	22	5	2	3	10	5	4	3	10	7	34.5%	43.8%	51	5%	10%	14%	20%	24%	30%	34%	40%		
Supervisor, Other	19	0	19	19	0	16	3	19	2	3	3	8	6	5	3	11	9	28.2%	64.3%	74	5%	20%	10%	30%	18%	40%	28%	54%		
Foreworker, Transportation	14	0	14	14	0	14	0	14	0	0	0	10	4	4	3	7	4	10.6%	16.0%	93	4%	5%	6%	7%	8%	9%	10%	13%		
Foreworker, Other	29	0	29	29	0	29	0	29	0	0	0	20	9	13	2	15	9	24.2%	69.2%	107	8%	20%	12%	40%	16%	50%	24%	60%		
Engineer	57	0	57	57	1	21	35	57	22	10	10	20	5	8	3	21	15	21.2%	83.3%	159	8%	20%	12%	30%	17%	40%	21%	50%		
Professional	89	0	89	89	0	39	50	89	25	30	30	7	27	4	15	49	57	20.3%	30.8%	376	5%	5%	10%	10%	15%	20%	20%	30%		

Goals

Dept. Job Title or Number	FUTURE PERIOD								NUMERIC GOALS FOR PROGRAM YEAR								% RATE OF ADDITION		ANTICIPATED WORK FORCE AS OF 12/31/17	PROJECTED % INCREASE								
	ANTICIPATED JOB OPENING BY: 12/31/17			JOB OPENINGS TO BE FILLED BY: 12/31/17					NEW HIRE			PROMOTIONS			Total Added	PROJECTED % INCREASE												
	ATTR	EXPS	TOT	REC	TRAN	PRO	NEW HIRE	TOT	TOT			TOT				MIN		MIN		FEM	12 MO	2 YR		3 YR		4 YR		
									M	F	MIN	M	F	M	F	MIN	FEM					MIN	F	MIN	F	MIN	F	MIN
Technician	61	10	71	61	10	1	50	71	50	15	10	3	3	2	2	14	18	6.1%	225.0%	312	2%	15%	3%	30%	5%	40%	6%	50%
Train Operator	89	0	89	89	3	6	80	89	60	24	40	4	1	2	1	43	25	14.4%	18.2%	465	5%	8%	7%	10%	9%	13%	14%	18%
Station Agent	59	0	59	59	0	7	52	59	27	30	30	1	1	1	1	32	31	12.5%	17.4%	338	4%	5%	7%	10%	9%	13%	12%	17%
Skilled Worker	53	20	73	53	3	15	35	73	51	10	40	10	2	6	1	47	12	26.6%	400.0%	322	9%	15%	15%	30%	20%	40%	26%	50%
Semi-Skilled Worker	78	20	98	78	5	9	64	98	43	45	50	5	5	4	4	58	50	16.8%	55.6%	430	9%	15%	12%	30%	14%	40%	16%	55%
Transit Vehicle Mechanic	42	10	52	42	0	0	42	52	40	12	35	0	0	0	0	35	12	24.8%	200.0%	276	9%	15%	15%	30%	19%	40%	24%	50%
Clerical	15	0	15	15	1	1	13	15	3	10	4	1	1	1	0	5	11	9.4%	19.0%	69	2%	5%	4%	10%	6%	15%	9%	19%

Goals

Dept. Job Title or Number	FUTURE PERIOD									NUMERIC GOALS FOR PROGRAM YEAR								% RATE OF ADDITION	ANTICIPATED WORK FORCE AS OF 12/31/17	PROJECTED % INCREASE								
	ANTICIPATED JOB OPENING BY: 12/31/17			JOB OPENINGS TO BE FILLED BY: 12/31/17						NEW HIRE			PROMOTIONS			Total Added	MIN			FEM	12 MO		2 YR		3 YR		4 YR	
	ATTR	EXPS	TOT	REC	TRAN	PRO	NEW HIRE	TOT	TOT		MIN		MIN	FEM	MIN						FEM	MIN	F	MIN	F	MIN	F	MIN
									M	F	MIN	M				F	M			F								
Police Officer	9	0	9	9	0	1	8	9	3	6	4	0	0	0	0	4	6	4.9%	60.0%	144	1%	20%	2%	30%	3%	50%	4%	60%
Police Supervisor & Manager	6	0	6	6	0	5	1	6	1	1	1	2	2	1	1	3	3	11.5%	27.3%	51	4%	5%	5%	0%	9%	20%	11%	27%
Police Civilian	10	0	10	10	0	1	9	10	4	4	4	1	1	0	0	4	5	7.1%	14.3%	80	2%	4%	4%	7%	5%	10%	7%	14%

ATTR - Attrition
 EXPS - Expansion
 REC - Recruit
 TRAN - Transfer
 PRO - Promotion

Workforce Analysis and Goals

Dept. Job Title or Number	Salary	Current Period As Of: 12/31/2015														Current %		Availability Factor		% of Under-Utilization		GOAL		FUTURE PERIOD														% RATE OF ADDITION		ANTICIPATED WORK FORCE AS OF 12/31/17	PROJECTED % REPRESENTATION											
		MINORITY EMPLOYEES																						ANTICIPATED JOB OPENING BY:		JOB OPENINGS TO BE FILLED BY:		NUMERIC GOALS FOR PROGRAM YEAR				ANTICIPATED WORK FORCE AS OF 12/31/17				12 MO					2 YR		3 YR		4 YR							
		All Employees				MALE				FEMALE						MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F															
		TOT	M	F	W	Black	HISP	Asian	Native Am	W	Black	HISP	Asian	Native Am	#	%	#	%	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F	MIN	F																
		ATTR	EXPS	TOT	REC	TRAN	PRO	NEW HIRE	TOT	M	F	MIN	M	F	M	F	MIN	FEN	MIN	FEM	MIN	FEM	MIN	FEM	MIN	FEM	MIN	FEM	MIN	FEM	MIN	FEM	MIN	FEM	MIN	FEM																
Executive, Manager		169	108	50	26	14	4	21	1	79	12	3	9	0	64	37.87%	103	60.95%	51.70%	33.40%	-13.83%	27.55%	23.37	(46.55)	44	2	46	44	3	31	10	46	10	6	10	20	10	13	8	31	16	48.44%	15.53%	171	10%	6%	25%	8%	35%	10%	45%	12%
Supervisor, Transporation		51	36	19	14	10	4	7	0	8	7	1	0	0	29	56.86%	16	31.37%	69.20%	25.50%	-12.34%	5.87%	6.29	(3.00)	22	0	22	22	0	10	12	22	5	2	3	10	5	4	3	10	7	34.48%	43.75%	51	5%	10%	14%	20%	24%	30%	34%	40%
Supervisor, Other		74	62	6	30	6	5	19	0	5	3	1	5	0	39	52.70%	14	18.92%	60.70%	32.00%	-8.00%	-13.08%	5.92	9.68	19	0	19	19	0	16	3	19	2	3	3	8	6	5	3	11	9	28.21%	64.29%	74	5%	20%	10%	30%	18%	40%	28%	54%
Foreworker, Transporation		93	66	28	19	18	15	15	1	8	10	4	3	0	66	70.97%	25	26.88%	68.20%	37.70%	2.77%	-10.82%	(2.57)	10.06	14	0	14	14	0	14	0	14	0	0	0	10	4	4	3	7	4	10.61%	16.00%	93	4%	5%	6%	7%	8%	9%	10%	13%
Foreworker, Other		107	81	13	42	16	20	16	0	3	4	2	4	0	62	57.94%	13	12.15%	62.90%	3.40%	-4.96%	8.75%	5.30	(9.36)	29	0	29	29	0	29	0	29	0	0	0	20	9	13	2	15	9	24.19%	69.23%	107	8%	20%	12%	40%	16%	50%	24%	60%
Engineer		159	129	14	57	12	7	64	1	3	0	4	11	0	99	62.26%	18	11.32%	50.70%	17.40%	11.56%	-6.08%	(18.39)	9.67	57	0	57	57	1	21	35	57	22	10	10	20	5	8	3	21	15	21.21%	83.33%	159	8%	20%	12%	30%	17%	40%	21%	50%
Professional		376	159	181	90	30	19	49	3	45	49	16	74	1	241	64.10%	185	49.20%	45.10%	43.70%	19.00%	5.50%	(71.42)	(20.69)	89	0	89	89	0	39	50	89	25	30	30	7	27	4	15	49	57	20.33%	30.81%	376	5%	5%	10%	10%	15%	20%	20%	30%
Technician		302	278	9	70	21	30	170	3	1	2	0	5	0	231	76.49%	9	2.65%	56.70%	21.00%	16.49%	-11.35%	(49.80)	34.28	61	10	71	61	10	1	50	71	50	15	10	3	3	2	2	14	18	6.06%	225%	312	2%	15%	3%	30%	5%	40%	6%	50%
Train Operator		465	320	139	134	110	43	41	1	34	70	20	10	3	298	64.09%	139	29.46%	50.80%	24.90%	-13.51%	5.66%	62.84	(26.33)	89	0	89	89	3	6	80	89	60	24	40	4	1	2	1	43	25	14.43%	18.25%	465	5%	8%	7%	10%	9%	13%	14%	18%
Station Agent		338	155	176	41	64	24	26	0	37	101	22	15	1	253	75.74%	176	52.66%	36.60%	78.50%	39.80%	-25.30%	(131.85)	83.84	59	0	59	59	0	7	52	59	27	30	30	1	1	1	1	32	31	12.50%	17.42%	338	4%	5%	7%	10%	9%	13%	12%	17%
Skilled Worker		302	267	6	120	30	53	63	1	2	2	0	1	1	151	58.61%	6	0.99%	50.70%	6.60%	4.60%	-4.40%	(12.59)	12.02	53	20	73	53	3	15	35	73	51	10	40	10	2	6	1	47	12	26.55%	400%	322	9%	15%	15%	30%	20%	40%	26%	50%
Semi-Skilled Worker		410	284	79	52	110	48	72	2	8	33	18	20	0	303	84.39%	79	21.95%	60.30%	17.50%	23.20%	4.30%	(84.11)	(15.48)	78	20	98	78	5	9	64	98	43	45	50	5	5	4	4	58	50	16.76%	55.56%	430	9%	15%	12%	30%	14%	40%	16%	55%
Transit Vehicle Mechanic		266	222	6	105	24	35	56	2	3	1	1	1	0	120	53.01%	6	2.26%	43.60%	3.40%	9.00%	-0.80%	(20.59)	1.75	42	10	52	42	0	0	42	52	40	12	35	0	0	0	0	35	12	24.82%	200%	276	9%	15%	15%	30%	19%	40%	24%	50%
Clerical		69	11	56	4	4	1	2	0	14	20	8	14	0	49	76.81%	11	16.40%	41.90%	75.00%	31.20%	-58.60%	(20.93)	39.25	15	0	15	15	1	1	13	15	3	10	4	1	1	1	0	5	11	9.43%	18.97%	69	2%	5%	4%	10%	6%	15%	9%	19%
Police Officer		144	127	17	59	23	26	18	1	8	5	1	3	0	77	56.25%	17	6.94%	36.10%	15.50%	17.40%	-3.70%	(25.00)	5.32	9	0	9	9	0	1	8	9	3	6	4	0	0	0	0	4	6	4.94%	60.00%	144	1%	20%	2%	30%	3%	50%	4%	60%
Police Supervisor & Manager		51	39	7	22	5	5	7	0	2	3	1	0	1	21	50.98%	7	21.57%	28.10%	18.00%	17.60%	-2.80%	(8.07)	1.28	6	0	6	6	0	5	1	6	1	1	1	2	2	1	1	3	3	11.54%	27.27%	51	4%	5%	5%	0%	9%	20%	11%	27%
Police Civilian		80	35	35	13	12	4	16	0	11	10	4	10	0	56	70.00%	35	43.75%	37.80%	42.60%	13.30%	13.45%	(10.64)	(10.76)	10	0	10	10	0	1	9	10	4	4	4	1	1	0	0	4	5	7.14%	14.29%	80	2%	4%	4%	7%	5%	10%	7%	14%

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010 - DISTRICT WIDE

Job Group	Total Female		Total Minorities		Female	Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0100 - BOARD APPOINTED POSITION																	
Employees:	4																
Current Utilization:	1	25.00	2	50.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.90	22.65	0.86	21.72		0.06	1.72	0.12	3.23	0.01	0.33	0.02	0.66	0.00	0.04	0.00	0.08
Underutilized:	0.00	No	0.00	No		0.06	No	0.12	No	0.01	No	0.02	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
0500 - EXECUTIVE AND MANAGER																	
Employees:	169																
Current Utilization:	50	29.58	64	37.86	Female	12	7.10	9	5.32	0	0.00	3	1.77	0	0.00	0	0.00
Class Goal:	56.51	33.44	87.40	51.72		9.15	5.42	15.85	9.38	0.18	0.11	6.10	3.61	0.20	0.12	0.23	0.14
Underutilized:	6.51	Yes	23.40	Yes		0.00	No	6.85	Yes	0.18	No	3.10	Yes	0.20	No	0.23	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1000 - SUPERVISOR TRANSPORTATION																	
Employees:	51																
Current Utilization:	16	31.37	29	56.86	Female	7	13.72	0	0.00	0	0.00	1	1.96	0	0.00	0	0.00
Class Goal:	12.99	25.49	35.27	69.17		4.74	9.30	2.66	5.23	0.04	0.08	2.17	4.26	0.07	0.15	0.00	0.00
Underutilized:	0.00	No	6.27	Yes		0.00	No	2.66	Yes	0.04	No	1.17	Yes	0.07	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	74																
Current Utilization:	14	18.91	39	52.70	Female	3	4.05	5	6.75	0	0.00	1	1.35	0	0.00	0	0.00
Class Goal:	23.79	32.16	44.88	60.65		5.55	7.50	8.57	11.59	0.09	0.13	2.20	2.98	0.01	0.02	0.02	0.04
Underutilized:	9.79	Yes	5.88	Yes		2.55	Yes	3.57	Yes	0.09	No	1.20	Yes	0.01	No	0.02	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010 - DISTRICT WIDE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
2000 - FOREWORKER TRANSPORTATION																	
Employees:	93																
Current Utilization:	25	26.88	66	70.96	Female	10	10.75	3	3.22	0	0.00	4	4.30	0	0.00	0	0.00
Class Goal:	35.09	37.74	63.46	68.24		18.61	20.02	3.01	3.24	0.38	0.41	4.72	5.08	0.12	0.13	0.00	0.00
Underutilized:	10.09	Yes	0.00	No		8.61	Yes	0.01	No	0.38	No	0.72	No	0.12	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
2500 - FOREWORKER OTHER																	
Employees:	107																
Current Utilization:	13	12.14	62	57.94	Female	4	3.73	4	3.73	0	0.00	2	1.86	0	0.00	0	0.00
Class Goal:	3.64	3.41	67.28	62.88		1.42	1.33	0.70	0.66	0.25	0.24	0.57	0.54	0.02	0.02	0.00	0.00
Underutilized:	0.00	No	5.28	Yes		0.00	No	0.00	No	0.25	No	0.00	No	0.02	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3000 - ENGINEERS																	
Employees:	159																
Current Utilization:	18	11.32	99	62.26	Female	0	0.00	11	6.91	0	0.00	4	2.51	0	0.00	0	0.00
Class Goal:	27.58	17.35	80.56	50.67		1.33	0.84	12.35	7.77	0.07	0.05	1.31	0.83	0.01	0.01	0.30	0.19
Underutilized:	9.58	Yes	0.00	No		1.33	Yes	1.35	Yes	0.07	No	0.00	No	0.01	No	0.30	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	376																
Current Utilization:	185	49.20	241	64.09	Female	49	13.03	74	19.68	1	0.26	16	4.25	0	0.00	0	0.00
Class Goal:	164.34	43.71	169.57	45.10		14.88	3.96	43.65	11.61	0.33	0.09	15.64	4.16	0.94	0.25	1.99	0.53
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.00	No	0.94	No	1.99	Yes
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010 - DISTRICT WIDE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
4000 - TECHNICIANS																	
Employees:	302																
Current Utilization:	8	2.64	231	76.49	Female	2	0.66	5	1.65	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	43.06	14.26	181.01	59.94		1.63	0.54	14.88	4.93	0.00	0.00	15.31	5.07	0.00	0.00	0.00	0.00
Underutilized:	35.06	Yes	0.00	No		0.00	No	9.88	Yes	0.00	No	15.31	Yes	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	21	6.95	169	55.96	3	0.99	30	9.93	1	0.33	0	0.00
Class Goal:						6.31	2.09	62.09	20.56	0.06	0.02	74.38	24.63	2.17	0.72	3.86	1.28
Underutilized:						0.00	No	0.00	No	0.00	No	44.38	Yes	1.17	Yes	3.86	Yes
4500 - TRAIN OPERATOR																	
Employees:	465																
Current Utilization:	137	29.46	298	64.08	Female	70	15.05	9	1.93	3	0.64	20	4.30	1	0.21	0	0.00
Class Goal:	110.80	23.83	360.93	77.62		98.90	21.27	2.83	0.61	0.00	0.00	3.39	0.73	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	62.93	Yes		28.90	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	110	23.65	39	8.38	1	0.21	43	9.24	2	0.43	0	0.00
Class Goal:						130.99	28.17	8.88	1.91	19.80	4.26	95.74	20.59	0.04	0.01	0.00	0.00
Underutilized:						20.99	Yes	0.00	No	18.80	Yes	52.74	Yes	0.00	No	0.00	No
4700 - STATION AGENT																	
Employees:	338																
Current Utilization:	178	52.66	256	75.73	Female	98	28.99	19	5.62	0	0.00	22	6.50	0	0.00	0	0.00
Class Goal:	152.20	45.03	219.29	64.88		3.65	1.08	28.89	8.55	0.03	0.01	50.86	15.05	0.16	0.05	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	9.89	Yes	0.03	No	28.86	Yes	0.16	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	63	18.63	29	8.57	0	0.00	25	7.39	0	0.00	0	0.00
Class Goal:						67.36	19.93	43.33	12.82	0.16	0.05	24.57	7.27	0.03	0.01	0.00	0.00
Underutilized:						4.36	Yes	14.33	Yes	0.16	No	0.00	No	0.03	No	0.00	No
5000 - SKILLED WORKER																	
Employees:	302																
Current Utilization:	3	0.99	177	58.60	Female	1	0.33	0	0.00	1	0.33	0	0.00	0	0.00	0	0.00
Class Goal:	20.62	6.83	180.83	59.88		4.86	1.61	6.07	2.01	0.00	0.00	3.83	1.27	0.48	0.16	0.03	0.01
Underutilized:	17.62	Yes	3.83	Yes		3.86	Yes	6.07	Yes	0.00	No	3.83	Yes	0.48	No	0.03	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	40	13.24	66	21.85	1	0.33	66	21.85	2	0.66	0	0.00
Class Goal:						25.91	8.58	48.47	16.05	1.57	0.52	78.42	25.97	6.25	2.07	3.80	1.26
Underutilized:						0.00	No	0.00	No	0.57	No	12.42	Yes	4.25	Yes	3.80	Yes

