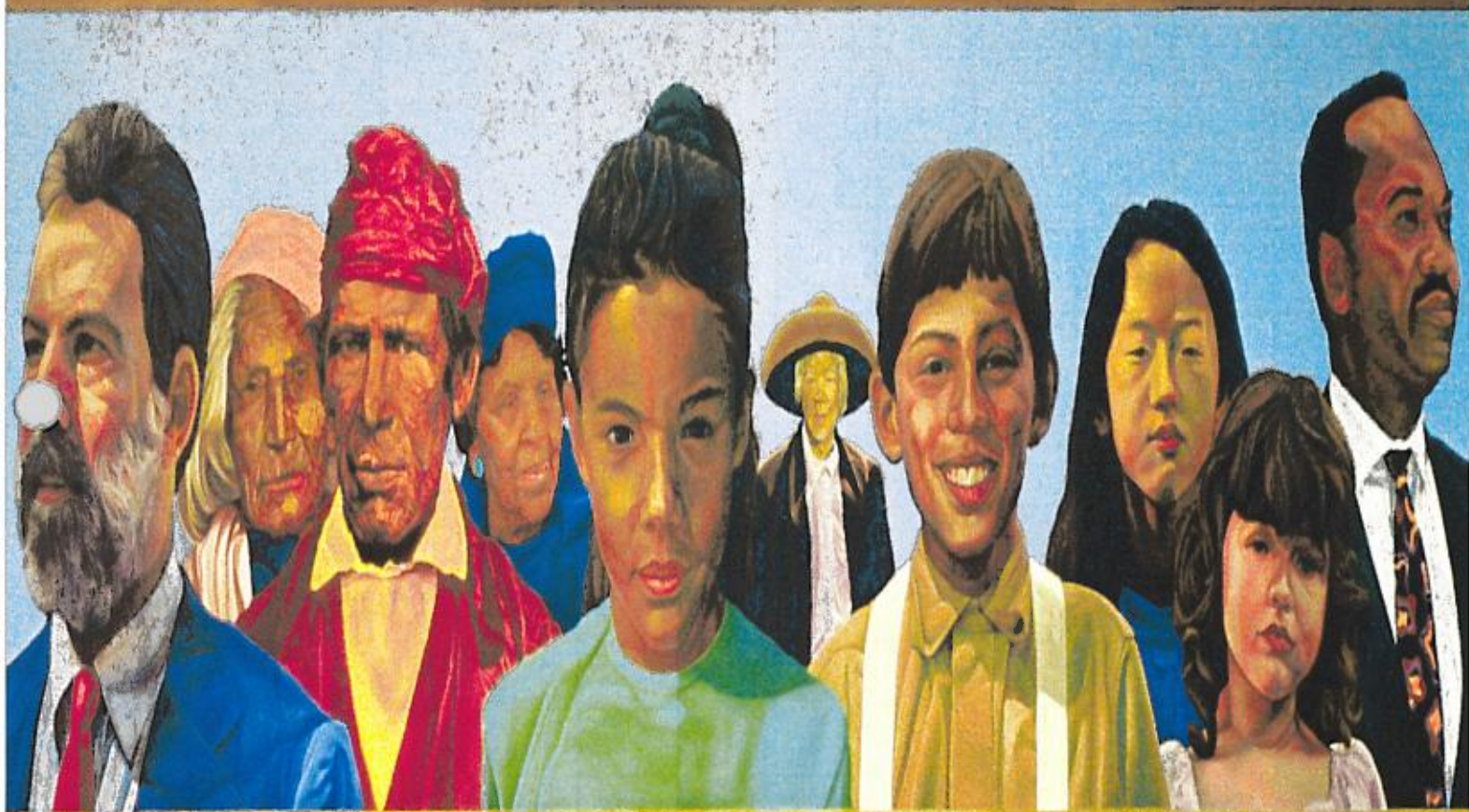


Los Angeles County Metropolitan Transportation Authority

Affirmative Action Plan 2002-2005



INTRODUCTION

The Los Angeles County Metropolitan Transportation Authority and the Public Transportation Service Corporation (together referred hereinafter as "Metro") are equal opportunity employers committed to assuring that all personnel activities facilitate the creation of a workforce reflective of the diverse community Metro serves and from which it recruits. Metro's statement and reaffirmation of Equal Employment Opportunity is issued by the Chief Executive Officer, Roger Snoble annually. In keeping with this policy, Metro continues to recruit, hire, train and promote the most qualified persons in all job titles without regard to race, color, religion, sex, national origin, age, disability, marital status, sexual orientation or veteran status. Similarly, all other personnel matters such as compensation, benefits, transfers, terminations and tuition assistance will continue to be disciplined and administered in accordance with Metro's commitment to equal opportunity and non-discrimination. Metro will continue to base employment decisions on job-related criteria and ensure adherence to principles of equal employment opportunity by imposing only valid requirements of promotions and other employment advancements.

