# Monitoring Scorecard - Veteran

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

**Benchmark for Protected Veterans: 5.90%**

| As of 12/31/2019 | | As of 12/31/2023 | |
|---|---|---|---|
| **Plan Utilization:** | **3.30%** | **Plan Utilization:** | **0.00%** |
| **Total Employees:** | **4,155** | **Total Employees:** | **4,245** |
| **Protected Veterans:** | **137** | **Protected Veterans:** | **0** |

| | Representation as of 12/31/2019 | | | Representation as of 12/31/2023 | | | | Applicants | | | Hires | | | | Promotions | | | Terminations | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | Veteran | | Total | Veteran | | | Total | Veteran | | Total | Veteran | | | Total | Veteran | | Total | Veteran | |
| **Job Group** | # | # | % | # | # | % | Trend | # | # | % | # | # | % | Hiring Benchmark Met? | # | # | % | # | # | % |
| 0100 - BOARD APPOINTED POSITION | 6 | 0 | 0.00 | 7 | 0 | 0.00 | | 0 | 0 | 0.00 | 0 | 0 | 0.00 | No Opportunity | 0 | 0 | 0.00 | 1 | 0 | 0.00 |
| 0500 - EXECUTIVE AND MANAGER | 246 | 9 | 3.66 | 250 | 0 | 0.00 | - | 0 | 0 | 0.00 | 19 | 3 | 15.79 | Yes | 19 | 0 | 0.00 | 26 | 1 | 3.85 |
| 1000 - SUPERVISOR TRANSPORTATION | 123 | 13 | 10.57 | 126 | 0 | 0.00 | - | 0 | 0 | 0.00 | 9 | 0 | 0.00 | No | 6 | 0 | 0.00 | 11 | 0 | 0.00 |
| 1500 - SUPERVISOR OTHER | 118 | 9 | 7.63 | 122 | 0 | 0.00 | - | 0 | 0 | 0.00 | 7 | 0 | 0.00 | No | 3 | 0 | 0.00 | 8 | 0 | 0.00 |
| 2000 - FOREWORKER TRANSPORTATION | 97 | 3 | 3.09 | 110 | 0 | 0.00 | - | 0 | 0 | 0.00 | 0 | 0 | 0.00 | No Opportunity | 6 | 0 | 0.00 | 0 | 0 | 0.00 |
| 2500 - FOREWORKER OTHER | 128 | 7 | 5.47 | 133 | 0 | 0.00 | - | 0 | 0 | 0.00 | 0 | 0 | 0.00 | No Opportunity | 15 | 1 | 6.67 | 9 | 2 | 22.22 |
| 3000 - ENGINEERS | 230 | 3 | 1.30 | 201 | 0 | 0.00 | - | 0 | 0 | 0.00 | 17 | 1 | 5.88 | No | 35 | 1 | 2.86 | 14 | 1 | 7.14 |
| 3500 - PROFESSIONALS | 435 | 15 | 3.45 | 448 | 0 | 0.00 | - | 0 | 0 | 0.00 | 62 | 0 | 0.00 | No | 52 | 1 | 1.92 | 30 | 1 | 3.33 |
| 4000 - TECHNICIANS | 367 | 12 | 3.27 | 314 | 0 | 0.00 | - | 0 | 0 | 0.00 | 14 | 2 | 14.29 | Yes | 9 | 2 | 22.22 | 8 | 0 | 0.00 |
| 4500 - TRAIN OPERATOR | 473 | 10 | 2.11 | 529 | 0 | 0.00 | - | 0 | 0 | 0.00 | 103 | 2 | 1.94 | No | 99 | 2 | 2.02 | 34 | 1 | 2.94 |
| 4700 - STATION AGENT | 349 | 6 | 1.72 | 416 | 0 | 0.00 | - | 0 | 0 | 0.00 | 77 | 1 | 1.30 | No | 75 | 0 | 0.00 | 18 | 0 | 0.00 |
| 5000 - SKILLED WORKER | 393 | 10 | 2.54 | 359 | 0 | 0.00 | - | 0 | 0 | 0.00 | 12 | 1 | 8.33 | Yes | 18 | 4 | 22.22 | 23 | 5 | 21.74 |
| 5500 - SEMI-SKILLED WORKER | 493 | 8 | 1.62 | 516 | 0 | 0.00 | - | 0 | 0 | 0.00 | 90 | 3 | 3.33 | No | 130 | 5 | 3.85 | 43 | 0 | 0.00 |
| 5700 - TRANSIT VEHICLE MECHANICS | 239 | 10 | 4.18 | 235 | 0 | 0.00 | - | 0 | 0 | 0.00 | 24 | 1 | 4.17 | No | 4 | 0 | 0.00 | 15 | 1 | 6.67 |
| 6000 - CLERICAL | 136 | 0 | 0.00 | 127 | 0 | 0.00 | | 0 | 0 | 0.00 | 28 | 0 | 0.00 | No | 15 | 0 | 0.00 | 5 | 0 | 0.00 |
| 6500 - POLICE OFFICERS | 172 | 16 | 9.30 | 161 | 0 | 0.00 | - | 0 | 0 | 0.00 | 32 | 4 | 12.50 | Yes | 33 | 3 | 9.09 | 18 | 4 | 22.22 |
| 7500 - POLICE SUPERVISORS AND MANAGERS | 47 | 3 | 6.38 | 53 | 0 | 0.00 | - | 0 | 0 | 0.00 | 1 | 0 | 0.00 | No | 1 | 0 | 0.00 | 4 | 0 | 0.00 |

# Monitoring Scorecard - Veteran

## Analysis Data as of 12/31/2023

### 010 - DISTRICT WIDE

| Job Group | Representation as of 12/31/2019 | | | Representation as of 12/31/2023 | | | Trend | Applicants | | | Hires | | | Hiring Benchmark Met? | Promotions | | | Terminations | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total | Veteran | | Total | Veteran | | | Total | Veteran | | Total | Veteran | | | Total | Veteran | | Total | Veteran | |
| | # | # | % | # | # | % | | # | # | % | # | # | % | | # | # | % | # | # | % |
| 7700 - POLICE CIVILIAN | 103 | 3 | 2.91 | 138 | 0 | 0.00 | - | 0 | 0 | 0.00 | 22 | 0 | 0.00 | No | 17 | 1 | 5.88 | 13 | 2 | 15.38 |
| **Total** | **4,155** | **137** | **3.30** | **4,245** | **0** | **0.00** | | **0** | **0** | **0.00** | **517** | **18** | **3.48** | **No** | **537** | **20** | **3.72** | **280** | **18** | **6.43** |