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010 - DISTRICT WIDE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races		
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%	
5500 - SEMI-SKILLED WORKER																		
Employees:	410																	
Current Utilization:	90	21.95	346	84.39	Female	40	9.75	19	4.63	0	0.00	21	5.12	1	0.24	0	0.00	
Class Goal:	105.04	25.62	323.53	78.91		8.77	2.14	26.69	6.51	0.53	0.13	48.74	11.89	0.32	0.08	0.69	0.17	
Underutilized:	15.04	Yes	0.00	No		0.00	No	7.69	Yes	0.53	No	27.74	Yes	0.00	No	0.69	No	
Current Utilization:					Male	136	33.17	71	17.31	3	0.73	53	12.92	2	0.48	0	0.00	
Class Goal:						31.57	7.70	55.67	13.58	0.41	0.10	143.29	34.95	2.46	0.60	2.00	0.49	
Underutilized:						0.00	No	0.00	No	0.00	No	90.29	Yes	0.46	No	2.00	Yes	
5700 - TRANSIT VEHICLE MECHANICS																		
Employees:	266																	
Current Utilization:	6	2.25	141	53.00	Female	1	0.37	1	0.37	0	0.00	1	0.37	0	0.00	0	0.00	
Class Goal:	26.25	9.87	220.32	82.83		0.07	0.03	0.07	0.03	0.00	0.00	25.98	9.77	0.00	0.00	0.00	0.00	
Underutilized:	20.25	Yes	79.32	Yes		0.00	No	0.00	No	0.00	No	24.98	Yes	0.00	No	0.00	No	
Current Utilization:					Male	24	9.02	70	26.31	2	0.75	39	14.66	3	1.12	0	0.00	
Class Goal:						0.37	0.14	11.49	4.32	0.00	0.00	174.78	65.71	0.00	0.00	7.39	2.78	
Underutilized:						0.00	No	0.00	No	0.00	No	135.78	Yes	0.00	No	7.39	Yes	
6000 - CLERICAL																		
Employees:	69																	
Current Utilization:	58	84.05	53	76.81	Female	22	31.88	15	21.73	0	0.00	8	11.59	0	0.00	0	0.00	
Class Goal:	48.93	70.92	35.59	51.59		5.34	7.75	12.28	17.81	0.20	0.29	5.54	8.04	0.96	1.40	0.29	0.43	
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.20	No	0.00	No	0.96	No	0.29	No	
Current Utilization:					Male	5	7.24	2	2.89	0	0.00	1	1.44	0	0.00	0	0.00	
Class Goal:						1.98	2.88	6.65	9.64	0.02	0.04	1.82	2.64	0.13	0.20	0.04	0.06	
Underutilized:						0.00	No	4.65	Yes	0.02	No	0.82	No	0.13	No	0.04	No	
6500 - POLICE OFFICERS																		
Employees:	144																	
Current Utilization:	10	6.94	81	56.25	Female	3	2.08	2	1.38	0	0.00	1	0.69	0	0.00	0	0.00	
Class Goal:	25.50	17.71	69.60	48.34		5.04	3.50	2.95	2.05	0.00	0.00	3.55	2.47	0.12	0.09	0.00	0.00	
Underutilized:	15.50	Yes	0.00	No		2.04	Yes	0.95	No	0.00	No	2.55	Yes	0.12	No	0.00	No	
Current Utilization:					Male	27	18.75	21	14.58	1	0.69	24	16.66	2	1.38	0	0.00	
Class Goal:						11.53	8.01	25.04	17.39	0.57	0.40	18.17	12.62	1.65	1.15	0.82	0.57	
Underutilized:						0.00	No	4.04	Yes	0.00	No	0.00	No	0.00	No	0.82	No	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010 - DISTRICT WIDE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
7500 - POLICE SUPERVISORS AND MANAGERS																	
Employees:	51																
Current Utilization:	11	21.56	26	50.98	Female	4	7.84	1	1.96	0	0.00	1	1.96	0	0.00	0	0.00
Class Goal:	11.62	22.80	24.54	48.12		2.16	4.24	2.73	5.37	0.01	0.03	0.67	1.33	0.15	0.31	0.00	0.00
Underutilized:	0.62	No	0.00	No		0.00	No	1.73	Yes	0.01	No	0.00	No	0.15	No	0.00	No
Current Utilization:					Male	6	11.76	8	15.68	0	0.00	6	11.76	0	0.00	0	0.00
Class Goal:						6.78	13.31	7.65	15.00	0.32	0.63	3.61	7.09	0.17	0.34	0.17	0.35
Underutilized:						0.78	No	0.00	No	0.32	No	0.00	No	0.17	No	0.17	No
7700 - POLICE CIVILIAN																	
Employees:	80																
Current Utilization:	35	43.75	56	70.00	Female	10	12.50	8	10.00	0	0.00	4	5.00	2	2.50	0	0.00
Class Goal:	24.28	30.35	45.34	56.68		4.65	5.82	4.52	5.65	0.14	0.18	4.14	5.18	0.54	0.68	0.20	0.25
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.14	No	0.14	No	0.00	No	0.20	No
Current Utilization:					Male	12	15.00	16	20.00	0	0.00	4	5.00	0	0.00	0	0.00
Class Goal:						8.13	10.17	11.48	14.36	0.28	0.35	9.52	11.91	0.92	1.16	0.60	0.76
Underutilized:						0.00	No	0.00	No	0.28	No	5.52	Yes	0.92	No	0.60	No
Totals:	3,460	858	2,267		<i>Female</i>	336		185		5		109		4		0	
					<i>Male</i>	551		681		17		366		13		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,02 - DISTRICT WIDE, GENERAL COUNSEL - LEGAL

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0100 - BOARD APPOINTED POSITION																	
Employees:	1				Female												
Current Utilization:	0	0.00	1	100.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.22	22.65	0.21	21.72		0.01	1.72	0.03	3.23	0.00	0.33	0.00	0.66	0.00	0.04	0.00	0.08
Underutilized:	0.22	No	0.00	No		0.01	No	0.03	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	1.94	0.10	10.75	0.00	0.47	0.02	2.19	0.00	0.00	0.00	0.26
Underutilized:						0.00	No	0.10	No	0.00	No	0.02	No	0.00	No	0.00	No
0500 - EXECUTIVE AND MANAGER																	
Employees:	2				Female												
Current Utilization:	2	100.00	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.20	60.00	1.46	73.33		0.26	13.33	0.26	13.33	0.00	0.00	0.26	13.33	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	1.46	Yes		0.26	No	0.26	No	0.00	No	0.26	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.13	6.66	0.40	20.00	0.00	0.00	0.13	6.66	0.00	0.00	0.00	0.00
Underutilized:						0.13	No	0.40	No	0.00	No	0.13	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	15				Female												
Current Utilization:	9	60.00	11	73.33		2	13.33	2	13.33	0	0.00	2	13.33	0	0.00	0	0.00
Class Goal:	5.92	39.52	3.72	24.84		0.24	1.65	1.09	7.28	0.02	0.18	0.39	2.63	0.00	0.05	0.08	0.54
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.02	No	0.00	No	0.00	No	0.08	No
Current Utilization:					Male	1	6.66	3	20.00	0	0.00	1	6.66	0	0.00	0	0.00
Class Goal:						0.27	1.83	1.02	6.83	0.02	0.18	0.43	2.92	0.00	0.04	0.08	0.59
Underutilized:						0.00	No	0.00	No	0.02	No	0.00	No	0.00	No	0.08	No
6000 - CLERICAL																	
Employees:	2				Female												
Current Utilization:	2	100.00	2	100.00		2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.84	92.37	0.91	45.76		0.15	7.67	0.34	17.43	0.00	0.44	0.28	14.48	0.01	0.88	0.02	1.30
Underutilized:	0.00	No	0.00	No		0.00	No	0.34	No	0.00	No	0.28	No	0.01	No	0.02	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	0.85	0.02	1.49	0.00	0.00	0.01	0.94	0.00	0.00	0.00	0.22
Underutilized:						0.01	No	0.02	No	0.00	No	0.01	No	0.00	No	0.00	No
Totals:	20	13	14		Female	4		2		0		2		0		0	
					Male	2		3		0		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,02,0201 - DISTRICT WIDE, GENERAL COUNSEL - LEGAL, Legal Administration

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0100 - BOARD APPOINTED POSITION																	
Employees:	1				Female												
Current Utilization:	0	0.00	1	100.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.22	22.65	0.21	21.72		0.01	1.72	0.03	3.23	0.00	0.33	0.00	0.66	0.00	0.04	0.00	0.08
Underutilized:	0.22	No	0.00	No		0.01	No	0.03	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	1.94	0.10	10.75	0.00	0.47	0.02	2.19	0.00	0.00	0.00	0.26
Underutilized:						0.00	No	0.10	No	0.00	No	0.02	No	0.00	No	0.00	No
0500 - EXECUTIVE AND MANAGER																	
Employees:	2				Female												
Current Utilization:	2	100.00	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.20	60.00	1.46	73.33		0.26	13.33	0.26	13.33	0.00	0.00	0.26	13.33	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	1.46	Yes		0.26	No	0.26	No	0.00	No	0.26	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.13	6.66	0.40	20.00	0.00	0.00	0.13	6.66	0.00	0.00	0.00	0.00
Underutilized:						0.13	No	0.40	No	0.00	No	0.13	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	15				Female												
Current Utilization:	9	60.00	11	73.33		2	13.33	2	13.33	0	0.00	2	13.33	0	0.00	0	0.00
Class Goal:	5.92	39.52	3.72	24.84		0.24	1.65	1.09	7.28	0.02	0.18	0.39	2.63	0.00	0.05	0.08	0.54
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.02	No	0.00	No	0.00	No	0.08	No
Current Utilization:					Male	1	6.66	3	20.00	0	0.00	1	6.66	0	0.00	0	0.00
Class Goal:						0.27	1.83	1.02	6.83	0.02	0.18	0.43	2.92	0.00	0.04	0.08	0.59
Underutilized:						0.00	No	0.00	No	0.02	No	0.00	No	0.00	No	0.08	No
6000 - CLERICAL																	
Employees:	2				Female												
Current Utilization:	2	100.00	2	100.00		2	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.84	92.37	0.91	45.76		0.15	7.67	0.34	17.43	0.00	0.44	0.28	14.48	0.01	0.88	0.02	1.30
Underutilized:	0.00	No	0.00	No		0.00	No	0.34	No	0.00	No	0.28	No	0.01	No	0.02	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	0.85	0.02	1.49	0.00	0.00	0.01	0.94	0.00	0.00	0.00	0.22
Underutilized:						0.01	No	0.02	No	0.00	No	0.01	No	0.00	No	0.00	No
Totals:	20	13	14		Female	4		2		0		2		0		0	
					Male	2		3		0		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,03 - DISTRICT WIDE, FINANCE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	4																
Current Utilization:	3	75.00	3	75.00	Female	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.47	61.76	2.99	74.89		0.44	11.07	1.40	35.18	0.00	0.00	0.31	7.94	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.40	No	0.00	No	0.31	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.13	3.33	0.50	12.54	0.06	1.66	0.12	3.13	0.00	0.00	0.00	0.00
Underutilized:						0.13	No	0.00	No	0.06	No	0.12	No	0.00	No	0.00	No
1500 - SUPERVISOR OTHER																	
Employees:	9																
Current Utilization:	5	55.55	7	77.77	Female	0	0.00	4	44.44	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.25	58.39	4.83	53.73		0.39	4.43	2.28	25.35	0.01	0.15	0.53	5.97	0.02	0.26	0.04	0.46
Underutilized:	0.25	No	0.00	No		0.39	No	0.00	No	0.01	No	0.53	No	0.02	No	0.04	No
Current Utilization:					Male	0	0.00	3	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.09	1.07	1.04	11.62	0.01	0.15	0.33	3.75	0.01	0.15	0.01	0.20
Underutilized:						0.09	No	0.00	No	0.01	No	0.33	No	0.01	No	0.01	No
2500 - FOREWORKER OTHER																	
Employees:	4																
Current Utilization:	2	50.00	3	75.00	Female	1	25.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:	0.10	2.70	1.70	42.58		0.01	0.30	0.01	0.25	0.00	0.12	0.02	0.68	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.01	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:						0.23	5.87	0.32	8.14	0.01	0.25	1.04	26.15	0.00	0.08	0.02	0.68
Underutilized:						0.23	No	0.32	No	0.01	No	0.04	No	0.00	No	0.02	No
3000 - ENGINEERS																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.19	19.39	0.50	50.06		0.00	0.76	0.06	6.54	0.00	0.83	0.00	0.91	0.00	0.00	0.00	0.06
Underutilized:	0.19	No	0.00	No		0.00	No	0.06	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.03	3.12	0.28	28.01	0.00	0.38	0.07	7.53	0.00	0.15	0.01	1.75
Underutilized:						0.03	No	0.00	No	0.00	No	0.07	No	0.00	No	0.01	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,03 - DISTRICT WIDE, FINANCE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
3500 - PROFESSIONALS																	
Employees:	34																
Current Utilization:	25	73.52	26	76.47	Female	3	8.82	16	47.05	0	0.00	2	5.88	0	0.00	0	0.00
Class Goal:	19.69	57.92	17.44	51.31		1.26	3.73	8.38	24.65	0.02	0.07	1.27	3.75	0.11	0.33	0.29	0.88
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.02	No	0.00	No	0.11	No	0.29	No
Current Utilization:					Male	0	0.00	4	11.76	0	0.00	1	2.94	0	0.00	0	0.00
Class Goal:						0.66	1.95	4.36	12.84	0.05	0.15	0.72	2.13	0.06	0.18	0.13	0.41
Underutilized:						0.66	No	0.36	No	0.05	No	0.00	No	0.06	No	0.13	No
4000 - TECHNICIANS																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.00	0.00	0.31	31.11		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Class Goal:						0.00	0.00	0.31	31.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	0.31	No	0.00	No	0.00	No	0.00	No	0.00	No
5500 - SEMI-SKILLED WORKER																	
Employees:	45																
Current Utilization:	16	35.55	41	91.11	Female	7	15.55	6	13.33	0	0.00	3	6.66	0	0.00	0	0.00
Class Goal:	29.07	64.60	32.57	72.39		3.55	7.90	8.41	18.70	0.28	0.64	8.72	19.38	0.28	0.64	0.27	0.60
Underutilized:	13.07	Yes	0.00	No		0.00	No	2.41	Yes	0.28	No	5.72	Yes	0.28	No	0.27	No
Current Utilization:					Male	10	22.22	13	28.88	0	0.00	2	4.44	0	0.00	0	0.00
Class Goal:						1.21	2.70	5.59	12.43	0.07	0.17	3.87	8.62	0.13	0.29	0.11	0.26
Underutilized:						0.00	No	0.00	No	0.07	No	1.87	Yes	0.13	No	0.11	No
6000 - CLERICAL																	
Employees:	1																
Current Utilization:	1	100.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Class Goal:	0.72	72.92	0.48	48.79		0.08	8.89	0.16	16.37	0.00	0.43	0.09	9.44	0.00	0.10	0.01	1.52
Underutilized:	0.00	No	0.00	No		0.08	No	0.16	No	0.00	No	0.00	No	0.00	No	0.01	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	1.74	0.05	5.73	0.00	0.10	0.04	4.42	0.00	0.00	0.00	0.00
Underutilized:						0.01	No	0.05	No	0.00	No	0.04	No	0.00	No	0.00	No
Totals:	99	52	83	Female		12		27		0		7		0		0	
				Male		10		22		0		5		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,03,0302 - DISTRICT WIDE, FINANCE, AssistantTreasurer

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
1500 - SUPERVISOR OTHER																	
Employees:	2																
Current Utilization:	0	0.00	2	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.13	56.52	0.90	45.22		0.06	3.49	0.29	14.54	0.00	0.41	0.14	7.31	0.01	0.51	0.01	0.74
Underutilized:	1.13	Yes	0.00	No		0.06	No	0.29	No	0.00	No	0.14	No	0.01	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
2500 - FOREWORKER OTHER																	
Employees:	4																
Current Utilization:	2	50.00	3	75.00	Female	1	25.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:	0.10	2.70	1.70	42.58		0.01	0.30	0.01	0.25	0.00	0.12	0.02	0.68	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.01	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	4																
Current Utilization:	1	25.00	3	75.00	Female	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.62	65.63	2.20	55.12		0.21	5.47	1.04	26.23	0.00	0.15	0.21	5.28	0.01	0.33	0.04	1.10
Underutilized:	1.62	Yes	0.00	No		0.21	No	0.04	No	0.00	No	0.21	No	0.01	No	0.04	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
4000 - TECHNICIANS																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.00	0.00	0.31	31.11		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,03,0302 - DISTRICT WIDE, FINANCE, AssistantTreasurer

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
5500 - SEMI-SKILLED WORKER																	
Employees:	45																
Current Utilization:	16	35.55	41	91.11	Female	7	15.55	6	13.33	0	0.00	3	6.66	0	0.00	0	0.00
Class Goal:	29.07	64.60	32.57	72.39		3.55	7.90	8.41	18.70	0.28	0.64	8.72	19.38	0.28	0.64	0.27	0.60
Underutilized:	13.07	Yes	0.00	No		0.00	No	2.41	Yes	0.28	No	5.72	Yes	0.28	No	0.27	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
6000 - CLERICAL																	
Employees:	1																
Current Utilization:	1	100.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Class Goal:	0.72	72.92	0.48	48.79		0.08	8.89	0.16	16.37	0.00	0.43	0.09	9.44	0.00	0.10	0.01	1.52
Underutilized:	0.00	No	0.00	No		0.08	No	0.16	No	0.00	No	0.00	No	0.00	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	57	20	51		Female	8		7		0		5		0		0	
					Male	10		16		0		5		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,03,0303 - DISTRICT WIDE, FINANCE, Assistant Controller

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	2																
Current Utilization:	1	50.00	2	100.00	Female	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.98	49.24	0.83	41.57		0.03	1.90	0.29	14.52	0.00	0.19	0.11	5.66	0.00	0.38	0.01	0.69
Underutilized:	0.00	No	0.00	No		0.00	No	0.29	No	0.00	No	0.11	No	0.00	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	7																
Current Utilization:	5	71.42	5	71.42	Female	0	0.00	4	57.14	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.32	61.84	4.11	58.78		0.40	5.75	2.22	31.78	0.00	0.11	0.34	4.93	0.01	0.22	0.02	0.41
Underutilized:	0.00	No	0.00	No		0.40	No	0.00	No	0.00	No	0.34	No	0.01	No	0.02	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3000 - ENGINEERS																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.19	19.39	0.50	50.06		0.00	0.76	0.06	6.54	0.00	0.83	0.00	0.91	0.00	0.00	0.00	0.06
Underutilized:	0.19	No	0.00	No		0.00	No	0.06	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	26																
Current Utilization:	21	80.76	22	84.61	Female	3	11.53	15	57.69	0	0.00	1	3.84	0	0.00	0	0.00
Class Goal:	15.65	60.21	13.85	53.30		1.01	3.92	6.87	26.46	0.01	0.06	0.98	3.77	0.10	0.39	0.24	0.95
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.01	No	0.00	No	0.10	No	0.24	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	36	27	30		Female	4		19		0		1		0		0	
					Male	0		6		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,04 - DISTRICT WIDE, DISTRICT SECRETARY OFFICE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0100 - BOARD APPOINTED POSITION																	
Employees:	1				Female												
Current Utilization:	0	0.00	1	100.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.22	22.65	0.21	21.72		0.01	1.72	0.03	3.23	0.00	0.33	0.00	0.66	0.00	0.04	0.00	0.08
Underutilized:	0.22	No	0.00	No		0.01	No	0.03	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Class Goal:						0.01	1.94	0.10	10.75	0.00	0.47	0.02	2.19	0.00	0.00	0.00	0.26
Underutilized:						0.01	No	0.10	No	0.00	No	0.00	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	3				Female												
Current Utilization:	3	100.00	2	66.66		1	33.33	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00
Class Goal:	1.31	43.82	0.95	31.69		0.04	1.66	0.28	9.65	0.00	0.07	0.09	3.16	0.00	0.27	0.02	0.92
Underutilized:	0.00	No	0.00	No		0.00	No	0.28	No	0.00	No	0.00	No	0.00	No	0.02	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.04	1.54	0.35	11.77	0.00	0.14	0.04	1.66	0.00	0.01	0.02	0.79
Underutilized:						0.04	No	0.35	No	0.00	No	0.04	No	0.00	No	0.02	No
6000 - CLERICAL																	
Employees:	1				Female												
Current Utilization:	1	100.00	1	100.00		1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.92	92.37	0.45	45.76		0.07	7.67	0.17	17.43	0.00	0.44	0.14	14.48	0.00	0.88	0.01	1.30
Underutilized:	0.00	No	0.00	No		0.00	No	0.17	No	0.00	No	0.14	No	0.00	No	0.01	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.00	0.85	0.01	1.49	0.00	0.00	0.00	0.94	0.00	0.00	0.00	0.22
Underutilized:						0.00	No	0.01	No	0.00	No	0.00	No	0.00	No	0.00	No
Totals:	5	4	4		<i>Female</i>	2		0		0		1		0		0	
					<i>Male</i>	0		0		0		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,04,0401 - DISTRICT WIDE, DISTRICT SECRETARY OFFICE, District Secretary