DRAFT

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A. OVERVIEW OF METRO'S EEO/AA PLAN

This Equal Employment Opportunity (EEO)/Affirmative Action (AA) Plan demonstrates Metro's intent to promote diversity in the workplace and to comply with the Department of Transportation (DOT), the Federal Transit Administration (FTA), Civil Rights requirements set forth in UMTA (FTA) Circular 4704.1 (July 26, 1988) and other federal, state and local laws prohibiting discrimination. The development of Metro's EEO/AA Plan formalizes Metro's commitment to diversity and equal employment opportunity. It demonstrates Metro's efforts to monitor the composition of its EEO occupational categories and its overall workforce by racial, ethnic, and gender classifications. In addition, the plan demonstrates Metro's efforts to identify and correct areas of underutilization. Metro takes specific steps to eliminate unlawful discrimination, as well as the effects and appearance of unlawful discrimination. The affirmative action steps taken by Metro will ensure Metro policies, practices and programs will facilitate non-discriminatory efforts to establish and maintain a workforce that reflects the availability of minority and female individuals ready, willing and able to work. This EEO/AA Plan updates the 2002 EEO/AA Plan consistent with UMTA (FTA) Circular 4704.1 and instructions from the FTA Regional Administrator.

The Federal Transit Administration sponsored a Civil Rights Colloquium in Southern California at the Gateway Plaza Headquarters of the Metropolitan Transportation Authority on February 24, 2004. The agenda of this colloquium included a comprehensive review of the Disadvantaged Business Enterprise Program, the Equal Employment Opportunity Program and the record keeping and reporting requirements for the Affirmative Action Program. Derrin Jordan, Regional FTA Administrator, and other panel members chosen by the FTA gave presentations.

During the Affirmative Action Plan segment of the colloquium, Mr. Jordan apprised the Region Nine participants of the EEO reporting requirement changes for the current triennial Reporting cycle (Plans due in 2004, 2005 and 2006). These changes were prompted by concerns in reporting racial category information due to changes in the 2000 Census.

Mr. Jordan responded to the concerns in reporting racial category data by providing a modified format of the EEO/Affirmative Action Plan for Region Nine grant recipients for the next triennial cycle. (2007, 2008 & 2009).

Mr. Jordan called for grant recipients to create all required records using only the highest level statistical data in this triennial AA Plan reporting cycle. The report will include: a) A copy of the EEO Policy Statement issued by the organization's Chief Executive Officer, (b) Did your agency or organization meet your current goals? (c) What were your current goals? (d) What are your new goals in recruitment? (e) Did you have any special requests for recruitment? (f) Did you have any special requests for ADA accommodation? If your agency or organization did not meet the special requests for accommodation, why were they not met? What were your challenges? Mr. Jordan instructed those present to presume that if information submitted to the FTA in previous AA Plans were still true, it need not be repeated

in the current report. This Metro EEO/Affirmative Action Plan has been developed to be responsive to Mr. Jordan's specific instructions.

Assembly Bill (AB) 196 revises the definition of protected classes in Metro's updated EEO/AA plan. AB 196 includes the following change in California law:

- Enactment of California AB 196 prohibiting discrimination based on transgender status or "gender identity."

Federal law under Title VII of the Civil Rights Act of 1964 does not protect against transgender discrimination. In passing AB 196, effective January 1, 2004, California became one of only a handful of states to prohibit employment discrimination based on transgender status or "gender identity." There is very little case law interpreting such laws in Minnesota (1993), Rhode Island (2001), or New Mexico (2004). The interpretation of such legislation is therefore a clean slate for the judiciary in any of these four states. Metro's Statement of Policy reflects this change in California law.

Metro Service Profile

Metro is unique among the nations' transportation agencies. It serves as transportation planner and coordinator, designer, builder and operator for one of the country's largest, most populous counties. Metro's transit system services a 1,433 square-mile area divided into five service sectors. More than 9 million people, one third of California's residents, live, work and play within this 1,433 square-mile service area.

Over 1900 coaches make up the Metro Bus Fleet, covering 185 bus routes. The entire fleet is wheel chair accessible. Besides operating over 2,000 peak-hour buses on an average weekday, Metro also designed, built and now operates 73.1 miles of Metro Rail Service. The Metro Rail System consists of the Metro Red Line Subway System, the Metro Blue Line, the Metro Green Line and the Metro Gold Line. In total, the Metro Rail System serves 62 rail stations stretching from downtown Los Angeles to North Hollywood, Pasadena, Long Beach, and from Norwalk to El Segundo. A map of the Metro Rail System is presented on the next page.

In addition to operating its own service, Metro funds 16 municipal bus operators and funds a wide array of transportation projects, including bikeways and pedestrian facilities, local roads and highway improvements, goods movement, Metrolink and the popular Freeway Service Patrol and Call boxes.

Recognizing that no one form of transit can solve urban congestion problems, Metro's multi-modal approach uses a variety of transportation alternatives to meet the needs of the highly diverse populations in the region. The "M" logo of Metro's System is the public symbol of this fully coordinated network.

Metro employs more than 9,800 people in a broad range of technical specialties and services ranging from Metro Bus and Metro Rail operators and mechanics to construction engineers and safety inspectors, from transportation planning professionals to customer information agents.

A number of personnel, structural and organizational events that have occurred within the organization since the implementation of the 2002 EEO/AA Plan are listed below.

- Development of Metro Service Sectors

For decades Metro ran a bus operation serving all Los Angeles County from its downtown LA Headquarters. In July 2002, Metro bus service was organized into five geographic regions called Service Sectors. The five service sectors are:

- (1) Gateway Cities Service Sector;
- (2) San Fernando Valley Service Sector;
- (3) San Gabriel Valley Service Sector;
- (4) South Bay Service Sector; and
- (5) Westside/Central Service Sector

The purpose of the Service Sector concept is to improve bus service, increase agency accessibility and responsiveness; promote greater coordination; maintain an employee supportive work environment and create a more efficient and customer focused management structure for the delivery of bus service. Key principles are to: localize control, maintain a single point of contact for route level service issues; balance responsibility with authority; streamline the decision making process; and support agency policies, plans and safety initiatives.