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races			
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%		
0100 - BOARD APPOINTED POSITION																			
Employees:	1				Female														
Current Utilization:	0	0.00	1	100.00		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.22	22.65	0.21	21.72		0.01	1.72	0.03	3.23	0.00	0.33	0.00	0.66	0.00	0.04	0.00	0.08	0.00	0.08
Underutilized:	0.22	No	0.00	No		0.01	No	0.03	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	1.94	0.10	10.75	0.00	0.47	0.02	2.19	0.00	0.00	0.00	0.00	0.00	0.26
Underutilized:						0.01	No	0.10	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
3500 - PROFESSIONALS																			
Employees:	3				Female														
Current Utilization:	3	100.00	2	66.66		1	33.33	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00
Class Goal:	1.31	43.82	0.95	31.69		0.04	1.66	0.28	9.65	0.00	0.07	0.09	3.16	0.00	0.27	0.02	0.92	0.02	0.92
Underutilized:	0.00	No	0.00	No		0.00	No	0.28	No	0.00	No	0.00	No	0.00	No	0.02	No	0.02	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.04	1.54	0.35	11.77	0.00	0.14	0.04	1.66	0.00	0.01	0.02	0.79	0.02	0.79
Underutilized:						0.04	No	0.35	No	0.00	No	0.04	No	0.00	No	0.02	No	0.02	No
6000 - CLERICAL																			
Employees:	1				Female														
Current Utilization:	1	100.00	1	100.00		1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.92	92.37	0.45	45.76		0.07	7.67	0.17	17.43	0.00	0.44	0.14	14.48	0.00	0.88	0.01	1.30	0.01	1.30
Underutilized:	0.00	No	0.00	No		0.00	No	0.17	No	0.00	No	0.14	No	0.00	No	0.01	No	0.01	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.00	0.85	0.01	1.49	0.00	0.00	0.00	0.94	0.00	0.00	0.00	0.00	0.00	0.22
Underutilized:						0.00	No	0.01	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Totals:	5	4	4		<i>Female</i>	2		0		0		1		0		0		0	
					<i>Male</i>	0		0		0		1		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,05 - DISTRICT WIDE, HUMAN RESOURCES

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	11																
Current Utilization:	4	36.36	6	54.54	Female	3	27.27	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.15	37.74	5.40	49.18		0.62	5.70	1.08	9.86	0.01	0.16	0.34	3.16	0.02	0.22	0.02	0.19
Underutilized:	0.15	No	0.00	No		0.00	No	0.08	No	0.01	No	0.34	No	0.02	No	0.02	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	8																
Current Utilization:	0	0.00	5	62.50	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.08	51.04	6.24	78.12		1.66	20.83	1.74	21.87	0.00	0.00	0.16	2.08	0.00	0.00	0.00	0.00
Underutilized:	4.08	Yes	1.24	Yes		1.66	Yes	1.74	Yes	0.00	No	0.16	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3000 - ENGINEERS																	
Employees:	5																
Current Utilization:	1	20.00	3	60.00	Female	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.55	31.09	2.46	49.39		0.24	4.87	0.67	13.41	0.00	0.00	0.00	0.00	0.00	0.00	0.12	2.43
Underutilized:	0.55	No	0.00	No		0.24	No	0.00	No	0.00	No	0.00	No	0.00	No	0.12	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	96																
Current Utilization:	49	51.04	75	78.12	Female	20	20.83	21	21.87	0	0.00	2	2.08	0	0.00	0	0.00
Class Goal:	46.46	48.40	46.63	48.58		6.24	6.50	10.56	11.00	0.11	0.12	6.23	6.49	0.25	0.27	0.50	0.53
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.11	No	4.23	Yes	0.25	No	0.50	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,05 - DISTRICT WIDE, HUMAN RESOURCES

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
5500 - SEMI-SKILLED WORKER																	
Employees:	40																
Current Utilization:	3	7.50	28	70.00	Female	0	0.00	2	5.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	14.18	35.46	29.84	74.60		1.61	4.03	3.72	9.32	0.02	0.05	4.69	11.74	0.09	0.23	0.33	0.84
Underutilized:	11.18	Yes	1.84	Yes		1.61	Yes	1.72	Yes	0.02	No	4.69	Yes	0.09	No	0.33	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
6000 - CLERICAL																	
Employees:	11																
Current Utilization:	7	63.63	8	72.72	Female	3	27.27	1	9.09	0	0.00	1	9.09	0	0.00	0	0.00
Class Goal:	8.24	74.93	5.79	52.68		1.13	10.32	1.86	16.99	0.03	0.28	1.09	9.91	0.10	0.91	0.13	1.23
Underutilized:	1.24	Yes	0.00	No		0.00	No	0.86	No	0.03	No	0.09	No	0.10	No	0.13	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	171	64	125		Female	26		26		0		3		0		0	
					Male	22		35		1		12		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,05,0502 - DISTRICT WIDE, HUMAN RESOURCES, Human Resources

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
3500 - PROFESSIONALS																	
Employees:	21																
Current Utilization:	15	71.42	16	76.19	Female	9	42.85	4	19.04	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	13.38	63.74	9.36	44.59		2.35	11.21	2.34	11.16	0.06	0.31	1.49	7.13	0.02	0.12	0.16	0.78
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.06	No	1.49	Yes	0.02	No	0.16	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
6000 - CLERICAL																	
Employees:	6																
Current Utilization:	4	66.66	3	50.00	Female	2	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.54	75.75	3.22	53.69		0.67	11.28	0.98	16.44	0.01	0.32	0.64	10.71	0.03	0.61	0.09	1.59
Underutilized:	0.54	No	0.22	No		0.00	No	0.98	No	0.01	No	0.64	No	0.03	No	0.09	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	27	19	19		Female	11		4		0		0		0		0	
					Male	1		3		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,05,0503 - DISTRICT WIDE, HUMAN RESOURCES, Procurement

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	5																
Current Utilization:	1	20.00	2	40.00	Female	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.00	0.00	3.33	66.66		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	1.33	Yes		0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						1.66	33.33	1.66	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:						0.66	No	1.66	Yes	0.00	No	0.00	No	0.00	No	0.00	No
1500 - SUPERVISOR OTHER																	
Employees:	3																
Current Utilization:	0	0.00	2	66.66	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.20	40.24	1.31	43.84		0.16	5.55	0.31	10.66	0.00	0.30	0.06	2.10	0.00	0.00	0.00	0.00
Underutilized:	1.20	Yes	0.00	No		0.16	No	0.31	No	0.00	No	0.06	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.08	2.70	0.54	18.31	0.01	0.45	0.11	3.75	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	0.00	No	0.01	No	0.11	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	25																
Current Utilization:	11	44.00	18	72.00	Female	6	24.00	4	16.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.87	7.50	17.50	70.00		0.00	0.00	1.25	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	3	12.00	4	16.00	0	0.00	1	4.00	0	0.00	0	0.00
Class Goal:						5.00	20.00	6.25	25.00	0.00	0.00	5.00	20.00	0.00	0.00	0.00	0.00
Underutilized:						2.00	Yes	2.25	Yes	0.00	No	4.00	Yes	0.00	No	0.00	No
5500 - SEMI-SKILLED WORKER																	
Employees:	40																
Current Utilization:	3	7.50	28	70.00	Female	0	0.00	2	5.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	14.76	36.92	30.00	75.00		1.94	4.87	3.90	9.76	0.02	0.05	4.79	11.98	0.07	0.18	0.33	0.84
Underutilized:	11.76	Yes	2.00	Yes		1.94	Yes	1.90	Yes	0.02	No	4.79	Yes	0.07	No	0.33	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	8	20.00	10	25.00	0	0.00	8	20.00	0	0.00	0	0.00
Class Goal:						3.76	9.40	6.76	16.91	0.16	0.40	7.70	19.26	0.24	0.60	0.26	0.65
Underutilized:						0.00	No	0.00	No	0.16	No	0.00	No	0.24	No	0.26	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,05,0503 - DISTRICT WIDE, HUMAN RESOURCES, Procurement

<i>Job Group</i>	<i>Total Female</i>		<i>Total Minorities</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>#</i>	<i>%</i>	<i>#</i>	<i>%</i>		<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	
6000 - CLERICAL																
Employees:	4															
Current Utilization:	2	50.00	4	100.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.96	74.24	2.08	52.15	0.37	9.25	0.71	17.97	0.00	0.19	0.35	8.87	0.06	1.58	0.02	0.62
Underutilized:	0.96	No	0.00	No	0.00	No	0.00	No	0.00	No	0.35	No	0.06	No	0.02	No
Current Utilization:					2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:					0.10	2.72	0.31	7.98	0.00	0.05	0.10	2.73	0.00	0.04	0.00	0.05
Underutilized:					0.00	No	0.31	No	0.00	No	0.10	No	0.00	No	0.00	No
Totals:	77	17	54		8		7		0		0		0		0	
				<i>Female</i>												
				<i>Male</i>												
					15		15		0		9		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,05,0504 - DISTRICT WIDE, HUMAN RESOURCES, Chief Information Officer

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	5																
Current Utilization:	2	40.00	3	60.00	Female	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.07	41.47	1.93	38.67		0.10	2.16	0.41	8.25	0.00	0.19	0.24	4.94	0.03	0.67	0.02	0.42
Underutilized:	0.07	No	0.00	No		0.00	No	0.00	No	0.00	No	0.24	No	0.03	No	0.02	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	5																
Current Utilization:	0	0.00	3	60.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.12	42.50	4.00	80.00		0.37	7.50	1.37	27.50	0.00	0.00	0.12	2.50	0.00	0.00	0.00	0.00
Underutilized:	2.12	Yes	1.00	Yes		0.37	No	1.37	Yes	0.00	No	0.12	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3000 - ENGINEERS																	
Employees:	5																
Current Utilization:	1	20.00	3	60.00	Female	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.55	31.09	2.46	49.39		0.24	4.87	0.67	13.41	0.00	0.00	0.00	0.00	0.00	0.00	0.12	2.43
Underutilized:	0.55	No	0.00	No		0.24	No	0.00	No	0.00	No	0.00	No	0.00	No	0.12	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	40																
Current Utilization:	17	42.50	32	80.00	Female	3	7.50	11	27.50	0	0.00	1	2.50	0	0.00	0	0.00
Class Goal:	13.89	34.74	19.12	47.81		1.30	3.26	3.85	9.64	0.04	0.10	1.56	3.92	0.04	0.11	0.16	0.42
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.04	No	0.56	No	0.04	No	0.16	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	55	20	41		Female	4		13		0		1		0		0	
					Male	4		17		1		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,05,0505 - DISTRICT WIDE, HUMAN RESOURCES, Labor Relations

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	1				Female												
Current Utilization:	1	100.00	1	100.00		1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.60	60.00	0.90	90.00		0.20	20.00	0.20	20.00	0.00	0.00	0.10	10.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.20	No	0.00	No	0.10	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.20	20.00	0.00	0.00	0.00	0.00	0.20	20.00	0.00	0.00	0.00	0.00
Underutilized:						0.20	No	0.00	No	0.00	No	0.20	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	10				Female												
Current Utilization:	6	60.00	9	90.00		2	20.00	2	20.00	0	0.00	1	10.00	0	0.00	0	0.00
Class Goal:	6.68	66.89	4.57	45.77		0.85	8.57	1.42	14.21	0.03	0.34	0.86	8.63	0.03	0.33	0.10	1.07
Underutilized:	0.68	No	0.00	No		0.00	No	0.00	No	0.03	No	0.00	No	0.03	No	0.10	No
Current Utilization:					Male	2	20.00	0	0.00	0	0.00	2	20.00	0	0.00	0	0.00
Class Goal:						0.26	2.65	0.58	5.84	0.01	0.11	0.35	3.58	0.00	0.04	0.02	0.22
Underutilized:						0.00	No	0.58	No	0.01	No	0.00	No	0.00	No	0.02	No
6000 - CLERICAL																	
Employees:	1				Female												
Current Utilization:	1	100.00	1	100.00		0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Class Goal:	0.72	72.92	0.48	48.79		0.08	8.89	0.16	16.37	0.00	0.43	0.09	9.44	0.00	0.10	0.01	1.52
Underutilized:	0.00	No	0.00	No		0.08	No	0.16	No	0.00	No	0.00	No	0.00	No	0.01	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	1.74	0.05	5.73	0.00	0.10	0.04	4.42	0.00	0.00	0.00	0.00
Underutilized:						0.01	No	0.05	No	0.00	No	0.04	No	0.00	No	0.00	No
Totals:	12	8	11		Female	3		2		0		2		0		0	
					Male	2		0		0		2		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,06 - DISTRICT WIDE, EXTERNAL AFFAIRS OFFICE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	11																
Current Utilization:	5	45.45	5	45.45	Female	1	9.09	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	6.37	57.93	4.58	41.71		0.85	7.74	1.51	13.74	0.00	0.06	0.44	4.08	0.03	0.32	0.02	0.19
Underutilized:	1.37	Yes	0.00	No		0.00	No	0.51	No	0.00	No	0.44	No	0.03	No	0.02	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	3																
Current Utilization:	3	100.00	1	33.33	Female	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.06	68.96	1.34	44.82		0.41	13.79	0.51	17.24	0.00	0.00	0.10	3.44	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.34	No		0.00	No	0.51	No	0.00	No	0.10	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
2500 - FOREWORKER OTHER																	
Employees:	1																
Current Utilization:	1	100.00	1	100.00	Female	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.63	63.80	0.48	48.89		0.05	5.08	0.14	14.56	0.00	0.64	0.08	8.97	0.00	0.64	0.00	0.81
Underutilized:	0.00	No	0.00	No		0.05	No	0.00	No	0.00	No	0.08	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	29																
Current Utilization:	20	68.96	13	44.82	Female	4	13.79	5	17.24	0	0.00	1	3.44	0	0.00	0	0.00
Class Goal:	15.18	52.36	9.79	33.79		0.80	2.76	3.00	10.37	0.00	0.03	1.01	3.51	0.06	0.23	0.25	0.88
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.01	No	0.06	No	0.25	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,06 - DISTRICT WIDE, EXTERNAL AFFAIRS OFFICE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
6000 - CLERICAL																	
Employees:	15				Female												
Current Utilization:	13	86.66	11	73.33		1	6.66	6	40.00	0	0.00	3	20.00	0	0.00	0	0.00
Class Goal:	9.03	60.23	8.02	53.47		0.75	5.05	2.81	18.79	0.10	0.70	0.86	5.77	0.19	1.28	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.10	No	0.00	No	0.19	No	0.00	No
Current Utilization:					Male	0	0.00	1	6.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.49	3.29	2.21	14.77	0.00	0.00	0.41	2.76	0.12	0.81	0.01	0.11
Underutilized:						0.49	No	1.21	Yes	0.00	No	0.41	No	0.12	No	0.01	No
Totals:	59	42	31		Female	7		13		0		4		0		0	
					Male	3		2		0		2		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,06,0601 - DISTRICT WIDE, EXTERNAL AFFAIRS OFFICE, External Affairs

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	2																
Current Utilization:	1	50.00	1	50.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.75	37.92	0.73	36.81		0.04	2.09	0.17	8.73	0.00	0.13	0.07	3.58	0.00	0.04	0.01	0.65
Underutilized:	0.00	No	0.00	No		0.04	No	0.17	No	0.00	No	0.07	No	0.00	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	1																
Current Utilization:	1	100.00	1	100.00	Female	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.43	43.82	0.31	31.69		0.01	1.66	0.09	9.65	0.00	0.07	0.03	3.16	0.00	0.27	0.00	0.92
Underutilized:	0.00	No	0.00	No		0.00	No	0.09	No	0.00	No	0.03	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	3	2	2		Female	1		0		0		0		0		0	
					Male	1		0		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,06,0602 - DISTRICT WIDE, EXTERNAL AFFAIRS OFFICE, Marketing and Research

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	2																
Current Utilization:	0	0.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.00	50.05	0.71	35.86		0.02	1.48	0.15	7.54	0.00	0.21	0.12	6.41	0.03	1.76	0.01	0.50
Underutilized:	1.00	Yes	0.71	No		0.02	No	0.15	No	0.00	No	0.12	No	0.03	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	1																
Current Utilization:	1	100.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.43	43.82	0.31	31.69		0.01	1.66	0.09	9.65	0.00	0.07	0.03	3.16	0.00	0.27	0.00	0.92
Underutilized:	0.00	No	0.31	No		0.01	No	0.09	No	0.00	No	0.03	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	9																
Current Utilization:	6	66.66	3	33.33	Female	1	11.11	1	11.11	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.15	46.15	3.15	35.04		0.14	1.64	1.02	11.39	0.00	0.05	0.29	3.27	0.02	0.24	0.07	0.83
Underutilized:	0.00	No	0.15	No		0.00	No	0.02	No	0.00	No	0.29	No	0.02	No	0.07	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
6000 - CLERICAL																	
Employees:	5																
Current Utilization:	3	60.00	3	60.00	Female	0	0.00	1	20.00	0	0.00	1	20.00	0	0.00	0	0.00
Class Goal:	2.41	48.28	2.54	50.93		0.01	0.35	1.05	21.13	0.05	1.13	0.21	4.27	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.01	No	0.05	No	0.05	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	17	10	6		Female	1		2		0		1		0		0	
					Male	1		1		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,06,0604 - DISTRICT WIDE, EXTERNAL AFFAIRS OFFICE, Govt & Community Relations

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	4																
Current Utilization:	2	50.00	3	75.00	Female	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.08	52.22	1.59	39.96		0.05	1.30	0.56	14.18	0.00	0.08	0.14	3.67	0.00	0.11	0.01	0.27
Underutilized:	0.08	No	0.00	No		0.00	No	0.56	No	0.00	No	0.14	No	0.00	No	0.01	No
Current Utilization:					Male	1	25.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:						0.05	1.41	0.46	11.54	0.00	0.11	0.27	6.77	0.00	0.13	0.00	0.24
Underutilized:						0.00	No	0.46	No	0.00	No	0.00	No	0.00	No	0.00	No
1500 - SUPERVISOR OTHER																	
Employees:	1																
Current Utilization:	1	100.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.70	70.00	0.50	50.00		0.20	20.00	0.20	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.50	No		0.20	No	0.20	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.00	0.00	0.00	0.00	0.00	0.00	0.10	10.00	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	0.00	No	0.00	No	0.10	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	10																
Current Utilization:	7	70.00	5	50.00	Female	2	20.00	2	20.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.55	55.52	3.41	34.13		0.33	3.30	0.99	9.95	0.00	0.03	0.38	3.86	0.03	0.33	0.08	0.81
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.38	No	0.03	No	0.08	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	1	10.00	0	0.00	0	0.00
Class Goal:						0.34	3.44	0.82	8.25	0.03	0.34	0.30	3.08	0.00	0.00	0.05	0.53
Underutilized:						0.34	No	0.82	No	0.03	No	0.00	No	0.00	No	0.05	No
Totals:	15	10	8		Female	3		2		0		0		0		0	
					Male	1		0		0		2		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,06,0605 - DISTRICT WIDE, EXTERNAL AFFAIRS OFFICE, Customer Services