- Executive Office

Since the 2002 EEO/AA plan update, Metro has had the same Chief Executive Officer. Roger Snoble continues as CEO and has been with Metro since October 1, 2001.

- MTA Name Change

The Metropolitan Transportation Authority (MTA) chose in 2004 to be known as "Metro" in its public relations, advertising and community relation efforts. For all other purposes its legal name is the Metropolitan Transportation Authority (MTA).

- Structural and Personnel Changes in Metro's Diversity & Economic Opportunity Department (DEOD)

Since 1998 there has been significant structural reorganization throughout Metro. Prior to June 30, 2001, the EEO Department reported to the Deputy Executive Officer for Human Resources. Thereafter, it reported directly to the office of the CEO. In February 2002, the EEO Department became a unit of the Small Business Diversity and Labor Compliance Department, headed by Linda Wright.

- Departmental Change

The Small Business Diversity and Labor Compliance Department reported directly to the Executive Officer of Procurement. This department was renamed the Diversity and Economic Opportunity Department (DEOD) in July 2002, and now reports directly to the Office of the CEO led by Deputy Executive Officer Linda Wright. In December 2002 Linda Wright selected Lucille Coleman to serve as the EEO Programs Manager.

- Union Agreements

In 1999, non-contract employees, in the classifications below, elected to be represented by the American Federation of State, County and Municipal Employees (AFSCME). During 2003, new Union Bargaining agreements were negotiated and entered into with the Transportation Communications Union, the United Transportation Union and the Amalgamated Transit Union representing Metro Employees. A Memorandum of Understanding with AFSCME was negotiated, effective May 26, 2000 covering employees in the following AFSCME represented classifications:

Cash Counting Supervisor	Rail Transit Operations Supervisor
Equipment Maintenance Supervisor	Revenue Equipment Supervisor
Document Production Supervisor	Schedule Checking Supervisor
Equipment Engineering Supervisor	Schedules Supervisor
Equipment Maintenance Supervisor	Senior Cash Counting Supervisor
Equipment Service Supervisor Instructor	Senior Equipment Maintenance
Facilities Maintenance Supervisor	Senior Equipment Maintenance Supervisor
Fare Collections Supervisor	Senior Material Supervisor
General Services Supervisor	Senior Rail Transit Operations Supervisor
Rail Communications Supervisor	Senior Schedule Checking Supervisor
Rail Equipment Maintenance Supervisor	Senior Transit Operations Supervisor
Rail Equipment Maintenance Instructor	Stops & Zones Rep
Rail Signal Supervisor	Transit Operation Supervisor
Rail Track Supervisor	Transit Operations Dispatcher
Rail Traction Supervisor	Transportation Division Dispatcher

- Business District Operation Facility (BDOF) Drivers

A new Bus Operator designation, the BDOF, was created in 1998 to fill the increased need for drivers.

- Metro Orange Line Construction

Construction has completed on the Metro Orange Line, a landscaped transit-way connecting Warner Center and the North Hollywood Metro Rail Station. Sixty foot articulated vehicles travel one mile on city streets and 13 miles on an exclusive lane constructed in the former railroad right of way along portions of Friar and Oxnard Streets and Victory and Chandler Boulevards. Spaced approximately one mile apart, the Orange Line will include 13 Stations at major activity centers such as Valley College, the Van Nuys government Center and Pierce College. The stations will feature original art as well as lighting, seating, security cameras, public telephones, bicycle racks and ticket vending machines. Station signage will display passenger wait time, along with other operating information. Park & Ride lots will be built at five stations, providing approximately 3,000 new parking spaces. A bikeway and pedestrian path will be built adjacent to much of the line. Landscaping will add approximately 5,000 trees. Work began in April 2003 with construction of a bridge across the Los Angeles River in the northwest corner of the Sepulveda Basin Recreation Area.

- Metro Gold Line Eastside Extension

After 12 years of defining and refining plans, construction has officially begun on the Metro Gold Line Eastside Extension project. Metro issued a Notice of Award on June 1, 2004 to the Eastside LRT Constructors, following the execution of the Full Funding Grant Agreement. On July 1, 2004 the contractor was issued a Notice to Proceed. Metro board members, elected officials, Eastside LRT Constructors and community leaders broke ground on July 17, 2004 to celebrate the start of construction of the project. The project, budgeted at \$898.8 million will extend the existing Metro Gold Line another six miles, providing faster and more convenient access to the communities of Little Tokyo/Arts District, Boyle Heights and East Los Angeles. It will also make possible faster access for residents of the communities of East Los Angeles to 73 miles of Metro Rail System. Ride time between Union Station and the Atlantic/Pomona Station is estimated to be 17 minutes. The line will operate from 4:30 am to 12:30 am and have a daily capacity of 22,000 boardings. The extension includes twin tunnels (1.8 miles long) under Boyle Heights and a park and ride lot at the Atlantic station. Completion of the extension is forecasted to occur late in 2009.

Metro's Executive Staff Profile

Metro, as the nation's third largest provider of public transportation, serves as a transportation planner, coordinator, designer, builder and operator in one of the most populous counties. The Executive Staff consists of:

Roger Snoble
Chief Executive Officer

John Catoe
Deputy CEO

Richard Brumbaugh
Chief Financial Officer

(Vacant)
Executive Officer, Regional Transportation Planning & Development

Carolyn Flowers
Executive Officer, Operations Administration

Greg K. Kildare
Executive Officer, Risk Management

Terry Matsumoto,
Executive Officer, Finance

Lonnie Mitchell
Executive Officer, Procurement & Materiel Management

Don Ott
Executive Officer, Administration

Matt Raymond
Chief Communications Officer
Rick Thorpe
Executive Officer, Construction - Project Management

Board Appointed Officers

Roger Snoble, CEO
Steven Carnevale, General Counsel
Karen Gorman, Ethics Officer
Michele Jackson, Board Secretary

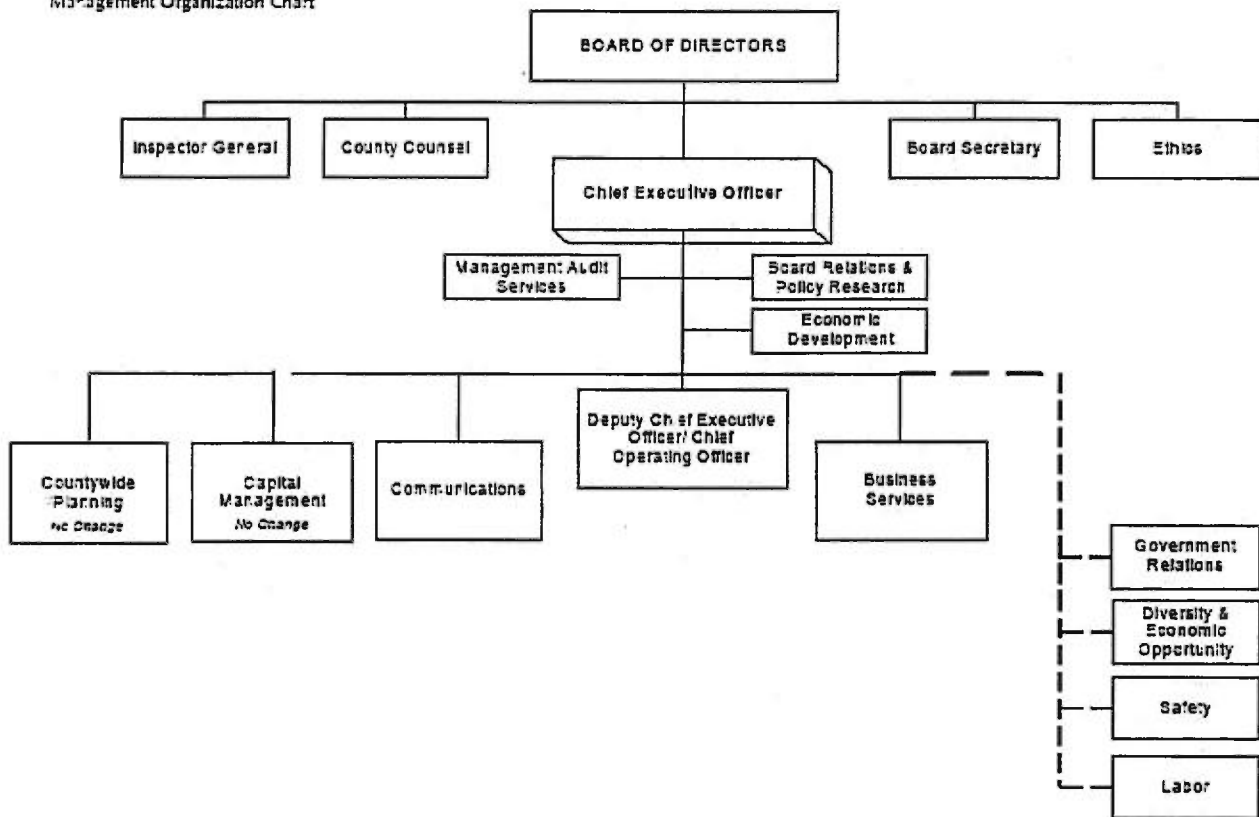
William Waters, Inspector General

Metro is organized along four strategic business units; Transit Operations, Construction & Engineering, Countywide Planning & Development and Support Services. In addition to these four strategic business units, overall management responsibility for implementing the policies of the Board or Directors also include the Board Administration, the Office of the CEO, the Office of the Inspector General, the Ethics Department and County Council. The Office of the CEO is responsible for planning, formulating and implementing Metro's long and short-term business strategies and objectives. A management organization chart is provided, below.



Metro

Management Organization Chart



July 2005

B. STATEMENT OF EEO POLICY

TO: ALL EMPLOYEES

FROM: ROGER SNOBLE, CHIEF EXECUTIVE OFFICER

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY STATEMENT OF POLICY

The Los Angeles County Metropolitan Transportation Authority (Metro) and the Public Transportation Services Corporation (PTSC), (together, hereinafter, referred to as "Metro") are Equal Employment Opportunity (EEO) employers. Metro is committed to EEO, seeking to create and maintain an environment that values diversity and in which all its employees are free from illegal discrimination and harassment. Decisions affecting all Metro employment practices, including, but not limited to recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, education and tuition reimbursement, and other terms and conditions of employment shall be made without regard to race, color, religious creed, national origin, sex, age (over 40), handicap or physical disability (including HIV and AIDS), ancestry, mental disability, certain medical conditions (including cancer), marital status, sexual orientation, gender identity, veteran status, or any other status protected by applicable federal or state statutes. This policy also protects employees exercising their rights under the Family and Medical Leave Act, the Pregnancy Discrimination Act and related statutes. Metro is committed to undertaking an affirmative action program, including goals and timetables, to overcome the effects of past discrimination on minorities & women.