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	1				Female												
Current Utilization:	1	100.00	1	100.00		0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.40	40.47	0.39	39.81		0.02	2.77	0.09	9.35	0.00	0.19	0.04	4.04	0.00	0.09	0.00	0.43
Underutilized:	0.00	No	0.00	No		0.02	No	0.00	No	0.00	No	0.04	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.02	2.82	0.13	13.50	0.00	0.24	0.05	5.29	0.00	0.33	0.00	0.69
Underutilized:						0.02	No	0.13	No	0.00	No	0.05	No	0.00	No	0.00	No
1500 - SUPERVISOR OTHER																	
Employees:	1				Female												
Current Utilization:	1	100.00	1	100.00		1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.33	33.33	0.66	66.66		0.00	0.00	0.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.33	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.00	0.00	0.33	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	0.33	No	0.00	No	0.00	No	0.00	No	0.00	No
2500 - FOREWORKER OTHER																	
Employees:	1				Female												
Current Utilization:	1	100.00	1	100.00		0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.63	63.80	0.48	48.89		0.05	5.08	0.14	14.56	0.00	0.64	0.08	8.97	0.00	0.64	0.00	0.81
Underutilized:	0.00	No	0.00	No		0.05	No	0.00	No	0.00	No	0.08	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.03	3.09	0.08	8.26	0.00	0.33	0.05	5.64	0.00	0.33	0.00	0.48
Underutilized:						0.03	No	0.08	No	0.00	No	0.05	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	3				Female												
Current Utilization:	1	33.33	2	66.66		0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.75	58.54	0.97	32.59		0.11	3.82	0.29	9.98	0.00	0.02	0.10	3.52	0.00	0.08	0.03	1.08
Underutilized:	0.75	No	0.00	No		0.11	No	0.00	No	0.00	No	0.10	No	0.00	No	0.03	No
Current Utilization:					Male	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.10	3.44	0.20	6.85	0.00	0.25	0.08	2.80	0.00	0.00	0.01	0.59
Underutilized:						0.10	No	0.00	No	0.00	No	0.08	No	0.00	No	0.01	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,06,0605 - DISTRICT WIDE, EXTERNAL AFFAIRS OFFICE, Customer Services

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
6000 - CLERICAL																	
Employees:	10				Female												
Current Utilization:	10	100.00	8	80.00		1	10.00	5	50.00	0	0.00	2	20.00	0	0.00	0	0.00
Class Goal:	6.62	66.22	5.47	54.76		0.74	7.42	1.76	17.63	0.04	0.49	0.65	6.53	0.19	1.93	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.04	No	0.00	No	0.19	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.39	3.95	1.30	13.00	0.00	0.00	0.23	2.33	0.12	1.21	0.01	0.16
Underutilized:						0.39	No	1.30	Yes	0.00	No	0.23	No	0.12	No	0.01	No
Totals:	16	14	13		Female	2		8		0		2		0		0	
					Male	0		1		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,07 - DISTRICT WIDE, POLICE DEPARTMENT

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	3																
Current Utilization:	1	33.33	1	33.33	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.64	21.56	1.52	50.98		0.23	7.84	0.05	1.96	0.00	0.00	0.05	1.96	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.52	No		0.23	No	0.05	No	0.00	No	0.05	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.35	11.76	0.47	15.68	0.00	0.00	0.35	11.76	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	0.47	No	0.00	No	0.35	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.72	72.87	0.51	51.47		0.12	12.05	0.09	9.28	0.00	0.00	0.19	19.59	0.00	0.00	0.00	0.60
Underutilized:	0.72	No	0.00	No		0.12	No	0.09	No	0.00	No	0.19	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Class Goal:						0.01	1.20	0.03	3.61	0.00	0.60	0.04	4.52	0.00	0.00	0.00	0.00
Underutilized:						0.01	No	0.03	No	0.00	No	0.00	No	0.00	No	0.00	No
6500 - POLICE OFFICERS																	
Employees:	144																
Current Utilization:	10	6.94	81	56.25	Female	3	2.08	2	1.38	0	0.00	1	0.69	0	0.00	0	0.00
Class Goal:	25.50	17.71	69.60	48.34		5.04	3.50	2.95	2.05	0.00	0.00	3.55	2.47	0.12	0.09	0.00	0.00
Underutilized:	15.50	Yes	0.00	No		2.04	Yes	0.95	No	0.00	No	2.55	Yes	0.12	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	27	18.75	21	14.58	1	0.69	24	16.66	2	1.38	0	0.00
Class Goal:						11.53	8.01	25.04	17.39	0.57	0.40	18.17	12.62	1.65	1.15	0.82	0.57
Underutilized:						0.00	No	4.04	Yes	0.00	No	0.00	No	0.00	No	0.82	No
7500 - POLICE SUPERVISORS AND MANAGERS																	
Employees:	51																
Current Utilization:	11	21.56	26	50.98	Female	4	7.84	1	1.96	0	0.00	1	1.96	0	0.00	0	0.00
Class Goal:	8.49	16.65	26.83	52.61		1.33	2.62	1.48	2.91	0.00	0.00	0.40	0.80	0.15	0.31	0.00	0.00
Underutilized:	0.00	No	0.83	No		0.00	No	0.48	No	0.00	No	0.00	No	0.15	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	6	11.76	8	15.68	0	0.00	6	11.76	0	0.00	0	0.00
Class Goal:						6.28	12.32	6.82	13.38	0.27	0.53	9.66	18.96	0.17	0.34	0.17	0.35
Underutilized:						0.28	No	0.00	No	0.27	No	3.66	Yes	0.17	No	0.17	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,07 - DISTRICT WIDE, POLICE DEPARTMENT

<i>Job Group</i>	<i>Total Female</i>		<i>Total Minorities</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>#</i>	<i>%</i>	<i>#</i>	<i>%</i>		<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>	<i>#</i>	<i>%</i>
7700 - POLICE CIVILIAN																	
Employees:	80																
Current Utilization:	35	43.75	56	70.00	Female	10	12.50	8	10.00	0	0.00	4	5.00	2	2.50	0	0.00
Class Goal:	24.28	30.35	45.34	56.68		4.65	5.82	4.52	5.65	0.14	0.18	4.14	5.18	0.54	0.68	0.20	0.25
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.14	No	0.14	No	0.00	No	0.20	No
Current Utilization:					Male	12	15.00	16	20.00	0	0.00	4	5.00	0	0.00	0	0.00
Class Goal:						8.13	10.17	11.48	14.36	0.28	0.35	9.52	11.91	0.92	1.16	0.60	0.76
Underutilized:						0.00	No	0.00	No	0.28	No	5.52	Yes	0.92	No	0.60	No
Totals:	279	57	165		Female	17		11		0		6		2		0	
					Male	46		45		1		35		2		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,07,0701 - DISTRICT WIDE, POLICE DEPARTMENT, Police Department

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	3																
Current Utilization:	1	33.33	1	33.33	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.64	21.56	1.52	50.98		0.23	7.84	0.05	1.96	0.00	0.00	0.05	1.96	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.52	No		0.23	No	0.05	No	0.00	No	0.05	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.35	11.76	0.47	15.68	0.00	0.00	0.35	11.76	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	0.47	No	0.00	No	0.35	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.72	72.87	0.51	51.47		0.12	12.05	0.09	9.28	0.00	0.00	0.19	19.59	0.00	0.00	0.00	0.60
Underutilized:	0.72	No	0.00	No		0.12	No	0.09	No	0.00	No	0.19	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00
Class Goal:						0.01	1.20	0.03	3.61	0.00	0.60	0.04	4.52	0.00	0.00	0.00	0.00
Underutilized:						0.01	No	0.03	No	0.00	No	0.00	No	0.00	No	0.00	No
6500 - POLICE OFFICERS																	
Employees:	144																
Current Utilization:	10	6.94	81	56.25	Female	3	2.08	2	1.38	0	0.00	1	0.69	0	0.00	0	0.00
Class Goal:	25.50	17.71	69.60	48.34		5.04	3.50	2.95	2.05	0.00	0.00	3.55	2.47	0.12	0.09	0.00	0.00
Underutilized:	15.50	Yes	0.00	No		2.04	Yes	0.95	No	0.00	No	2.55	Yes	0.12	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	27	18.75	21	14.58	1	0.69	24	16.66	2	1.38	0	0.00
Class Goal:						11.53	8.01	25.04	17.39	0.57	0.40	18.17	12.62	1.65	1.15	0.82	0.57
Underutilized:						0.00	No	4.04	Yes	0.00	No	0.00	No	0.00	No	0.82	No
7500 - POLICE SUPERVISORS AND MANAGERS																	
Employees:	51																
Current Utilization:	11	21.56	26	50.98	Female	4	7.84	1	1.96	0	0.00	1	1.96	0	0.00	0	0.00
Class Goal:	8.49	16.65	26.83	52.61		1.33	2.62	1.48	2.91	0.00	0.00	0.40	0.80	0.15	0.31	0.00	0.00
Underutilized:	0.00	No	0.83	No		0.00	No	0.48	No	0.00	No	0.00	No	0.15	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	6	11.76	8	15.68	0	0.00	6	11.76	0	0.00	0	0.00
Class Goal:						6.28	12.32	6.82	13.38	0.27	0.53	9.66	18.96	0.17	0.34	0.17	0.35
Underutilized:						0.28	No	0.00	No	0.27	No	3.66	Yes	0.17	No	0.17	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,07,0701 - DISTRICT WIDE, POLICE DEPARTMENT, Police Department

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
7700 - POLICE CIVILIAN																	
Employees:	80				Female												
Current Utilization:	35	43.75	56	70.00		10	12.50	8	10.00	0	0.00	4	5.00	2	2.50	0	0.00
Class Goal:	24.28	30.35	45.34	56.68		4.65	5.82	4.52	5.65	0.14	0.18	4.14	5.18	0.54	0.68	0.20	0.25
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.14	No	0.14	No	0.00	No	0.20	No
Current Utilization:					Male	12	15.00	16	20.00	0	0.00	4	5.00	0	0.00	0	0.00
Class Goal:						8.13	10.17	11.48	14.36	0.28	0.35	9.52	11.91	0.92	1.16	0.60	0.76
Underutilized:						0.00	No	0.00	No	0.28	No	5.52	Yes	0.92	No	0.60	No
Totals:	279	57	165		Female	17		11		0		6		2		0	
					Male	46		45		1		35		2		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08 - DISTRICT WIDE, OPERATIONS OFFICE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	81																
Current Utilization:	15	18.51	31	38.27	Female	4	4.93	1	1.23	0	0.00	3	3.70	0	0.00	0	0.00
Class Goal:	22.50	27.79	39.77	49.10		3.17	3.92	5.23	6.46	0.19	0.24	2.70	3.34	0.09	0.12	0.11	0.14
Underutilized:	7.50	Yes	8.77	Yes		0.00	No	4.23	Yes	0.19	No	0.00	No	0.09	No	0.11	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1000 - SUPERVISOR TRANSPORTATION																	
Employees:	51																
Current Utilization:	16	31.37	29	56.86	Female	7	13.72	0	0.00	0	0.00	1	1.96	0	0.00	0	0.00
Class Goal:	12.30	24.12	34.95	68.54		4.50	8.84	2.37	4.66	0.03	0.06	2.13	4.18	0.07	0.15	0.00	0.00
Underutilized:	0.00	No	5.95	Yes		0.00	No	2.37	Yes	0.03	No	1.13	Yes	0.07	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	49																
Current Utilization:	5	10.20	23	46.93	Female	2	4.08	0	0.00	0	0.00	1	2.04	0	0.00	0	0.00
Class Goal:	7.44	15.20	29.77	60.77		1.72	3.52	2.51	5.14	0.00	0.00	0.87	1.78	0.00	0.02	0.00	0.01
Underutilized:	2.44	Yes	6.77	Yes		0.00	No	2.51	Yes	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
2000 - FOREWORKER TRANSPORTATION																	
Employees:	93																
Current Utilization:	25	26.88	66	70.96	Female	10	10.75	3	3.22	0	0.00	4	4.30	0	0.00	0	0.00
Class Goal:	35.09	37.74	63.46	68.24		18.61	20.02	3.01	3.24	0.38	0.41	4.72	5.08	0.12	0.13	0.00	0.00
Underutilized:	10.09	Yes	0.00	No		8.61	Yes	0.01	No	0.38	No	0.72	No	0.12	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08 - DISTRICT WIDE, OPERATIONS OFFICE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
2500 - FOREWORKER OTHER																	
Employees:	102																
Current Utilization:	10	9.80	58	56.86	Female	3	2.94	3	2.94	0	0.00	1	0.98	0	0.00	0	0.00
Class Goal:	3.46	3.40	64.21	62.96		1.39	1.37	0.54	0.53	0.24	0.24	0.60	0.59	0.03	0.03	0.00	0.00
Underutilized:	0.00	No	6.21	Yes		0.00	No	0.00	No	0.24	No	0.00	No	0.03	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	16	15.68	16	15.68	0	0.00	19	18.62	0	0.00	0	0.00
Class Goal:																	
Underutilized:																	
3000 - ENGINEERS																	
Employees:	124																
Current Utilization:	12	9.67	78	62.90	Female	0	0.00	8	6.45	0	0.00	2	1.61	0	0.00	0	0.00
Class Goal:	21.16	17.07	63.16	50.94		0.84	0.68	9.28	7.49	0.06	0.05	1.14	0.92	0.02	0.02	0.14	0.12
Underutilized:	9.16	Yes	0.00	No		0.84	No	1.28	Yes	0.06	No	0.00	No	0.02	No	0.14	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	9	7.25	53	42.74	1	0.80	5	4.03	0	0.00	0	0.00
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	106																
Current Utilization:	26	24.52	56	52.83	Female	5	4.71	10	9.43	0	0.00	3	2.83	0	0.00	0	0.00
Class Goal:	34.94	32.97	59.59	56.22		6.10	5.76	8.70	8.21	0.14	0.14	3.90	3.68	0.28	0.27	0.36	0.34
Underutilized:	8.94	Yes	3.59	Yes		1.10	Yes	0.00	No	0.14	No	0.90	No	0.28	No	0.36	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	12	11.32	14	13.20	1	0.94	11	10.37	0	0.00	0	0.00
Class Goal:																	
Underutilized:																	
4000 - TECHNICIANS																	
Employees:	301																
Current Utilization:	8	2.65	230	76.41	Female	2	0.66	5	1.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	43.07	14.31	180.72	60.04		1.65	0.55	14.86	4.94	0.00	0.00	15.35	5.10	0.00	0.00	0.00	0.00
Underutilized:	35.07	Yes	0.00	No		0.00	No	9.86	Yes	0.00	No	15.35	Yes	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	21	6.97	169	56.14	3	0.99	29	9.63	1	0.33	0	0.00
Class Goal:																	
Underutilized:																	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08 - DISTRICT WIDE, OPERATIONS OFFICE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
4500 - TRAIN OPERATOR																	
Employees:	465																
Current Utilization:	137	29.46	298	64.08	Female	70	15.05	9	1.93	3	0.64	20	4.30	1	0.21	0	0.00
Class Goal:	111.64	24.01	361.39	77.72		99.27	21.35	3.25	0.70	0.00	0.00	3.53	0.76	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	63.39	Yes		29.27	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	110	23.65	39	8.38	1	0.21	43	9.24	2	0.43	0	0.00
Class Goal:						130.52	28.07	9.43	2.03	19.80	4.26	95.27	20.49	0.00	0.00	0.00	0.00
Underutilized:						20.52	Yes	0.00	No	18.80	Yes	52.27	Yes	0.00	No	0.00	No
4700 - STATION AGENT																	
Employees:	338																
Current Utilization:	178	52.66	256	75.73	Female	98	28.99	19	5.62	0	0.00	22	6.50	0	0.00	0	0.00
Class Goal:	153.04	45.28	219.70	65.00		4.02	1.19	29.43	8.71	0.03	0.01	50.97	15.08	0.13	0.04	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	10.43	Yes	0.03	No	28.97	Yes	0.13	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	63	18.63	29	8.57	0	0.00	25	7.39	0	0.00	0	0.00
Class Goal:						66.65	19.72	44.04	13.03	0.13	0.04	24.06	7.12	0.00	0.00	0.00	0.00
Underutilized:						3.65	Yes	15.04	Yes	0.13	No	0.00	No	0.00	No	0.00	No
5000 - SKILLED WORKER																	
Employees:	302																
Current Utilization:	3	0.99	177	58.60	Female	1	0.33	0	0.00	1	0.33	0	0.00	0	0.00	0	0.00
Class Goal:	20.56	6.81	181.20	60.00		5.04	1.67	5.49	1.82	0.00	0.00	4.01	1.33	0.51	0.17	0.03	0.01
Underutilized:	17.56	Yes	4.20	Yes		4.04	Yes	5.49	Yes	0.00	No	4.01	Yes	0.51	No	0.03	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	40	13.24	66	21.85	1	0.33	66	21.85	2	0.66	0	0.00
Class Goal:						27.33	9.05	47.32	15.67	1.66	0.55	78.58	26.02	6.28	2.08	3.80	1.26
Underutilized:						0.00	No	0.00	No	0.66	No	12.58	Yes	4.28	Yes	3.80	Yes
5500 - SEMI-SKILLED WORKER																	
Employees:	325																
Current Utilization:	71	21.84	277	85.23	Female	33	10.15	11	3.38	0	0.00	18	5.53	1	0.30	0	0.00
Class Goal:	61.65	18.97	261.88	80.58		4.16	1.28	14.43	4.44	0.26	0.08	35.23	10.84	0.00	0.00	0.13	0.04
Underutilized:	0.00	No	0.00	No		0.00	No	3.43	Yes	0.26	No	17.23	Yes	0.00	No	0.13	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	118	36.30	48	14.76	3	0.92	43	13.23	2	0.61	0	0.00
Class Goal:						27.75	8.54	43.55	13.40	0.26	0.08	130.94	40.29	2.14	0.66	1.65	0.51
Underutilized:						0.00	No	0.00	No	0.00	No	87.94	Yes	0.14	No	1.65	Yes

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08 - DISTRICT WIDE, OPERATIONS OFFICE

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
5700 - TRANSIT VEHICLE MECHANICS																	
Employees:	266																
Current Utilization:	6	2.25	141	53.00	Female	1	0.37	1	0.37	0	0.00	1	0.37	0	0.00	0	0.00
Class Goal:	26.17	9.84	220.30	82.82		0.05	0.02	0.05	0.02	0.00	0.00	25.96	9.76	0.00	0.00	0.00	0.00
Underutilized:	20.17	Yes	79.30	Yes		0.00	No	0.00	No	0.00	No	24.96	Yes	0.00	No	0.00	No
Current Utilization:					Male	24	9.02	70	26.31	2	0.75	39	14.66	3	1.12	0	0.00
Class Goal:						0.39	0.15	11.51	4.33	0.00	0.00	174.78	65.71	0.00	0.00	7.39	2.78
Underutilized:						0.00	No	0.00	No	0.00	No	135.78	Yes	0.00	No	7.39	Yes
6000 - CLERICAL																	
Employees:	33																
Current Utilization:	28	84.84	24	72.72	Female	12	36.36	6	18.18	0	0.00	2	6.06	0	0.00	0	0.00
Class Goal:	23.79	72.10	16.99	51.49		2.63	7.99	5.87	17.79	0.04	0.15	2.71	8.23	0.51	1.56	0.11	0.35
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.04	No	0.71	No	0.51	No	0.11	No
Current Utilization:					Male	2	6.06	1	3.03	0	0.00	1	3.03	0	0.00	0	0.00
Class Goal:						0.96	2.92	3.08	9.35	0.02	0.07	0.89	2.70	0.01	0.05	0.02	0.07
Underutilized:						0.00	No	2.08	Yes	0.02	No	0.00	No	0.01	No	0.02	No
Totals:	2,636	540	1,744		Female	248		76		4		78		2		0	
					Male	455		550		13		307		11		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0802 - DISTRICT WIDE, OPERATIONS OFFICE, Maintenance and Engineering

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	28																
Current Utilization:	4	14.28	9	32.14	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.31	18.98	13.76	49.15		0.27	0.98	1.44	5.17	0.01	0.06	0.76	2.72	0.02	0.08	0.02	0.10
Underutilized:	1.31	Yes	4.76	Yes		0.27	No	1.44	Yes	0.01	No	0.76	No	0.02	No	0.02	No
Current Utilization:					Male	1	3.57	8	28.57	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						1.51	5.41	7.78	27.79	0.10	0.39	1.60	5.73	0.06	0.24	0.08	0.30
Underutilized:						0.51	No	0.00	No	0.10	No	1.60	Yes	0.06	No	0.08	No
1000 - SUPERVISOR TRANSPORTATION																	
Employees:	8																
Current Utilization:	3	37.50	1	12.50	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.82	35.31	5.63	70.48		0.92	11.62	0.52	6.61	0.00	0.00	0.37	4.65	0.10	1.25	0.00	0.00
Underutilized:	0.00	No	4.63	Yes		0.92	No	0.52	No	0.00	No	0.37	No	0.10	No	0.00	No
Current Utilization:					Male	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						1.37	17.17	1.44	18.06	0.04	0.53	0.84	10.56	0.00	0.00	0.00	0.00
Underutilized:						1.37	Yes	0.44	No	0.04	No	0.84	No	0.00	No	0.00	No
1500 - SUPERVISOR OTHER																	
Employees:	36																
Current Utilization:	3	8.33	17	47.22	Female	1	2.77	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.81	16.15	20.29	56.37		0.69	1.92	2.69	7.49	0.00	0.00	0.54	1.50	0.00	0.00	0.00	0.00
Underutilized:	2.81	Yes	3.29	Yes		0.00	No	2.69	Yes	0.00	No	0.54	No	0.00	No	0.00	No
Current Utilization:					Male	3	8.33	8	22.22	0	0.00	5	13.88	0	0.00	0	0.00
Class Goal:						5.09	14.16	5.12	14.24	0.07	0.21	5.96	16.57	0.07	0.21	0.00	0.00
Underutilized:						2.09	Yes	0.00	No	0.07	No	0.96	No	0.07	No	0.00	No
2500 - FOREWORKER OTHER																	
Employees:	58																
Current Utilization:	4	6.89	28	48.27	Female	0	0.00	1	1.72	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.67	1.17	35.86	61.83		0.22	0.38	0.22	0.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	7.86	Yes		0.22	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	6	10.34	10	17.24	0	0.00	11	18.96	0	0.00	0	0.00
Class Goal:						7.35	12.68	16.04	27.67	0.22	0.38	11.36	19.60	0.38	0.67	0.00	0.00
Underutilized:						1.35	Yes	6.04	Yes	0.22	No	0.36	No	0.38	No	0.00	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0802 - DISTRICT WIDE, OPERATIONS OFFICE, Maintenance and Engineering

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
3000 - ENGINEERS																	
Employees:	102																
Current Utilization:	10	9.80	63	61.76	Female	0	0.00	7	6.86	0	0.00	1	0.98	0	0.00	0	0.00
Class Goal:	18.66	18.30	52.74	51.71		0.69	0.68	8.18	8.02	0.08	0.08	1.05	1.03	0.02	0.02	0.14	0.14
Underutilized:	8.66	Yes	0.00	No		0.69	No	1.18	Yes	0.08	No	0.05	No	0.02	No	0.14	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	7	6.86	44	43.13	1	0.98	3	2.94	0	0.00	0	0.00
Class Goal:						2.86	2.81	33.09	32.45	0.28	0.28	4.76	4.67	0.03	0.03	1.08	1.06
Underutilized:						0.00	No	0.00	No	0.00	No	1.76	Yes	0.03	No	1.08	Yes
3500 - PROFESSIONALS																	
Employees:	57																
Current Utilization:	17	29.82	35	61.40	Female	2	3.50	9	15.78	0	0.00	2	3.50	0	0.00	0	0.00
Class Goal:	19.40	34.04	28.53	50.07		1.62	2.85	5.48	9.63	0.07	0.14	1.75	3.08	0.16	0.29	0.21	0.38
Underutilized:	2.40	Yes	0.00	No		0.00	No	0.00	No	0.07	No	0.00	No	0.16	No	0.21	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	7	12.28	8	14.03	0	0.00	7	12.28	0	0.00	0	0.00
Class Goal:						3.71	6.51	10.27	18.02	0.27	0.49	4.40	7.72	0.11	0.21	0.17	0.30
Underutilized:						0.00	No	2.27	Yes	0.27	No	0.00	No	0.11	No	0.17	No
4000 - TECHNICIANS																	
Employees:	183																
Current Utilization:	6	3.27	143	78.14	Female	1	0.54	4	2.18	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	34.71	18.97	95.61	52.25		1.31	0.72	15.28	8.35	0.00	0.00	6.66	3.64	0.00	0.00	0.00	0.00
Underutilized:	28.71	Yes	0.00	No		0.31	No	11.28	Yes	0.00	No	6.66	Yes	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	13	7.10	105	57.37	1	0.54	18	9.83	1	0.54	0	0.00
Class Goal:						4.46	2.44	49.70	27.16	0.00	0.00	14.42	7.88	2.17	1.19	1.44	0.79
Underutilized:						0.00	No	0.00	No	0.00	No	0.00	No	1.17	Yes	1.44	Yes
5000 - SKILLED WORKER																	
Employees:	280																
Current Utilization:	2	0.71	163	58.21	Female	1	0.35	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	10.58	3.78	157.92	56.40		1.68	0.60	3.58	1.28	0.00	0.00	1.26	0.45	0.39	0.14	0.00	0.00
Underutilized:	8.58	Yes	0.00	No		0.68	No	3.58	Yes	0.00	No	1.26	Yes	0.39	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	39	13.92	59	21.07	1	0.35	61	21.78	2	0.71	0	0.00
Class Goal:						23.43	8.37	38.80	13.86	1.70	0.61	75.26	26.88	6.83	2.44	3.97	1.42
Underutilized:						0.00	No	0.00	No	0.70	No	14.26	Yes	4.83	Yes	3.97	Yes

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0802 - DISTRICT WIDE, OPERATIONS OFFICE, Maintenance and Engineering

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
5500 - SEMI-SKILLED WORKER																	
Employees:	67																
Current Utilization:	2	2.98	44	65.67	Female	2	2.98	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	4.85	7.24	45.79	68.35		0.56	0.85	1.36	2.03	0.02	0.04	0.97	1.46	0.02	0.03	0.06	0.09
Underutilized:	2.85	Yes	1.79	Yes		0.00	No	1.36	Yes	0.02	No	0.97	No	0.02	No	0.06	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
6000 - CLERICAL																	
Employees:	8																
Current Utilization:	6	75.00	5	62.50	Female	3	37.50	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	5.47	68.47	4.64	58.02		0.57	7.21	1.49	18.65	0.02	0.36	0.86	10.86	0.05	0.65	0.07	0.99
Underutilized:	0.00	No	0.00	No		0.00	No	0.49	No	0.02	No	0.86	No	0.05	No	0.07	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	827	57	508		Female	10		22		0		3		0		0	
					Male	97		248		4		120		4		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0803 - DISTRICT WIDE, OPERATIONS OFFICE, Rolling Stock and Shops

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	25																
Current Utilization:	4	16.00	11	44.00	Female	1	4.00	0	0.00	0	0.00	1	4.00	0	0.00	0	0.00
Class Goal:	7.52	30.09	11.75	47.03		0.85	3.41	2.09	8.39	0.41	1.65	0.70	2.81	0.03	0.12	0.03	0.13
Underutilized:	3.52	Yes	0.75	No		0.00	No	2.09	Yes	0.41	No	0.00	No	0.03	No	0.03	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	4	16.00	4	16.00	0	0.00	1	4.00	0	0.00	0	0.00
Class Goal:						1.68	6.74	3.24	12.98	0.15	0.63	2.37	9.51	0.04	0.17	0.07	0.30
Underutilized:						0.00	No	0.00	No	0.15	No	1.37	Yes	0.04	No	0.07	No
1500 - SUPERVISOR OTHER																	
Employees:	8																
Current Utilization:	0	0.00	3	37.50	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.30	3.76	4.75	59.40		0.04	0.50	0.04	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.30	No	1.75	Yes		0.04	No	0.04	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	0	0.00	3	37.50	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.54	6.81	3.15	39.43	0.19	2.38	0.77	9.72	0.00	0.00	0.00	0.00
Underutilized:						0.54	No	0.15	No	0.19	No	0.77	No	0.00	No	0.00	No
2500 - FOREWORKER OTHER																	
Employees:	32																
Current Utilization:	4	12.50	18	56.25	Female	1	3.12	2	6.25	0	0.00	1	3.12	0	0.00	0	0.00
Class Goal:	2.59	8.12	20.98	65.58		0.74	2.33	0.30	0.96	1.03	3.24	0.34	1.07	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	2.98	Yes		0.00	No	0.00	No	1.03	Yes	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	5	15.62	3	9.37	0	0.00	6	18.75	0	0.00	0	0.00
Class Goal:						2.64	8.28	9.35	29.22	0.06	0.21	6.40	20.03	0.05	0.16	0.00	0.00
Underutilized:						0.00	No	6.35	Yes	0.06	No	0.40	No	0.05	No	0.00	No
3000 - ENGINEERS																	
Employees:	15																
Current Utilization:	1	6.66	11	73.33	Female	0	0.00	1	6.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.60	10.72	6.88	45.90		0.02	0.16	0.85	5.72	0.00	0.00	0.04	0.28	0.00	0.00	0.01	0.12
Underutilized:	0.60	No	0.00	No		0.02	No	0.00	No	0.00	No	0.04	No	0.00	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	0	0.00	8	53.33	0	0.00	2	13.33	0	0.00	0	0.00
Class Goal:						0.20	1.38	5.20	34.73	0.03	0.22	0.42	2.83	0.00	0.00	0.06	0.41
Underutilized:						0.20	No	0.00	No	0.03	No	0.00	No	0.00	No	0.06	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0803 - DISTRICT WIDE, OPERATIONS OFFICE, Rolling Stock and Shops

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
3500 - PROFESSIONALS																	
Employees:	29																
Current Utilization:	2	6.89	11	37.93	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.94	6.72	18.11	62.45		0.75	2.61	0.35	1.24	0.18	0.64	0.35	1.23	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	7.11	Yes		0.75	No	0.35	No	0.18	No	0.35	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	2	6.89	5	17.24	1	3.44	3	10.34	0	0.00	0	0.00
Class Goal:						3.04	10.51	8.71	30.06	0.22	0.77	4.25	14.66	0.18	0.64	0.00	0.00
Underutilized:						1.04	Yes	3.71	Yes	0.00	No	1.25	Yes	0.18	No	0.00	No
4000 - TECHNICIANS																	
Employees:	118																
Current Utilization:	2	1.69	87	73.72	Female	1	0.84	1	0.84	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	7.91	6.71	83.41	70.69		0.20	0.17	0.20	0.17	0.00	0.00	7.38	6.26	0.00	0.00	0.00	0.00
Underutilized:	5.91	Yes	0.00	No		0.00	No	0.00	No	0.00	No	7.38	Yes	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	8	6.77	64	54.23	2	1.69	11	9.32	0	0.00	0	0.00
Class Goal:						2.98	2.53	17.07	14.47	0.15	0.13	53.04	44.95	0.17	0.15	2.10	1.78
Underutilized:						0.00	No	0.00	No	0.00	No	42.04	Yes	0.17	No	2.10	Yes
5000 - SKILLED WORKER																	
Employees:	22																
Current Utilization:	1	4.54	14	63.63	Female	0	0.00	0	0.00	1	4.54	0	0.00	0	0.00	0	0.00
Class Goal:	0.49	2.25	11.66	53.00		0.08	0.37	0.08	0.37	0.00	0.00	0.08	0.37	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.08	No	0.08	No	0.00	No	0.08	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	4.54	7	31.81	0	0.00	5	22.72	0	0.00	0	0.00
Class Goal:						1.98	9.02	5.78	26.31	0.16	0.75	3.22	14.66	0.24	1.12	0.00	0.00
Underutilized:						0.98	No	0.00	No	0.16	No	0.00	No	0.24	No	0.00	No
5500 - SEMI-SKILLED WORKER																	
Employees:	125																
Current Utilization:	40	32.00	110	88.00	Female	20	16.00	8	6.40	0	0.00	9	7.20	0	0.00	0	0.00
Class Goal:	18.41	14.73	106.96	85.57		0.72	0.58	6.58	5.27	0.00	0.00	9.78	7.83	0.02	0.02	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.78	No	0.02	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	33	26.40	24	19.20	1	0.80	15	12.00	0	0.00	0	0.00
Class Goal:						13.35	10.68	18.40	14.72	0.02	0.02	57.75	46.20	0.16	0.13	0.05	0.04
Underutilized:						0.00	No	0.00	No	0.00	No	42.75	Yes	0.16	No	0.05	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0803 - DISTRICT WIDE, OPERATIONS OFFICE, Rolling Stock and Shops

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
5700 - TRANSIT VEHICLE MECHANICS																	
Employees:	266																
Current Utilization:	6	2.25	141	53.00	Female	1	0.37	1	0.37	0	0.00	1	0.37	0	0.00	0	0.00
Class Goal:	26.25	9.87	220.30	82.82		0.07	0.03	0.15	0.06	0.00	0.00	26.01	9.78	0.00	0.00	0.00	0.00
Underutilized:	20.25	Yes	79.30	Yes		0.00	No	0.00	No	0.00	No	25.01	Yes	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
6000 - CLERICAL																	
Employees:	3																
Current Utilization:	3	100.00	1	33.33	Female	0	0.00	0	0.00	0	0.00	1	33.33	0	0.00	0	0.00
Class Goal:	1.98	66.05	1.51	50.48		0.15	5.25	0.47	15.70	0.01	0.49	0.32	10.95	0.00	0.03	0.01	0.50
Underutilized:	0.00	No	0.51	No		0.15	No	0.47	No	0.01	No	0.00	No	0.00	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	643	63	407		Female	24		13		1		13		0		0	
					Male	77		188		6		82		3		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0804 - DISTRICT WIDE, OPERATIONS OFFICE, Operations Training & Support

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	4																
Current Utilization:	1	25.00	1	25.00	Female	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:	1.47	36.86	1.59	39.86		0.04	1.24	0.22	5.60	0.00	0.22	0.23	5.87	0.06	1.57	0.00	0.10
Underutilized:	0.47	No	0.59	No		0.04	No	0.22	No	0.00	No	0.00	No	0.06	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.06	1.74	0.63	15.96	0.03	0.79	0.21	5.48	0.00	0.08	0.04	1.08
Underutilized:						0.06	No	0.63	No	0.03	No	0.21	No	0.00	No	0.04	No
1500 - SUPERVISOR OTHER																	
Employees:	1																
Current Utilization:	0	0.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.40	40.47	0.39	39.81		0.02	2.77	0.09	9.35	0.00	0.19	0.04	4.04	0.00	0.09	0.00	0.43
Underutilized:	0.40	No	0.39	No		0.02	No	0.09	No	0.00	No	0.04	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.02	2.82	0.13	13.50	0.00	0.24	0.05	5.29	0.00	0.33	0.00	0.69
Underutilized:						0.02	No	0.13	No	0.00	No	0.05	No	0.00	No	0.00	No
3000 - ENGINEERS																	
Employees:	7																
Current Utilization:	1	14.28	4	57.14	Female	0	0.00	0	0.00	0	0.00	1	14.28	0	0.00	0	0.00
Class Goal:	0.72	10.34	3.45	49.29		0.02	0.39	0.31	4.55	0.00	0.00	0.00	0.10	0.00	0.00	0.00	0.04
Underutilized:	0.00	No	0.00	No		0.02	No	0.31	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	2	28.57	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.21	3.00	2.38	34.09	0.00	0.07	0.43	6.27	0.00	0.00	0.04	0.71
Underutilized:						0.00	No	1.38	Yes	0.00	No	0.43	No	0.00	No	0.04	No
3500 - PROFESSIONALS																	
Employees:	3																
Current Utilization:	0	0.00	1	33.33	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.51	50.64	1.20	40.18		0.03	1.10	0.15	5.13	0.01	0.36	0.28	9.54	0.09	3.11	0.00	0.00
Underutilized:	1.51	Yes	0.20	No		0.03	No	0.15	No	0.01	No	0.28	No	0.09	No	0.00	No
Current Utilization:					Male	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.04	1.46	0.30	10.09	0.04	1.46	0.18	6.23	0.00	0.00	0.04	1.65
Underutilized:						0.00	No	0.30	No	0.04	No	0.18	No	0.00	No	0.04	No
Totals:	15	2	6		Female	0		0		0		2		0		0	
					Male	3		1		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0805 - DISTRICT WIDE, OPERATIONS OFFICE, Transportation & Sys Service

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	20																
Current Utilization:	6	30.00	10	50.00	Female	3	15.00	1	5.00	0	0.00	1	5.00	0	0.00	0	0.00
Class Goal:	6.08	30.42	9.97	49.86		1.59	7.98	0.47	2.38	0.01	0.05	0.53	2.65	0.00	0.01	0.01	0.08
Underutilized:	0.08	No	0.00	No		0.00	No	0.00	No	0.01	No	0.00	No	0.00	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1000 - SUPERVISOR TRANSPORTATION																	
Employees:	43																
Current Utilization:	13	30.23	28	65.11	Female	7	16.27	0	0.00	0	0.00	1	2.32	0	0.00	0	0.00
Class Goal:	10.01	23.28	29.20	67.92		4.06	9.46	1.65	3.84	0.03	0.07	1.70	3.96	0.00	0.02	0.00	0.00
Underutilized:	0.00	No	1.20	Yes		0.00	No	1.65	Yes	0.03	No	0.70	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	4																
Current Utilization:	2	50.00	3	75.00	Female	1	25.00	0	0.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:	0.67	16.89	2.88	72.14		0.37	9.40	0.09	2.42	0.00	0.11	0.04	1.05	0.00	0.06	0.00	0.13
Underutilized:	0.00	No	0.00	No		0.00	No	0.09	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
2000 - FOREWORKER TRANSPORTATION																	
Employees:	93																
Current Utilization:	25	26.88	66	70.96	Female	10	10.75	3	3.22	0	0.00	4	4.30	0	0.00	0	0.00
Class Goal:	35.09	37.74	63.46	68.24		18.61	20.02	3.01	3.24	0.38	0.41	4.72	5.08	0.12	0.13	0.00	0.00
Underutilized:	10.09	Yes	0.00	No		8.61	Yes	0.01	No	0.38	No	0.72	No	0.12	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0805 - DISTRICT WIDE, OPERATIONS OFFICE, Transportation & Sys Service