Employee And Management Responsibilities

The responsibility for the implementation of the EEO Program and the Affirmative Action Plan is assigned to the Deputy Executive Officer (DEO) of Diversity and Economic Opportunity (DEOD). The DEO, DEOD is responsible for updating Metro EEO policies, monitoring compliance with the approved Affirmative Action Plan goals, providing training and implementing programs that promote the Metro policy of promoting diversity, equal employment opportunity and the plan for affirmative action. All management personnel share in the responsibility for implementing this policy and are assigned specific tasks to assure compliance with the Metro EEO Program and Affirmative Action Plan is achieved. All Metro employees shall conduct themselves in accordance with this EEO Statement of Policy. Managerial and supervisory personnel are responsible for maintaining compliance with this policy, issuing guidance implementing this statement of policy and otherwise providing leadership in the implementation of AA Plan goals, monitoring diversity efforts and ensuring a work environment free from discrimination and harassment. Managers and supervisors are required to attend diversity and sexual harassment prevention training, respond to employee EEO concerns and in consultation with the DEOD, take immediate action to ensure a harassment-free work environment. Performance by managers and supervisors will be

evaluated on the success of the EEO Program the same way as their performance on other Metro goals as part of their performance appraisal.

Filing And Resolution Of Complaints

Employees or applicants for employment who believe they have been discriminated against or harassed may file a complaint with the DEOD. To facilitate resolution of complaints at the lowest level possible, employees are strongly encouraged to first address their EEO concerns with the EEO Programs Manager. Complaints filed with the DEOD will be promptly reviewed. Complaint investigations will be conducted thoroughly and objectively. Employees are expected to cooperate with complaint investigations and to maintain confidentiality. When the investigation is completed, the DEOD will notify all principal parties in writing. If a violation of the Metro EEO policy is determined to have occurred, immediate corrective action will be taken. Such corrective action may include discipline up to and including dismissal of the policy violator. Retaliation for filing a complaint of discrimination or harassment is prohibited by law and Metro EEO policy.

Anticipated Benefits And Annual Review Of Policy

Successful achievement of EEO goals will provide benefits to Metro through more utilization and development of previously underutilized human resources. Metro has established a goal-based AA Plan to develop a diverse workforce. Employment practices will be reviewed routinely to ensure consistency with this policy. This EEO Policy Statement will be reviewed, updated and reaffirmed annually. Inquiries concerning this policy can be directed to the EEO Programs Manager, (213) 922-2634.

C. DISSEMINATION

Metro has established formal communication mechanisms to publicize and disseminate the EEO policy and also appropriate elements of the program to its employees, applicants and the general public. Metro uses the following procedures to publicize, communicate and disseminate EEO internal and external procedures.

Internal Dissemination

1. Written Communication From The Chief Executive Officer

Metro's EEO Policy is disseminated internally to all employees through Metro's Intranet and Website. Metro's intranet and website provides employees, supervisors and managers with access to the Equal Employment Opportunity Policy Statement and related policies. This includes policies governing internal complaints, affirmative action and harassment.

2. Personnel And Operations Manuals And Other Publications

Metro's EEO/Affirmative Action and related policies are disseminated through Metro Personnel and Operations Manuals. The EEO Programs Manager provides manuals at seminars, management orientation programs and upon request. EEO Publications are also distributed during new employee orientations.

3. Semi-Annual Meetings At Which Managers And Supervisors Review The EEO Program And Discuss Its Implementation.

Meetings, roundtable discussions and personal training sessions are held with all levels of management and supervisory personnel to assure compliance with the EEO policy. Managers are provided assistance in identifying problem areas and formulating effective solutions. EEO Policies are communicated to union officials, and provisions of collective bargaining agreements are reviewed for consistency with the EEO Policy and Affirmative Action Plan.

4. Communication To Non-Supervisory Staff Using The Following Methods:

- (a) Posting official EEO posters and the EEO policy statement on bulletin boards near time clocks, employees' cafeteria and snack bar areas and in the employment/personnel office;
- (b) Restating EEO Policy in Employee handbooks, reports, manuals and union contracts;
- (c) Meeting with minority & female employees and listen to their suggestions on implementing and improving the EEO program; and

- (d) Presenting and discussing the EEO Policy and Affirmative Action program as part of the employee orientation and training programs.

The EEO Unit of Metro's Diversity and Economic Opportunity Department conducts and sponsors programs covering EEO and Affirmative Action. It participates in Human Resources (HR) training panels to educate and advise employees of the EEO program and Affirmative Action Plan. EEO sponsored program training panels include Valuing Diversity, Sexual Harassment, and Affirmative Action. HR training panels include New Employee Orientation, Front Line Supervisory Training, Performance Appraisal Training and Transit Institute Training. EEO Policies are presented and reviewed with all employees in their initial orientation. Technical and outreach visits are conducted throughout the agency by EEO staff in satellite offices on EEO subjects, employee and management advisory counseling and problem intervention.

External Dissemination

Metro disseminates its EEO Policy and program to prospective employees directly in the applications for Employment, in regular recruitment sources including employment agencies and in public media sources. Employment agencies include hiring halls, unions, educational institutions, minority, handicapped and women's organizations, civil rights organizations, community action groups, training organizations and others who refer applicants. Public media sources have included radio and television stations, newspapers, magazines, and other journals (including those oriented to the handicapped and minority populations). All advertisements for personnel include a statement that the recipient is an "EEO Employer."

1. Dissemination To Recruiting Sources

As stated in previous submissions, recruiting sources are contacted and scrutinized by the Human Resources Department. Metro seeks to establish that individual recruiting sources are able to reach and provide a diverse pool of qualified job seekers. These sources include public advertising media, educational institutions and a broad range of professional, minority, female, disabled and disadvantaged community agencies. Metro keeps these recruiting sources informed of its EEO program and Affirmative Action Plan as the need for additional employees arises.

2. Dissemination By Notice On Applications For Employment

Metro employment applications carry notifications in compliance with State and Federal nondiscrimination laws and regulations. The employment application was last revised on July 20, 2004 and includes a tear off section for the voluntary submission by the applicant of EEO Information requested of applicants.

D. DESIGNATION OF PERSONNEL RESPONSIBILITY

The importance Metro places on the EEO Program and Affirmative Action Plan is demonstrated by Metro CEO Roger Snoble's signature on the EEO/AA Statement of Policy.

This statement of policy is posted on the Agency's intranet, internet and in inconspicuous workplaces throughout the agency. Linda B. Wright, Deputy Executive Officer (DEO), of Diversity & Economic Opportunity Department (DEOD), is the liaison between the EEO Programs Manager and Metro CEO Roger Snoble. Ms. Wright provides oversight and direction to the EEO Programs Manager in the implementation and management of the EEO Program and AA Plan. Lucille Coleman, DEOD EEO Programs Manager, is responsible for the day-to-day management, implementation and execution of Metro's EEO/AA plan.

Metro Staff Responsibility

The responsibilities and requirements related to Metro's EEO program that are implemented by Metro's DEO and EEO Programs Manager include the following:

- (1) Develop Metro's EEO policy, written EEO Program and internal/external communication procedures;
- (2) Assist Metro in collecting and analyzing employment data, identify problem areas, set goals and timetables and develop programs to achieve goals;
- (3) Design, implement and monitor internal audit and reporting systems to measure program effectiveness and to determine where progress has been made and where future action is needed;
- (4) Report periodically to the chief executive officer on unit progress in relation to the agency's goals;
- (5) Serve as liaison between Metro, Federal, State and local governments, regulatory agencies, minority, handicapped and women's organizations and other community groups;
- (6) Assure that current legal requirements affecting affirmative action is disseminated to responsible officials;
- (7) Assist in recruiting minority, handicapped and women applicants and establish outreach sources for use by hiring officials;
- (8) Concur in hires and promotions; and
- (9) Process employment discrimination complaints.

Implementing The EEO Program And AA Plan

Implementation of the EEO Program and AA Plan is the responsibility of all Executive, Managerial and Supervisory staff. The overall management of the implementation is the responsibility of the DEOD Deputy Executive Officer, and the day-to-day management of the implementation is the responsibility of the EEO Programs Manager. Ways in which this responsibility is accomplished is outlined below:

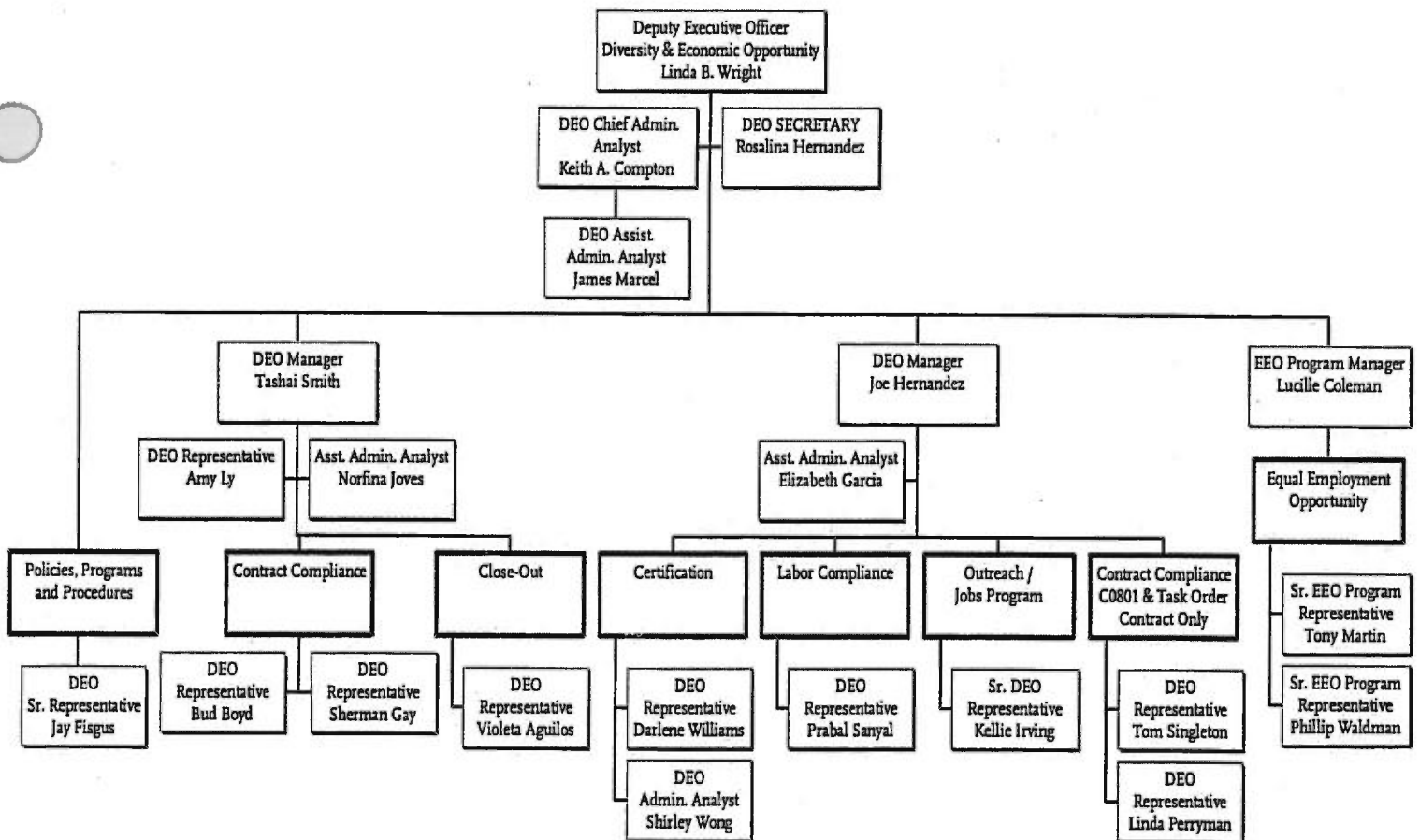
- (1) Assist in identifying problem areas and establish agency and unit goals and objectives;
- (2) Be actively involved with local minority organizations, women's and handicapped groups, community organizations and service programs designed to promote EEO;
- (3) Participate actively in periodic audits of all aspects of employment in order to identify and remove EEO/AA related barriers prohibiting the achievement of 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, individuals with disabilities and women are given full opportunities for 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.