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
2500 - FOREWORKER OTHER																	
Employees:	12																
Current Utilization:	2	16.66	12	100.00	Female	2	16.66	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.61	21.80	11.09	92.48		0.99	8.27	0.27	2.25	0.00	0.00	0.81	6.76	0.09	0.75	0.00	0.00
Underutilized:	0.61	No	0.00	No		0.00	No	0.27	No	0.00	No	0.81	No	0.09	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	5	41.66	3	25.00	0	0.00	2	16.66	0	0.00	0	0.00
Class Goal:						5.77	48.12	1.80	15.03	0.09	0.75	1.17	9.77	0.09	0.75	0.00	0.00
Underutilized:						0.77	No	0.00	No	0.09	No	0.00	No	0.09	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	15																
Current Utilization:	5	33.33	7	46.66	Female	3	20.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	7.95	53.02	8.76	58.43		2.55	17.01	1.48	9.91	0.02	0.15	0.87	5.83	0.02	0.18	0.07	0.48
Underutilized:	2.95	Yes	1.76	Yes		0.00	No	1.48	Yes	0.02	No	0.87	No	0.02	No	0.07	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	2	13.33	1	6.66	0	0.00	1	6.66	0	0.00	0	0.00
Class Goal:						1.60	10.71	1.21	8.10	0.00	0.03	0.85	5.71	0.00	0.00	0.02	0.18
Underutilized:						0.00	No	0.21	No	0.00	No	0.00	No	0.00	No	0.02	No
4500 - TRAIN OPERATOR																	
Employees:	465																
Current Utilization:	137	29.46	298	64.08	Female	70	15.05	9	1.93	3	0.64	20	4.30	1	0.21	0	0.00
Class Goal:	112.25	24.14	361.58	77.76		99.64	21.43	3.44	0.74	0.00	0.00	3.62	0.78	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	63.58	Yes		29.64	Yes	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	110	23.65	39	8.38	1	0.21	43	9.24	2	0.43	0	0.00
Class Goal:						129.92	27.94	9.67	2.08	19.80	4.26	95.18	20.47	0.00	0.00	0.00	0.00
Underutilized:						19.92	Yes	0.00	No	18.80	Yes	52.18	Yes	0.00	No	0.00	No
4700 - STATION AGENT																	
Employees:	338																
Current Utilization:	178	52.66	256	75.73	Female	98	28.99	19	5.62	0	0.00	22	6.50	0	0.00	0	0.00
Class Goal:	153.04	45.28	219.70	65.00		4.02	1.19	29.43	8.71	0.03	0.01	50.97	15.08	0.13	0.04	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	10.43	Yes	0.03	No	28.97	Yes	0.13	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	63	18.63	29	8.57	0	0.00	25	7.39	0	0.00	0	0.00
Class Goal:						66.65	19.72	44.04	13.03	0.13	0.04	24.06	7.12	0.00	0.00	0.00	0.00
Underutilized:						3.65	Yes	15.04	Yes	0.13	No	0.00	No	0.00	No	0.00	No

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,08,0805 - DISTRICT WIDE, OPERATIONS OFFICE, Transportation & Sys Service

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
5500 - SEMI-SKILLED WORKER																	
Employees:	133																
Current Utilization:	29	21.80	123	92.48	Female	11	8.27	3	2.25	0	0.00	9	6.76	1	0.75	0	0.00
Class Goal:	39.82	29.94	111.29	83.68		5.43	4.09	7.04	5.30	0.23	0.18	23.03	17.32	0.01	0.01	0.11	0.09
Underutilized:	10.82	Yes	0.00	No		0.00	No	4.04	Yes	0.23	No	14.03	Yes	0.00	No	0.11	No
Current Utilization:					Male	64	48.12	20	15.03	1	0.75	13	9.77	1	0.75	0	0.00
Class Goal:						14.00	10.53	19.45	14.63	0.26	0.20	40.49	30.45	0.31	0.24	0.59	0.45
Underutilized:						0.00	No	0.00	No	0.00	No	27.49	Yes	0.00	No	0.59	No
6000 - CLERICAL																	
Employees:	22																
Current Utilization:	19	86.36	18	81.81	Female	9	40.90	5	22.72	0	0.00	1	4.54	0	0.00	0	0.00
Class Goal:	16.33	74.27	10.83	49.26		1.90	8.66	3.91	17.80	0.00	0.02	1.51	6.90	0.46	2.11	0.02	0.11
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.51	No	0.46	No	0.02	No
Current Utilization:					Male	2	9.09	0	0.00	0	0.00	1	4.54	0	0.00	0	0.00
Class Goal:						0.66	3.01	1.99	9.08	0.00	0.00	0.30	1.40	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	1.99	Yes	0.00	No	0.00	No	0.00	No	0.00	No
Totals:	1,145	416	821		Female	214		40		3		59		2		0	
					Male	278		113		3		105		4		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,10 - DISTRICT WIDE, PLANNING & DEVELOPMENT

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	28																
Current Utilization:	8	28.57	7	25.00	Female	0	0.00	3	10.71	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	7.92	28.30	12.62	45.09		0.97	3.49	1.81	6.47	0.01	0.04	1.30	4.67	0.00	0.01	0.02	0.09
Underutilized:	0.00	No	5.62	Yes		0.97	No	0.00	No	0.01	No	1.30	Yes	0.00	No	0.02	No
Current Utilization:					Male	2	7.14	2	7.14	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						2.12	7.58	5.16	18.43	0.01	0.06	1.04	3.74	0.03	0.13	0.05	0.18
Underutilized:						0.12	No	3.16	Yes	0.01	No	1.04	Yes	0.03	No	0.05	No
3000 - ENGINEERS																	
Employees:	25																
Current Utilization:	4	16.00	14	56.00	Female	0	0.00	1	4.00	0	0.00	2	8.00	0	0.00	0	0.00
Class Goal:	3.10	12.43	13.30	53.21		0.04	0.16	1.67	6.69	0.00	0.00	0.22	0.89	0.00	0.02	0.02	0.10
Underutilized:	0.00	No	0.00	No		0.04	No	0.67	No	0.00	No	0.00	No	0.00	No	0.02	No
Current Utilization:					Male	3	12.00	7	28.00	0	0.00	1	4.00	0	0.00	0	0.00
Class Goal:						0.97	3.89	9.16	36.65	0.10	0.43	0.95	3.83	0.00	0.02	0.10	0.41
Underutilized:						0.00	No	2.16	Yes	0.10	No	0.00	No	0.00	No	0.10	No
3500 - PROFESSIONALS																	
Employees:	30																
Current Utilization:	17	56.66	14	46.66	Female	3	10.00	5	16.66	0	0.00	1	3.33	0	0.00	0	0.00
Class Goal:	12.83	42.79	10.03	33.45		0.55	1.85	3.09	10.31	0.02	0.07	0.95	3.18	0.06	0.21	0.21	0.72
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.02	No	0.00	No	0.06	No	0.21	No
Current Utilization:					Male	2	6.66	3	10.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.55	1.85	3.77	12.58	0.03	0.10	0.52	1.75	0.00	0.00	0.17	0.57
Underutilized:						0.00	No	0.77	No	0.03	No	0.52	No	0.00	No	0.17	No
Totals:	83	29	35		<i>Female</i>	3		9		0		3		0		0	
					<i>Male</i>	7		12		0		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,10,1010 - DISTRICT WIDE, PLANNING & DEVELOPMENT, Extensions

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	11																
Current Utilization:	3	27.27	3	27.27	Female	0	0.00	2	18.18	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.89	17.25	4.15	37.79		0.00	0.00	0.00	0.00	0.00	0.00	1.14	10.41	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	1.15	Yes		0.00	No	0.00	No	0.00	No	1.14	Yes	0.00	No	0.00	No
Current Utilization:					Male	1	9.09	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.58	5.35	2.42	22.02	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	2.42	Yes	0.00	No	0.00	No	0.00	No	0.00	No
3000 - ENGINEERS																	
Employees:	16																
Current Utilization:	2	12.50	9	56.25	Female	0	0.00	0	0.00	0	0.00	1	6.25	0	0.00	0	0.00
Class Goal:	2.01	12.62	8.47	52.97		0.02	0.18	1.07	6.69	0.00	0.01	0.12	0.76	0.00	0.03	0.01	0.11
Underutilized:	0.01	No	0.00	No		0.02	No	1.07	Yes	0.00	No	0.00	No	0.00	No	0.01	No
Current Utilization:					Male	2	12.50	6	37.50	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.63	3.94	5.85	36.62	0.07	0.48	0.56	3.55	0.00	0.04	0.07	0.45
Underutilized:						0.00	No	0.00	No	0.07	No	0.56	No	0.00	No	0.07	No
3500 - PROFESSIONALS																	
Employees:	1																
Current Utilization:	1	100.00	1	100.00	Female	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.43	43.82	0.31	31.69		0.01	1.66	0.09	9.65	0.00	0.07	0.03	3.16	0.00	0.27	0.00	0.92
Underutilized:	0.00	No	0.00	No		0.01	No	0.00	No	0.00	No	0.03	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	1.54	0.11	11.77	0.00	0.14	0.01	1.66	0.00	0.01	0.00	0.79
Underutilized:						0.01	No	0.11	No	0.00	No	0.01	No	0.00	No	0.00	No
Totals:	28	6	13		<i>Female</i>	0		3		0		1		0		0	
					<i>Male</i>	3		6		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,10,1011 - DISTRICT WIDE, PLANNING & DEVELOPMENT, Systems Development

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	12																
Current Utilization:	4	33.33	3	25.00	Female	0	0.00	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.44	28.74	4.99	41.60		0.20	1.68	0.77	6.47	0.00	0.08	0.58	4.85	0.00	0.02	0.01	0.13
Underutilized:	0.00	No	1.99	Yes		0.20	No	0.00	No	0.00	No	0.58	No	0.00	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	8.33	1	8.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.77	6.46	1.85	15.43	0.01	0.09	0.69	5.82	0.02	0.18	0.02	0.24
Underutilized:						0.00	No	0.85	No	0.01	No	0.69	No	0.02	No	0.02	No
3000 - ENGINEERS																	
Employees:	9																
Current Utilization:	2	22.22	5	55.55	Female	0	0.00	1	11.11	0	0.00	1	11.11	0	0.00	0	0.00
Class Goal:	1.12	12.50	5.06	56.25		0.00	0.00	0.00	0.00	0.00	0.00	0.56	6.25	0.00	0.00	0.00	0.00
Underutilized:	0.00	No	0.06	No		0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	11.11	1	11.11	0	0.00	1	11.11	0	0.00	0	0.00
Class Goal:						1.12	12.50	3.37	37.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:						0.12	No	2.37	Yes	0.00	No	0.00	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	20																
Current Utilization:	8	40.00	5	25.00	Female	1	5.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	8.85	44.26	6.45	32.27		0.38	1.91	1.94	9.71	0.01	0.08	0.64	3.22	0.05	0.29	0.17	0.88
Underutilized:	0.85	No	1.45	Yes		0.00	No	1.94	Yes	0.01	No	0.64	No	0.05	No	0.17	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	2	10.00	2	10.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.32	1.64	2.34	11.74	0.02	0.14	0.35	1.75	0.00	0.01	0.15	0.75
Underutilized:						0.00	No	0.34	No	0.02	No	0.35	No	0.00	No	0.15	No
Totals:	41	14	13		Female	1		2		0		1		0		0	
					Male	4		4		0		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,10,1012 - DISTRICT WIDE, PLANNING & DEVELOPMENT, Program Management

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	3				Female												
Current Utilization:	1	33.33	1	33.33		0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.62	87.50	2.62	87.50		0.37	12.50	1.50	50.00	0.00	0.00	0.37	12.50	0.00	0.00	0.00	0.00
Underutilized:	1.62	Yes	1.62	Yes		0.37	No	1.50	Yes	0.00	No	0.37	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.00	0.00	0.37	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:						0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	8				Female												
Current Utilization:	7	87.50	7	87.50		1	12.50	4	50.00	0	0.00	1	12.50	0	0.00	0	0.00
Class Goal:	3.11	38.88	2.94	36.87		0.14	1.79	0.96	12.02	0.00	0.05	0.24	3.12	0.00	0.04	0.02	0.32
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.00	No	0.00	No	0.02	No
Current Utilization:					Male	0	0.00	1	12.50	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.20	2.50	1.19	14.92	0.00	0.02	0.14	1.81	0.00	0.00	0.00	0.10
Underutilized:						0.20	No	0.19	No	0.00	No	0.14	No	0.00	No	0.00	No
Totals:	11	8	8		Female	1		4		0		1		0		0	
					Male	0		2		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,11 - DISTRICT WIDE, ADMINISTRATION & BUDGET

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	11																
Current Utilization:	5	45.45	2	18.18	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	7.15	65.00	6.60	60.00		1.10	10.00	3.30	30.00	0.55	5.00	0.55	5.00	0.00	0.00	0.00	0.00
Underutilized:	2.15	Yes	4.60	Yes		1.10	Yes	3.30	Yes	0.55	No	0.55	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	1																
Current Utilization:	0	0.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.40	40.47	0.39	39.81		0.02	2.77	0.09	9.35	0.00	0.19	0.04	4.04	0.00	0.09	0.00	0.43
Underutilized:	0.40	No	0.39	No		0.02	No	0.09	No	0.00	No	0.04	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	20																
Current Utilization:	13	65.00	12	60.00	Female	2	10.00	6	30.00	1	5.00	1	5.00	0	0.00	0	0.00
Class Goal:	7.42	37.14	7.65	38.28		0.48	2.44	2.34	11.70	0.00	0.01	0.49	2.45	0.01	0.06	0.05	0.26
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.00	No	0.01	No	0.05	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	32	18	14		Female	2		6		1		1		0		0	
					Male	1		2		0		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,11,1101 - DISTRICT WIDE, ADMINISTRATION & BUDGET, Planning

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	3																
Current Utilization:	1	33.33	2	66.66	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.16	38.76	1.13	37.80		0.06	2.31	0.26	8.93	0.00	0.14	0.11	3.73	0.00	0.05	0.01	0.57
Underutilized:	0.16	No	0.00	No		0.06	No	0.26	No	0.00	No	0.11	No	0.00	No	0.01	No
Current Utilization:					Male	0	0.00	1	33.33	0	0.00	1	33.33	0	0.00	0	0.00
Class Goal:						0.08	2.71	0.36	12.15	0.00	0.18	0.17	5.77	0.00	0.30	0.02	0.75
Underutilized:						0.08	No	0.00	No	0.00	No	0.00	No	0.00	No	0.02	No
3500 - PROFESSIONALS																	
Employees:	1																
Current Utilization:	1	100.00	1	100.00	Female	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.43	43.82	0.31	31.69		0.01	1.66	0.09	9.65	0.00	0.07	0.03	3.16	0.00	0.27	0.00	0.92
Underutilized:	0.00	No	0.00	No		0.01	No	0.00	No	0.00	No	0.03	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	1.54	0.11	11.77	0.00	0.14	0.01	1.66	0.00	0.01	0.00	0.79
Underutilized:						0.01	No	0.11	No	0.00	No	0.01	No	0.00	No	0.00	No
Totals:	4	2	3		Female	0		1		0		0		0		0	
					Male	0		1		0		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,11,1102 - DISTRICT WIDE, ADMINISTRATION & BUDGET, Customer Access

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	2																
Current Utilization:	1	50.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.80	40.47	0.79	39.81		0.05	2.77	0.18	9.35	0.00	0.19	0.08	4.04	0.00	0.09	0.00	0.43
Underutilized:	0.00	No	0.79	No		0.05	No	0.18	No	0.00	No	0.08	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	1																
Current Utilization:	0	0.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.40	40.47	0.39	39.81		0.02	2.77	0.09	9.35	0.00	0.19	0.04	4.04	0.00	0.09	0.00	0.43
Underutilized:	0.40	No	0.39	No		0.02	No	0.09	No	0.00	No	0.04	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	4																
Current Utilization:	2	50.00	3	75.00	Female	0	0.00	1	25.00	0	0.00	1	25.00	0	0.00	0	0.00
Class Goal:	1.75	43.82	1.26	31.69		0.06	1.66	0.38	9.65	0.00	0.07	0.12	3.16	0.01	0.27	0.03	0.92
Underutilized:	0.00	No	0.00	No		0.06	No	0.00	No	0.00	No	0.00	No	0.01	No	0.03	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	7	3	3		Female	0		1		0		1		0		0	
					Male	1		0		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,11,1104 - DISTRICT WIDE, ADMINISTRATION & BUDGET, Operating Budgets & Analysis

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	4																
Current Utilization:	2	50.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.66	66.66	2.22	55.55		0.44	11.11	0.88	22.22	0.44	11.11	0.00	0.00	0.00	0.00	0.00	0.00
Underutilized:	0.66	No	2.22	Yes		0.44	No	0.88	No	0.44	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Male																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	9																
Current Utilization:	6	66.66	5	55.55	Female	1	11.11	2	22.22	1	11.11	0	0.00	0	0.00	0	0.00
Class Goal:	4.01	44.59	4.11	45.68		0.26	2.97	1.74	19.36	0.00	0.00	0.36	4.11	0.00	0.01	0.01	0.16
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.36	No	0.00	No	0.01	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Male																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	13	8	5		Female	1		2		1		0		0		0	
					Male	0		1		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,13 - DISTRICT WIDE, TRANSIT SYSTEM COMPLIANCE - Deleted 07/01/13

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	7																
Current Utilization:	2	28.57	5	71.42	Female	2	28.57	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.50	50.00	5.13	73.33		0.93	13.33	1.63	23.33	0.00	0.00	0.70	10.00	0.00	0.00	0.00	0.00
Underutilized:	1.50	Yes	0.13	No		0.00	No	1.63	Yes	0.00	No	0.70	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
1500 - SUPERVISOR OTHER																	
Employees:	4																
Current Utilization:	1	25.00	3	75.00	Female	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	1.75	43.92	2.48	62.10		0.38	9.57	0.72	18.12	0.00	0.04	0.30	7.70	0.00	0.02	0.00	0.10
Underutilized:	0.75	No	0.00	No		0.38	No	0.00	No	0.00	No	0.30	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3000 - ENGINEERS																	
Employees:	4																
Current Utilization:	1	25.00	3	75.00	Female	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.53	13.40	1.92	48.00		0.00	0.20	0.28	7.16	0.00	0.00	0.01	0.36	0.00	0.00	0.00	0.16
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.01	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	30																
Current Utilization:	15	50.00	22	73.33	Female	4	13.33	7	23.33	0	0.00	3	10.00	0	0.00	0	0.00
Class Goal:	13.60	45.36	13.29	44.30		1.22	4.09	3.97	13.25	0.03	0.13	1.02	3.42	0.11	0.37	0.17	0.57
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.03	No	0.00	No	0.11	No	0.17	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	45	19	33		Female	6		9		0		3		0		0	
					Male	3		10		1		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,13,1302 - DISTRICT WIDE, TRANSIT SYSTEM COMPLIANCE - Deleted 07/01/13, Internal Audit Department

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	2																
Current Utilization:	0	0.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.80	40.47	0.79	39.81		0.05	2.77	0.18	9.35	0.00	0.19	0.08	4.04	0.00	0.09	0.00	0.43
Underutilized:	0.80	No	0.79	No		0.05	No	0.18	No	0.00	No	0.08	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Male																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	6																
Current Utilization:	1	16.66	4	66.66	Female	0	0.00	1	16.66	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.79	63.21	3.43	57.25		0.26	4.34	1.77	29.53	0.00	0.07	0.23	3.90	0.02	0.42	0.05	0.96
Underutilized:	2.79	Yes	0.00	No		0.26	No	0.77	No	0.00	No	0.23	No	0.02	No	0.05	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Male																	
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	8	1	4		Female	0		1		0		0		0		0	
					Male	0		2		1		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,13,1303 - DISTRICT WIDE, TRANSIT SYSTEM COMPLIANCE - Deleted 07/01/13, SYSTEM SAFETY DEPARTMENT

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.35	35.38	0.33	33.83		0.01	1.43	0.08	8.12	0.00	0.08	0.03	3.13	0.00	0.00	0.00	0.89
Underutilized:	0.35	No	0.00	No		0.01	No	0.08	No	0.00	No	0.03	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.02	2.55	0.09	9.50	0.00	0.11	0.06	6.77	0.00	0.28	0.00	0.91
Underutilized:						0.02	No	0.00	No	0.00	No	0.06	No	0.00	No	0.00	No
1500 - SUPERVISOR OTHER																	
Employees:	3																
Current Utilization:	1	33.33	2	66.66	Female	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.86	28.87	1.18	39.62		0.05	1.84	0.21	7.18	0.00	0.12	0.08	2.81	0.00	0.05	0.00	0.28
Underutilized:	0.00	No	0.00	No		0.05	No	0.00	No	0.00	No	0.08	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	1	33.33	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.06	2.28	0.57	19.06	0.00	0.15	0.14	4.92	0.00	0.21	0.01	0.57
Underutilized:						0.06	No	0.00	No	0.00	No	0.14	No	0.00	No	0.01	No
3000 - ENGINEERS																	
Employees:	4																
Current Utilization:	1	25.00	3	75.00	Female	0	0.00	1	25.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.53	13.40	1.92	48.00		0.00	0.20	0.28	7.16	0.00	0.00	0.01	0.36	0.00	0.00	0.00	0.16
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.01	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.06	1.73	1.36	34.04	0.01	0.28	0.14	3.54	0.00	0.00	0.02	0.52
Underutilized:						0.06	No	0.00	No	0.01	No	0.14	No	0.00	No	0.02	No
3500 - PROFESSIONALS																	
Employees:	7																
Current Utilization:	2	28.57	3	42.85	Female	1	14.28	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.81	40.26	3.61	51.65		0.56	8.13	0.63	9.01	0.01	0.24	0.23	3.38	0.02	0.37	0.00	0.12
Underutilized:	0.81	No	0.61	No		0.00	No	0.00	No	0.01	No	0.23	No	0.02	No	0.00	No
Current Utilization:					Male	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.73	10.52	0.82	11.81	0.00	0.12	0.49	7.14	0.04	0.70	0.00	0.00
Underutilized:						0.00	No	0.82	No	0.00	No	0.49	No	0.04	No	0.00	No
Totals:	15	4	9		Female	1		3		0		0		0		0	
					Male	1		4		0		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,13,1304 - DISTRICT WIDE, TRANSIT SYSTEM COMPLIANCE - Deleted 07/01/13, OFFICE OF CIVIL RIGHTS

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	4																
Current Utilization:	2	50.00	4	100.00	Female	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.82	70.58	3.52	88.23		0.70	17.64	1.17	29.41	0.00	0.00	0.70	17.64	0.00	0.00	0.00	0.00
Underutilized:	0.82	No	0.00	No		0.00	No	1.17	Yes	0.00	No	0.70	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	0	0.00	2	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.23	5.88	0.47	11.76	0.00	0.00	0.23	5.88	0.00	0.00	0.00	0.00
Underutilized:						0.23	No	0.00	No	0.00	No	0.23	No	0.00	No	0.00	No
1500 - SUPERVISOR OTHER																	
Employees:	1																
Current Utilization:	0	0.00	1	100.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.60	60.54	0.72	72.08		0.12	12.68	0.22	22.72	0.00	0.06	0.13	13.10	0.00	0.03	0.00	0.14
Underutilized:	0.60	No	0.00	No		0.12	No	0.22	No	0.00	No	0.13	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.04	4.85	0.12	12.34	0.00	0.08	0.05	5.68	0.00	0.11	0.00	0.23
Underutilized:						0.00	No	0.12	No	0.00	No	0.05	No	0.00	No	0.00	No
3500 - PROFESSIONALS																	
Employees:	17																
Current Utilization:	12	70.58	15	88.23	Female	3	17.64	5	29.41	0	0.00	3	17.64	0	0.00	0	0.00
Class Goal:	6.92	40.73	6.90	40.63		0.31	1.86	1.46	8.60	0.01	0.08	0.59	3.52	0.06	0.36	0.13	0.77
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.01	No	0.00	No	0.06	No	0.13	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Current Utilization:					Male	1	5.88	2	11.76	0	0.00	1	5.88	0	0.00	0	0.00
Class Goal:						2.13	12.55	1.69	9.97	0.02	0.17	0.31	1.84	0.00	0.00	0.11	0.69
Underutilized:						1.13	Yes	0.00	No	0.02	No	0.00	No	0.00	No	0.11	No
Totals:	22	14	20		Female	5		5		0		3		0		0	
					Male	2		4		0		1		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,14 - DISTRICT WIDE, CAPITOL CORRIDOR

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	7																
Current Utilization:	1	14.28	2	28.57	Female	0	0.00	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.53	36.21	2.72	38.91		0.13	1.93	0.53	7.62	0.01	0.16	0.29	4.15	0.03	0.49	0.02	0.36
Underutilized:	1.53	Yes	0.72	No		0.13	No	0.00	No	0.01	No	0.29	No	0.03	No	0.02	No
Current Utilization:					Male	0	0.00	0	0.00	1	14.28	0	0.00	0	0.00	0	0.00
Class Goal:						0.16	2.34	1.03	14.81	0.02	0.34	0.38	5.46	0.01	0.21	0.05	0.79
Underutilized:						0.16	No	1.03	Yes	0.00	No	0.38	No	0.01	No	0.05	No
3500 - PROFESSIONALS																	
Employees:	7																
Current Utilization:	5	71.42	4	57.14	Female	3	42.85	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.06	43.82	2.21	31.69		0.11	1.66	0.67	9.65	0.00	0.07	0.22	3.16	0.01	0.27	0.06	0.92
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.22	No	0.01	No	0.06	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.10	1.54	0.82	11.77	0.00	0.14	0.11	1.66	0.00	0.01	0.05	0.79
Underutilized:						0.10	No	0.82	No	0.00	No	0.11	No	0.00	No	0.05	No
6000 - CLERICAL																	
Employees:	6																
Current Utilization:	6	100.00	6	100.00	Female	3	50.00	2	33.33	0	0.00	1	16.66	0	0.00	0	0.00
Class Goal:	4.40	73.46	2.96	49.49		0.52	8.72	1.07	17.90	0.00	0.00	0.38	6.42	0.13	2.29	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.00	No	0.13	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.19	3.21	0.57	9.64	0.00	0.00	0.07	1.28	0.00	0.00	0.00	0.00
Underutilized:						0.19	No	0.57	No	0.00	No	0.07	No	0.00	No	0.00	No
Totals:	20	12	12		Female	6		4		0		1		0		0	
					Male	0		0		1		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,14,1401 - DISTRICT WIDE, CAPITOL CORRIDOR, Capitol Corridor

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0500 - EXECUTIVE AND MANAGER																	
Employees:	7																
Current Utilization:	1	14.28	2	28.57	Female	0	0.00	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	2.53	36.21	2.72	38.91		0.13	1.93	0.53	7.62	0.01	0.16	0.29	4.15	0.03	0.49	0.02	0.36
Underutilized:	1.53	Yes	0.72	No		0.13	No	0.00	No	0.01	No	0.29	No	0.03	No	0.02	No
Current Utilization:					Male	0	0.00	0	0.00	1	14.28	0	0.00	0	0.00	0	0.00
Class Goal:						0.16	2.34	1.03	14.81	0.02	0.34	0.38	5.46	0.01	0.21	0.05	0.79
Underutilized:						0.16	No	1.03	Yes	0.00	No	0.38	No	0.01	No	0.05	No
3500 - PROFESSIONALS																	
Employees:	7																
Current Utilization:	5	71.42	4	57.14	Female	3	42.85	1	14.28	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	3.06	43.82	2.21	31.69		0.11	1.66	0.67	9.65	0.00	0.07	0.22	3.16	0.01	0.27	0.06	0.92
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.22	No	0.01	No	0.06	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.10	1.54	0.82	11.77	0.00	0.14	0.11	1.66	0.00	0.01	0.05	0.79
Underutilized:						0.10	No	0.82	No	0.00	No	0.11	No	0.00	No	0.05	No
6000 - CLERICAL																	
Employees:	6																
Current Utilization:	6	100.00	6	100.00	Female	3	50.00	2	33.33	0	0.00	1	16.66	0	0.00	0	0.00
Class Goal:	4.40	73.46	2.96	49.49		0.52	8.72	1.07	17.90	0.00	0.00	0.38	6.42	0.13	2.29	0.00	0.00
Underutilized:	0.00	No	0.00	No		0.00	No	0.00	No	0.00	No	0.00	No	0.13	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.19	3.21	0.57	9.64	0.00	0.00	0.07	1.28	0.00	0.00	0.00	0.00
Underutilized:						0.19	No	0.57	No	0.00	No	0.07	No	0.00	No	0.00	No
Totals:	20	12	12		Female	6		4		0		1		0		0	
					Male	0		0		1		0		0		0	

Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015

Plan: 010,17 - DISTRICT WIDE, INDEPENDENT POLICE AUDITOR

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0100 - BOARD APPOINTED POSITION																	
Employees:	1																
Current Utilization:	0	0.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.22	22.65	0.21	21.72		0.01	1.72	0.03	3.23	0.00	0.33	0.00	0.66	0.00	0.04	0.00	0.08
Underutilized:	0.22	No	0.21	No		0.01	No	0.03	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
3500 - PROFESSIONALS																	
Employees:	2																
Current Utilization:	1	50.00	2	100.00	Female	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.75	37.62	0.82	41.34		0.03	1.70	0.17	8.84	0.01	0.72	0.08	4.20	0.00	0.26	0.00	0.46
Underutilized:	0.00	No	0.00	No		0.03	No	0.00	No	0.01	No	0.08	No	0.00	No	0.00	No
Current Utilization:																	
Class Goal:																	
Underutilized:																	
Totals:	3	1	2		Female	0		1		0		0		0		0	
					Male	1		0		0		0		0		0	

**Summary Analysis - Gender within Race
Analysis Data as of 12/31/2015**

Plan: 010,17,1701 - DISTRICT WIDE, INDEPENDENT POLICE AUDITOR, Independent Police Auditor

Job Group	Total Female		Total Minorities			Black		Asian		Native American		Hispanic		Pacific Islander		Two or more races	
	#	%	#	%		#	%	#	%	#	%	#	%	#	%	#	%
0100 - BOARD APPOINTED POSITION	POSITION																
Employees:	1																
Current Utilization:	0	0.00	0	0.00	Female	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.22	22.65	0.21	21.72		0.01	1.72	0.03	3.23	0.00	0.33	0.00	0.66	0.00	0.04	0.00	0.08
Underutilized:	0.22	No	0.21	No		0.01	No	0.03	No	0.00	No	0.00	No	0.00	No	0.00	No
Current Utilization:					Male	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.01	1.94	0.10	10.75	0.00	0.47	0.02	2.19	0.00	0.00	0.00	0.26
Underutilized:						0.01	No	0.10	No	0.00	No	0.02	No	0.00	No	0.00	No
3500 - PROFESSIONALS	PROFESSIONALS																
Employees:	2																
Current Utilization:	1	50.00	2	100.00	Female	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:	0.75	37.62	0.82	41.34		0.03	1.70	0.17	8.84	0.01	0.72	0.08	4.20	0.00	0.26	0.00	0.46
Underutilized:	0.00	No	0.00	No		0.03	No	0.00	No	0.01	No	0.08	No	0.00	No	0.00	No
Current Utilization:					Male	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Class Goal:						0.08	4.09	0.21	10.60	0.03	1.81	0.14	7.12	0.01	0.69	0.01	0.73
Underutilized:						0.00	No	0.21	No	0.03	No	0.14	No	0.01	No	0.01	No
Totals:	3	1	2		Female	0		1		0		0		0		0	
					Male	1		0		0		0		0		0	

2016 Placement Goals

JOB GROUP AND EOD CODE	FEMALE	MINORITY	BLACK		ASIAN		NATIVE AMERICAN		HISPANIC		2 or More Races	
			Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
05 Executive, Manager	33.4	51.7			9.4	18.0			3.6	6.6		
10 Supervisor, Transportation		69.2			5.2				4.3	18.4		2.0
15 Supervisor, Other	32.2	61.0	7.5		11.6				3.0	9.7		
20 Foreworker, Transportation	37.7		20.2	22.5								
25 Foreworker – Other		63.8				25.2						
30 Engineer	17.4		1.0		7.8							1.0
35 Professional						14.1					1.0	1.0
40 Technician	14.3				4.9	1.0			5.1	25.0		1.3
45 Train Operator		78.0	28.2	21.3				4.3		20.6		
47 Station Agent				19.9	9.0	12.8			15.1			
50 Skilled Worker	7.0	60.1	2.0		2.0	2.1			1.3	26.1		1.3
55 Semi-Skilled Worker	26.0				6.5				12.0	35.0		1.0
57 Transit Vehicle Mechanic	9.9	83.1							10.0	66.1		3.0
60 Clerical						9.6						
65 Police Officer	17.7		3.5			17.4			2.5			
75 Police Supervisor & Manager					5.4							
77 Police Civilian										11.9		

EMPLOYMENT PRACTICES

1/1/13 - 12/31/15

Hiring #	Male																	
Race/Ethnicity	White			Black / African American			Hispanic			Asian			American Indian or Alaskan Native			Multi Racial		
	Applied	Hired	% Hired	Applied	Hired	% Hired	Applied	Hired	% Hired	Applied	Hired	% Hired	Applied	Hired	% Hired	Applied	Hired	% Hired
Executive & Manager	1587	12	0.76%	1143	3	0.26%	431	0	0.00%	987	0	0.00%	31	0	0.00%	99	0	0.00%
Supervisor, Transportation	202	5	2.48%	339	3	0.88%	119	0	0.00%	123	3	2.44%	0	0	0.00%	19	0	0.00%
Supervisor, Other	481	1	0.21%	495	2	0.40%	201	0	0.00%	404	3	0.74%	7	0	0.00%	37	0	0.00%
Foreworker, Transportation	97	0	0.00%	124	0	0.00%	35	0	0.00%	47	0	0.00%	0	0	0.00%	0	0	0.00%
Foreworker, Other	84	0	0.00%	114	0	0.00%	85	0	0.00%	81	0	0.00%	2	0	0.00%	2	0	0.00%
Engineer	558	21	3.76%	432	7	1.62%	237	5	2.11%	1053	20	1.90%	16	0	0.00%	53	0	0.00%
Professional	2243	23	1.03%	2072	6	0.29%	889	4	0.45%	2311	22	0.95%	41	0	0.00%	176	0	0.00%
Technician	1026	18	1.75%	1486	12	0.81%	701	8	1.14%	2062	43	2.09%	21	1	4.76%	122	0	0.00%
Train Operator	114	17	14.91%	494	21	4.25%	145	9	6.21%	172	7	4.07%	4	0	0.00%	20	0	0.00%
Station Agent	278	7	2.52%	1311	6	0.46%	381	6	1.57%	445	10	2.25%	14	0	0.00%	66	0	0.00%
Skilled Workers	1308	45	3.44%	1655	10	0.60%	1090	15	1.38%	1144	20	1.75%	45	1	2.22%	123	0	0.00%
Semi-Skilled Workers	982	23	2.34%	3893	53	1.36%	1424	21	1.47%	1224	20	1.63%	40	1	2.50%	151	0	0.00%
Transit Vehicle Mechanic	505	49	9.70%	324	7	2.16%	431	18	4.18%	619	30	4.85%	15	0	0.00%	41	0	0.00%
Clerical	198	0	0.00%	452	2	0.44%	182	0	0.00%	434	0	0.00%	6	0	0.00%	41	0	0.00%
Police Officer	1211	19	1.57%	1310	11	0.84%	978	3	0.31%	991	13	1.31%	23	1	4.35%	149	0	0.00%
Police Supervisor & Manager	49	0	0.00%	34	1	2.94%	21	1	4.76%	17	1	5.88%	0	0	0.00%	2	0	0.00%
Police Civilian	209	0	0.00%	471	2	0.42%	235	2	0.85%	289	2	0.69%	11	0	0.00%	44	0	0.00%
Total	11132	240	2.16%	16149	146	0.90%	7585	92	1.21%	12403	194	1.56%	276	4	1.45%	1145	0	0.00%

EMPLOYMENT PRACTICES

1/1/13 - 12/31/15

Hiring #	Female																	
Race/Ethnicity	White			Black / African American			Hispanic			Asian			American Indian or Alaskan Native			Multi Racial		
	Applied	Hired	% Hired	Applied	Hired	% Hired	Applied	Hired	% Hired	Applied	Hired	% Hired	Applied	Hired	% Hired	Applied	Hired	% Hired
Executive & Manager	439	4	0.91%	664	2	0.30%	211	1	0.47%	307	1	0.33%	14	0	0.00%	39	0	0.00%
Supervisor, Transportation	43	0	0.00%	206	0	0.00%	31	0	0.00%	21	0	0.00%	2	0	0.00%	6	0	0.00%
Supervisor, Other	116	0	0.00%	318	0	0.00%	91	0	0.00%	179	1	0.56%	5	0	0.00%	15	0	0.00%
Foreworker, Transportation	35	0	0.00%	121	0	0.00%	16	0	0.00%	9	0	0.00%	0	0	0.00%	0	0	0.00%
Foreworker, Other	8	0	0.00%	22	0	0.00%	6	0	0.00%	2	0	0.00%	0	0	0.00%	0	0	0.00%
Engineer	60	3	5.00%	110	2	1.82%	44	1	2.27%	163	10	6.13%	3	0	0.00%	9	0	0.00%
Professional	1288	14	1.09%	2814	13	0.46%	894	4	0.45%	1887	27	1.43%	53	0	0.00%	191	0	0.00%
Technician	73	0	0.00%	321	0	0.00%	61	0	0.00%	73	1	1.37%	3	0	0.00%	13	0	0.00%
Train Operator	46	7	15.22%	401	14	3.49%	74	2	2.70%	43	2	4.65%	5	0	0.00%	16	0	0.00%
Station Agent	191	5	2.62%	1675	15	0.90%	304	0	0.00%	236	3	1.27%	10	0	0.00%	73	0	0.00%
Skilled Worker	51	0	0.00%	258	0	0.00%	59	0	0.00%	43	0	0.00%	4	0	0.00%	20	0	0.00%
Semi-Skilled Worker	206	1	0.49%	1609	13	0.81%	308	6	1.95%	251	4	1.59%	20	0	0.00%	64	0	0.00%
Transit Vehicle Mechanic	11	0	0.00%	40	0	0.00%	7	0	0.00%	3	0	0.00%	0	0	0.00%	10	0	0.00%
Clerical	284	4	1.41%	1170	9	0.77%	339	2	0.59%	460	2	0.43%	11	1	9.09%	70	0	0.00%
Police Officer	169	1	0.59%	449	1	0.22%	188	0	0.00%	98	0	0.00%	6	0	0.00%	29	0	0.00%
Police Supervisor & Manager	21	0	0.00%	21	1	4.76%	5	0	0.00%	6	0	0.00%	1	0	0.00%	0	0	0.00%
Police Civilian	177	2	1.13%	690	4	0.58%	187	1	0.53%	140	1	0.71%	10	0	0.00%	44	0	0.00%
Total	3218	41	1.27%	10889	74	0.68%	2825	17	0.60%	3921	52	1.33%	147	1	0.68%	599	0	0.00%

EMPLOYMENT PRACTICES
1/1/13 - 12/31/15

Hiring %	Male																	
Race/Ethnicity	White			Black / African American			Hispanic			Asian			American Indian or Alaskan Native			Multi Racial		
	Applied	Hired		Applied	Hired		Applied	Hired		Applied	Hired		Applied	Hired		Applied	Hired	
Executive & Manager	2.32%	1.39%		1.67%	0.35%		0.63%	0.00%		1.44%	0.00%		0.05%	0.00%		0.14%	0.00%	
Supervisor, Transportation	0.29%	0.58%		0.49%	0.35%		0.17%	0.00%		0.18%	0.35%		0.00%	0.00%		0.03%	0.00%	
Supervisor, Other	0.70%	0.12%		0.72%	0.23%		0.29%	0.00%		0.59%	0.35%		0.01%	0.00%		0.05%	0.00%	
Foreworker, Transportation	0.14%	0.00%		0.18%	0.00%		0.05%	0.00%		0.07%	0.00%		0.00%	0.00%		0.00%	0.00%	
Foreworker, Other	0.12%	0.00%		0.17%	0.00%		0.12%	0.00%		0.12%	0.00%		0.00%	0.00%		0.00%	0.00%	
Engineer	0.81%	2.44%		0.63%	0.81%		0.35%	0.58%		1.54%	2.32%		0.02%	0.00%		0.08%	0.00%	
Professional	3.27%	2.67%		3.02%	0.70%		1.30%	0.46%		3.37%	2.56%		0.06%	0.00%		0.26%	0.00%	
Technician	1.50%	2.09%		2.17%	1.39%		1.02%	0.93%		3.01%	4.99%		0.03%	0.12%		0.18%	0.00%	
Train Operator	0.17%	1.97%		0.72%	2.44%		0.21%	1.05%		0.25%	0.81%		0.01%	0.00%		0.03%	0.00%	
Station Agent	0.41%	0.81%		1.91%	0.70%		0.56%	0.70%		0.65%	1.16%		0.02%	0.00%		0.10%	0.00%	
Skilled Worker	1.91%	5.23%		2.41%	1.16%		1.59%	1.74%		1.67%	2.32%		0.07%	0.12%		0.18%	0.00%	
Semi-Skilled Worker	1.43%	2.67%		5.68%	6.16%		2.08%	2.44%		1.79%	2.32%		0.06%	0.12%		0.22%	0.00%	
Transit Vehicle Mechanic	0.74%	5.69%		0.47%	0.81%		0.63%	2.09%		0.90%	3.48%		0.02%	0.00%		0.06%	0.00%	
Clerical	0.29%	0.00%		0.66%	0.23%		0.27%	0.00%		0.63%	0.00%		0.01%	0.00%		0.06%	0.00%	
Police Officer	1.77%	2.21%		1.91%	1.28%		1.43%	0.35%		1.45%	1.51%		0.03%	0.12%		0.22%	0.00%	
Police Supervisor & Manager	0.07%	0.00%		0.05%	0.12%		0.03%	0.12%		0.02%	0.12%		0.00%	0.00%		0.00%	0.00%	
Police Civilian	0.30%	0.00%		0.69%	0.23%		0.34%	0.23%		0.42%	0.23%		0.02%	0.00%		0.06%	0.00%	
Total	16.24%	27.87%		23.56%	16.96%		11.07%	10.69%		18.09%	22.53%		0.40%	0.46%		1.67%	0.00%	