Carrying Out EEO And Affirmative Action

Metro's CEO, DEO, and all Metro officials, managers and supervisors have direct responsibilities for ensuring compliance with the EEO Program and AA Plan.

All Executive Officers, Managers and Supervisors are required to fulfill the Metro EEO Program including the AA Plan responsibilities described below. The Metro Diversity & Economic Opportunity Department (DEOD) organizational chart is presented below.



Authority & Responsibility for Developing/Implementing Policy & Plans

The ultimate authority and responsibility for the implementation of Metro's EEO Policy and AA Plan is with the Chief Executive Officer, Roger Snoble. The responsibility for developing the EEO Policy and AA Plan, and day-to-day implementation of these, is with the DEOD's Deputy Executive Officer and EEO Programs Manager. In addition, all agency Executive Officers, Managers and Supervisors have the responsibility in the implementation of these policies and plans in their respective areas.

DEOD's DEO, is responsible for communicating with the agency CEO to provide feedback and implementation status of Metro's EEO Program and AA Plan. The DEO also provides guidance and feedback to the EEO Programs Manager as required on development, implementation, execution, and other related areas to facilitate successful application of the policy and program. The EEO Programs Manager has the responsibility to develop, implement, and assure that Metro's EEO Program, its policies and AA Plan are consistent with all applicable laws, regulations and guidelines. The EEO Programs Manager is also responsible for coordinating and evaluating such programs, assessing the effectiveness of managerial and supervisory staff in achieving their EEO/AA related goals and responsibilities, and assessing the agency's overall success to comply with Metro's AA Plan.

Organizational Responsibilities

Metro Board of Directors

Metro's Board of Directors supports the agency's EEO Program and AA Plan by providing the required support and sufficient resources to administer the program efficiently and effectively.

Chief Executive Officer (CEO)

The CEO has the ultimate responsibility for managing Metro's EEO Program & AA Plan and for ensuring that the program complies with legislative mandates and regulations. Metro's CEO charges all Metro management and supervisory personal to administer EEO Program and AA Plan requirements in their areas of responsibility.

The CEO's Chief of Staff

The Chief of Staff serves as decision maker on complaint determinations made by Metro's EEO unit, where a Metro employee files an appeal. The Chief of Staff is also made aware of the number of agency complaints, investigations and complaint resolutions.

Executive Officers, Managing Directors, And Directors

Executive Officers, Managing Directors, Directors and their management staff promote the EEO Program and its AA Plan by:

- Ensuring that directors, managers and other supervisory personnel under their direction are apprised of Metro's EEO policy and are held accountable for their compliance to the policy;
- Taking prompt and positive action to identify, correct and eliminate possible discrimination within their respective units. This includes any possible reprisals resulting from an employee filing a discrimination complaint;
- Working closely with the EEO unit to eliminate existing barriers and prevent the development of barriers to equal employment opportunity within the scope of their responsibilities. This requires, but is not limited to, the following responsibilities:
 - (i) Review the statistical representation of minorities and women at all levels within their respective departments and work with EEO staff to help correct any identified deficiencies,
 - (ii) Review and evaluate the performance of managers and supervisors in their area of responsibility concerning their compliance with Metro's EEO Policy / AA Plan;
 - (iii) Provide all qualified employees opportunities to enhance their skills through on-the-job and other developmental training programs so they may advance according to their potential; and
 - (iv) Work with the EEO Programs Manager and staff as needed to comply with all requirements of Metro's EEO Policies, EEO Program & AA Plan.