EMPLOYMENT PRACTICES
1/1/13 - 12/31/15

Hiring %	Female																	
Race/Ethnicity	White			Black / African American			Hispanic			Asian			American Indian or Alaskan Native			Multi Racial		
	Applied	Hired		Applied	Hired		Applied	Hired		Applied	Hired		Applied	Hired		Applied	Hired	
Executive, Manager	0.64%	0.46%		0.97%	0.23%		0.31%	0.12%		0.45%	0.12%		0.02%	0.00%		0.06%	0.00%	
Supervisor, Transportation	0.06%	0.00%		0.30%	0.00%		0.05%	0.00%		0.03%	0.00%		0.00%	0.00%		0.01%	0.00%	
Supervisor, Other	0.17%	0.00%		0.46%	0.00%		0.13%	0.00%		0.26%	0.12%		0.01%	0.00%		0.02%	0.00%	
Foreworker, Transportation	0.05%	0.00%		0.18%	0.00%		0.02%	0.00%		0.01%	0.00%		0.00%	0.00%		0.00%	0.00%	
Foreworker, Other	0.01%	0.00%		0.03%	0.00%		0.01%	0.00%		0.00%	0.00%		0.00%	0.00%		0.00%	0.00%	
Engineer	0.09%	0.35%		0.16%	0.23%		0.06%	0.12%		0.24%	1.16%		0.00%	0.00%		0.01%	0.00%	
Professional	1.88%	1.63%		4.11%	1.51%		1.30%	0.46%		2.75%	3.14%		0.08%	0.00%		0.28%	0.00%	
Technician	0.11%	0.00%		0.47%	0.00%		0.09%	0.00%		0.11%	0.12%		0.00%	0.00%		0.02%	0.00%	
Train Operator	0.07%	0.81%		0.59%	1.63%		0.11%	0.23%		0.06%	0.23%		0.01%	0.00%		0.02%	0.00%	
Station Agent	0.28%	0.58%		2.44%	1.74%		0.44%	0.00%		0.34%	0.35%		0.01%	0.00%		0.11%	0.00%	
Skilled Worker	0.07%	0.00%		0.38%	0.00%		0.09%	0.00%		0.06%	0.00%		0.01%	0.00%		0.03%	0.00%	
Semi-Skilled Worker	0.30%	0.12%		2.35%	1.51%		0.45%	0.70%		0.37%	0.46%		0.03%	0.00%		0.09%	0.00%	
Transit Vehicle Mechanic	0.02%	0.00%		0.06%	0.00%		0.01%	0.00%		0.00%	0.00%		0.00%	0.00%		0.01%	0.00%	
Clerical	0.41%	0.46%		1.71%	1.05%		0.49%	0.23%		0.67%	0.23%		0.02%	0.12%		0.10%	0.00%	
Police Officer	0.25%	0.12%		0.66%	0.12%		0.27%	0.00%		0.14%	0.00%		0.01%	0.00%		0.04%	0.00%	
Police Supervisor & Manager	0.03%	0.00%		0.03%	0.12%		0.01%	0.00%		0.01%	0.00%		0.00%	0.00%		0.00%	0.00%	
Police Civilian	0.26%	0.23%		1.01%	0.46%		0.27%	0.12%		0.20%	0.12%		0.01%	0.00%		0.06%	0.00%	
Total	4.69%	4.76%		15.89%	8.59%		4.12%	1.97%		5.72%	6.04%		0.21%	0.12%		0.87%	0.00%	

EMPLOYMENT PRACTICES
1/1/13 - 12/31/15

Promotions #	Male														
	White			Black / African American			Hispanic			Asian			American Indian or Alaskan Native		
Race/Ethnicity	Applied	Promoted	% Promoted	Applied	Promoted	% Promoted	Applied	Promoted	% Promoted	Applied	Promoted	% Promoted	Applied	Promoted	% Promoted
Executive & Manager	293	27	9.22%	84	4	4.76%	57	2	3.51%	107	11	10.28%	2	1	50.00%
Supervisor, Transportation	80	2	2.50%	101	1	0.99%	27	0	0.00%	32	1	3.13%	0	0	0.00%
Supervisor, Other	116	12	10.34%	44	1	2.27%	42	1	2.38%	58	7	12.07%	0	0	0.00%
Foreworker, Transportation	97	9	9.28%	124	9	7.26%	35	7	20.00%	47	7	14.89%	0	0	0.00%
Foreworker, Other	80	15	18.75%	102	3	2.94%	78	8	10.26%	67	6	8.96%	2	0	0.00%
Engineer	82	17	20.73%	34	2	5.88%	24	1	4.17%	182	16	8.79%	6	0	0.00%
Professional	373	26	6.97%	179	9	5.03%	143	5	3.50%	257	13	5.06%	4	1	25.00%
Technician	19	0	0.00%	26	0	0.00%	51	0	0.00%	139	2	1.44%	2	0	0.00%
Train Operator	10	20	200.00%	32	28	87.50%	10	4	40.00%	11	13	118.18%	0	0	0.00%
Station Agent	14	5	35.71%	51	9	17.65%	10	5	50.00%	12	1	8.33%	0	0	0.00%
Skilled Worker	85	10	11.76%	67	13	19.40%	65	11	16.92%	62	5	8.06%	1	0	0.00%
Semi-Skilled Worker	45	8	17.78%	197	57	28.93%	64	13	20.31%	43	14	32.56%	0	0	0.00%
Transit Vehicle Mechanic	7	0	0.00%	8	0	0.00%	7	0	0.00%	11	1	9.09%	1	0	0.00%
Clerical	6	0	0.00%	11	0	0.00%	5	0	0.00%	11	0	0.00%	0	0	0.00%
Police Officer	35	2	5.71%	16	0	0.00%	11	0	0.00%	5	1	20.00%	0	0	0.00%
Police Supervisor & Manager	24	5	20.83%	6	2	33.33%	8	2	25.00%	6	2	33.33%	0	0	0.00%
Police Civilian	5	0	0.00%	13	0	0.00%	10	0	0.00%	6	0	0.00%	2	0	0.00%
Total	1371	158	11.52%	1095	138	12.60%	647	59	9.12%	1056	100	9.47%	20	2	10.00%

EMPLOYMENT PRACTICES
1/1/13 - 12/31/15

Promotions #	Female														
Race/Ethnicity	White			Black / African American			Hispanic			Asian			American Indian or Alaskan Native		
	Applied	Promoted	% Promoted	Applied	Promoted	% Promoted	Applied	Promoted	% Promoted	Applied	Promoted	% Promoted	Applied	Promoted	% Promoted
Executive & Manager	62	11	17.74%	43	6	13.95%	20	2	10.00%	28	5	17.86%	1	0	0.00%
Supervisor, Transportation	21	3	14.29%	88	2	2.27%	9	0	0.00%	5	0	0.00%	1	0	0.00%
Supervisor, Other	14	3	21.43%	47	3	6.38%	10	0	0.00%	22	4	18.18%	0	0	0.00%
Foreworker, Transportation	35	2	5.71%	121	6	4.96%	15	2	13.33%	9	1	11.11%	0	0	0.00%
Foreworker, Other	6	1	16.67%	14	2	14.29%	6	0	0.00%	2	1	50.00%	0	0	0.00%
Engineer	4	0	0.00%	4	0	0.00%	6	1	16.67%	9	3	33.33%	0	0	0.00%
Professional	95	9	9.47%	383	10	2.61%	105	5	4.76%	153	12	7.84%	8	0	0.00%
Technician	7	0	0.00%	5	0	0.00%	3	0	0.00%	2	0	0.00%	0	0	0.00%
Train Operator	5	0	0.00%	22	21	95.45%	9	1	11.11%	4	2	50.00%	1	0	0.00%
Station Agent	8	6	75.00%	17	14	82.35%	6	1	16.67%	7	2	28.57%	0	0	0.00%
Skilled Worker	1	0	0.00%	0	0	0.00%	2	0	0.00%	1	0	0.00%	0	0	0.00%
Semi-Skilled Worker	3	1	33.33%	19	6	31.58%	12	6	50.00%	7	1	14.29%	0	0	0.00%
Transit Vehicle Mechanic	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0	0.00%	0	0	0.00%
Clerical	6	0	0.00%	40	0	0.00%	32	2	6.25%	5	0	0.00%	1	0	0.00%
Police Officer	1	0	0.00%	3	0	0.00%	2	0	0.00%	1	0	0.00%	0	0	0.00%
Police Supervisor & Manager	13	2	15.38%	9	1	11.11%	4	0	0.00%	4	1	25.00%	0	0	0.00%
Police Civilian	3	1	33.33%	16	0	0.00%	4	0	0.00%	2	0	0.00%	0	0	0.00%
Total	284	39	13.73%	831	71	8.54%	245	20	8.16%	261	32	12.26%	12	0	0.00%

EMPLOYMENT PRACTICES
1/1/13 – 12/31/15

Promotions %	Male														
Race/Ethnicity	White			Black / African American			Hispanic			Asian			American Indian or Alaskan Native		
	Applied	Total Promoted		Applied	Total Promoted		Applied	Total Promoted		Applied	Total Promoted		Applied	Total Promoted	
Executive & Manager	5.03%	4.36%		1.44%	0.65%		0.98%	0.32%		1.84%	1.78%		0.03%	0.16%	
Supervisor, Transportation	1.37%	0.32%		1.73%	0.16%		0.46%	0.00%		0.55%	0.16%		0.00%	0.00%	
Supervisor, Other	1.99%	1.94%		0.76%	0.16%		0.72%	0.16%		1.00%	1.13%		0.00%	0.00%	
Foreworker, Transportation	1.67%	1.45%		2.13%	1.45%		0.60%	1.13%		0.81%	1.13%		0.00%	0.00%	
Foreworker, Other	1.37%	2.42%		1.75%	0.48%		1.34%	1.29%		1.15%	0.97%		0.03%	0.00%	
Engineer	1.41%	2.75%		0.58%	0.32%		0.41%	0.16%		3.13%	2.58%		0.10%	0.00%	
Professional	6.41%	4.20%		3.07%	1.45%		2.46%	0.81%		4.41%	2.10%		0.07%	0.16%	
Technician	0.33%	0.00%		0.45%	0.00%		0.88%	0.00%		2.39%	0.32%		0.03%	0.00%	
Train Operator	0.17%	3.23%		0.55%	4.52%		0.17%	0.65%		0.19%	2.10%		0.00%	0.00%	
Station Agent	0.24%	0.81%		0.88%	1.45%		0.17%	0.81%		0.21%	0.16%		0.00%	0.00%	
Skilled Worker	1.46%	1.62%		1.15%	2.10%		1.12%	1.78%		1.06%	0.81%		0.02%	0.00%	
Semi-Skilled Worker	0.77%	1.29%		3.38%	9.21%		1.10%	2.10%		0.74%	2.26%		0.00%	0.00%	
Transit Vehicle Mechanic	0.12%	0.00%		0.14%	0.00%		0.12%	0.00%		0.19%	0.16%		0.02%	0.00%	
Clerical	0.10%	0.00%		0.19%	0.00%		0.09%	0.00%		0.19%	0.00%		0.00%	0.00%	
Police Officer	0.60%	0.32%		0.27%	0.00%		0.19%	0.00%		0.09%	0.16%		0.00%	0.00%	
Police Supervisor & Manager	0.41%	0.81%		0.10%	0.32%		0.14%	0.32%		0.10%	0.32%		0.00%	0.00%	
Police Civilian	0.09%	0.00%		0.22%	0.00%		0.17%	0.00%		0.10%	0.00%		0.03%	0.00%	
Total	23.55%	25.53%		18.81%	22.29%		11.11%	9.53%		18.14%	16.16%		0.34%	0.32%	

EMPLOYMENT PRACTICES
1/1/13 - 12/31/15

Promotions %	Female														
Race/Ethnicity	White			African American			Hispanic			Asian			American Indian or Alaskan Native		
	Applied	Total Promoted		Applied	Total Promoted		Applied	Total Promoted		Applied	Total Promoted		Applied	Total Promoted	
Executive & Manager	1.06%	1.78%		0.74%	0.97%		0.34%	0.32%		0.48%	0.81%		0.02%	0.00%	
Supervisor, Transportation	0.36%	0.48%		1.51%	0.32%		0.15%	0.00%		0.09%	0.00%		0.02%	0.00%	
Supervisor, Other	0.24%	0.48%		0.81%	0.48%		0.17%	0.00%		0.38%	0.65%		0.00%	0.00%	
Foreworker, Transportation	0.60%	0.32%		2.08%	0.97%		0.26%	0.32%		0.15%	0.16%		0.00%	0.00%	
Foreworker, Other	0.10%	0.16%		0.24%	0.32%		0.10%	0.00%		0.03%	0.16%		0.00%	0.00%	
Engineer	0.07%	0.00%		0.07%	0.00%		0.10%	0.16%		0.15%	0.48%		0.00%	0.00%	
Professional	1.63%	1.45%		6.58%	1.62%		1.80%	0.81%		2.63%	1.94%		0.14%	0.00%	
Technician	0.12%	0.00%		0.09%	0.00%		0.05%	0.00%		0.03%	0.00%		0.00%	0.00%	
Train Operator	0.09%	0.00%		0.38%	3.39%		0.15%	0.16%		0.07%	0.32%		0.02%	0.00%	
Station Agent	0.14%	0.97%		0.29%	2.26%		0.10%	0.16%		0.12%	0.32%		0.00%	0.00%	
Skilled Worker	0.02%	0.00%		0.00%	0.00%		0.03%	0.00%		0.02%	0.00%		0.00%	0.00%	
Semi-Skilled Worker	0.05%	0.16%		0.33%	0.97%		0.21%	0.97%		0.12%	0.16%		0.00%	0.00%	
Transit Vehicle Mechanic	0.00%	0.00%		0.00%	0.00%		0.00%	0.00%		0.00%	0.00%		0.00%	0.00%	
Clerical	0.10%	0.00%		0.69%	0.00%		0.55%	0.32%		0.09%	0.00%		0.02%	0.00%	
Police Officer	0.02%	0.00%		0.05%	0.00%		0.03%	0.00%		0.02%	0.00%		0.00%	0.00%	
Police Supervisor & Manager	0.22%	0.32%		0.15%	0.16%		0.07%	0.00%		0.07%	0.16%		0.00%	0.00%	
Police Civilian	0.05%	0.16%		0.27%	0.00%		0.07%	0.00%		0.03%	0.00%		0.00%	0.00%	
Total	4.88%	6.30%		14.27%	11.47%		4.21%	3.23%		4.48%	5.17%		0.21%	0.00%	

Employment Practices
1/1/2013–12/31/2015

Disciplinary Actions	Male				
	Race/Ethnicity White	Black / African American	Hispanic	Asian	American Indian or Alaskan Native
Termination	5	10			2
1-day Suspension					1
Decision Making Leave (paid)		15			3
Counseling Memo			1		
Oral/Verbal Reprimand	65	103	41		36
Written Reprimand	37	59	30		26
Total	107	187	72	68	0

Disciplinary Actions	Female				
	Race/Ethnicity White	Black / African American	Hispanic	Asian	American Indian or Alaskan Native
Termination		4			
1-day Suspension					
Decision Making Leave (paid)		5			
Counseling Memo					
Oral/Verbal Reprimand	21	87	23		4
Written Reprimand	9	41	13		1
Total	30	137	36	4	1

Employment Practices
1/1/2013–12/31/2015

Disciplinary Actions	Male					
	Race/Ethnicity	White	Black / African American	Hispanic	Asian	American Indian or Alaskan Native
Termination		29.4%	58.8%		11.8%	
1-day Suspension					100.0%	
Decision Making Leave (paid)			83.0%		17.0%	
Counseling Memo				100.0%		
Oral/Verbal Reprimand		26.5%	42.0%	16.7%	14.7%	
Written Reprimand		24.3%	38.8%	19.7%	17.1%	
Total Percentage		24.7%	43.1%	16.6%	15.7%	0.0%

Disciplinary Actions	Female					
	Race/Ethnicity	White	Black / African American	Hispanic	Asian	American Indian or Alaskan Native
Termination			100.0%			
1-day Suspension						
Decision Making Leave (paid)			100.0%			
Counseling Memo						
Oral/Verbal Reprimand		15.6%	64.0%	17.0%	3.0%	
Written Reprimand		14.1%	64.0%	20.3%		1.6%
Total Percentage		14.6%	65.9%	17.3%	2.0%	0.5%

EMPLOYMENT PRACTICES

1/1/13 - 12/31/15

Separations	Male					Female				
Race/Ethnicity	White	Black / African American	Hispanic	Asian	American Indian or Alaskan Native	White	Black / African American	Hispanic	Asian	American Indian or Alaskan Native
Resignation	20	6	6	13	1	7	11	2	4	0
Retirement	163	29	34	68	1	34	29	16	11	1
Deaths	5	4	2	0	0	0	0	0	0	0
End of Assignment	7	5	2	6	1	1	1	1	5	0
Disability Retirement	4	2	2	1	1	4	1	0	1	0
Discharge	8	19	4	7	0	2	13	0	2	1
Transfer/Lateral	0	0	0	0	0	0	0	0	0	0
Total	207	65	50	95	4	48	55	19	23	2

EMPLOYMENT PRACTICES

1/1/13 - 12/31/15

Separations	Male					Female				
Race/Ethnicity	White	Black / African American	Hispanic	Asian	American Indian or Alaskan Native	White	Black / African American	Hispanic	Asian	American Indian or Alaskan Native
Resignation	3.52%	1.06%	1.06%	2.29%	0.18%	1.23%	1.94%	0.35%	0.70%	0.00%
Retirement	28.70%	5.11%	5.99%	11.97%	0.18%	5.99%	5.11%	2.82%	1.94%	0.18%
Deaths	0.88%	0.70%	0.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
End of Assignment	1.23%	0.88%	0.35%	1.06%	0.18%	0.18%	0.18%	0.18%	0.88%	0.00%
Disability Retirement	0.70%	0.35%	0.35%	0.18%	0.18%	0.70%	0.18%	0.00%	0.18%	0.00%
Discharge	1.41%	3.35%	0.70%	1.23%	0.00%	0.35%	2.29%	0.00%	0.35%	0.18%
Transfer/Lateral	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	36.44%	11.44%	8.80%	16.73%	0.70%	8.45%	9.68%	3.35%	4.05%	0.35%