Director Of Human Resources

The Director of Human Resources ensures that all Metro Human Resources (HR) procedures comply with civil rights legislation, and that they reflect Metro's EEO Policy and its commitment to equal employment opportunity. The Director of Human Resources has ongoing responsibilities to:

- Take necessary measures to ensure that HR staff involved in the employment process (e.g. recruiting, training, interviewing, transferring, promoting, etc.) use objective, non-biased and fair practices commensurate with the agency's EEO Policy and AA Plan while performing their duties. This responsibility applies to all Metro staff while performing any HR function;

- Take necessary measures to ensure that HR staff members involved in the employment process communicate Metro's EEO Policies and employment needs to recruitment sources. This communication specifically without regards to sex, (including sexual orientation), race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cancer), age (over 40), marital status, veteran status, or any other status protected by applicable federal or state statutes and solicit their assistance on a continuing basis;
- Take steps to ensure that HR incorporates the employment goals of the EEO Program & Affirmative Action Plan into employee selection procedures to ensure that protected groups and individuals are not disproportionately excluded.

EEO Programs Manager

The EEO Programs Manager has the day-to-day responsibility for overall effectiveness and implementation of the EEO Program, EEO Policy & AA Plan. The EEO Programs Manager's responsibilities include:

- Ensuring that EEO policies and practices are designed to achieve the goals of the EEO Program and AA Plan and comply with all governmental guidelines.
- Monitoring the EEO Policy / Affirmative Action Plan and report periodically on its progress to the Chief Executive Office.
- Encouraging Metro management to actively participate in implementing the program.
- Working directly with committees responsible for Metro personnel matters involving EEO policies.

Director Of Organizational Development & Training

The Director of Organizational Development & Training ensures that development and training programs are available to all qualified employees in a nondiscriminatory manner. This includes:

- Coordinate and cooperate with the EEO Programs Manager to provide career development, counseling and guidance to all employees
- Provide training opportunities for the development and promotion of all qualified employees through the Mechanic "C" training programs, tuition reimbursement, pre-supervisory programs; and other development and/or action oriented programs,
- Provide training to allow selected racial or gender categories of employees to better compete for positions that the AA Plan has identified as positions

underutilizing a particular racial or gender category of employee, and

- Coordinate & cooperate with the EEO Programs Manager to develop and provide EEO training to Metro managers & supervisors.

Other Metro Managers And Supervisors

Individuals at all managerial and supervisory levels in Metro are responsible for ensuring that subtle and overt forms of discrimination are eliminated within their respective work areas.

- All qualified persons regardless of sex (including sexual orientation), race, color, ancestry, religious creed, national origin, physical disability (including HIV and AIDS), mental disability, medical condition (cancer), age (over 40), marital status, veteran status, or any other status protected by applicable federal or state statutes are given equal opportunity for promotion, transfer and training.
- Initiate, guide, and take necessary actions to implement equal employment opportunities at all grade levels.
- Ensure nondiscrimination in any employment practice including, but not limited to recruitment, selection, assignment, transfer, promotion, discipline, lay-off, termination, compensation, benefits, social, recreational and training programming, commendation, and document management activity in the above personnel action, and
- Support Metro EEO policies by subscribing to the intent and goals of the program, participate in relevant EEO training, and assist EEO staff in implementing and monitoring progress of the EEO Policy / Affirmative Action Plan.
- Receive general training on EEO and related issues and attend specific training on Diversity, Affirmative Action and the prevention of Sexual Harassment.

Managers and supervisors are required to carry out the following responsibilities in implementing the Metro EEO Program:

- (1) Assist in identifying problem areas and establish agency & unit goals and objectives;
- (2) Actively engage with local minority organizations, women's and disability organizations, community action and community service programs designed to promote EEO;
- (3) Participate 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 that Metro policies & procedures regarding its equal employment opportunity and AA Plan are adhered to;
- (5) Review the qualifications of all employees to assure that minorities, individuals with disabilities and women 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 & support career counseling for all employees; and
- (8) Participate in audits to ensure each unit of Metro is in compliance.

Implementation of Responsibility

Equal Employment Opportunity Programs Manager

DEOD's Deputy Executive Officer and EEO Programs Manager have the complete and unqualified support of Metro's executive management (CEO) in the development, administration, monitoring and evaluation of Metro's EEO Program and its AA Plan. The EEO Programs Manager reports directly to DEOD's Deputy Executive Officer and has the responsibility to:

- Plan, develop, and monitor Metro EEO Program, including its EEO Policy Statement and Affirmative Action Plan;
- Direct, interpret and implement Metro EEO policies, procedures, and guidelines in compliance with state and federal law and regulations;
- Ensure EEO and diversity training is advertised, available and provided to Metro employees;
- Periodically review Metro workforce statistics to monitor compliance with its EEO Program and Affirmative Action Plan;
- Review and analyze EEO legislation, EEO literature, and EEO related court decisions to recommend appropriate changes to Metro policies to comply with EEO requirements;
- Continually assess the need for community-based pre-employment and employment training programs to meet Metro needs;
- Represent Metro in community groups, governmental regulatory agencies, public officials and professional organizations, including interdepartmental and outside task forces or committees, and make presentations concerning EEO policies, practices & procedures;
- Conduct research and analysis on topics involving Equal Employment Opportunity/Affirmative Action issues and prepare statistical and narrative

reports to the Chief Executive Officer, Board of Directors, regulatory agencies and public entities;

- Consult with & advise Metro management & staff on EEO policies & procedures and related EEO matters;
- Direct the investigation and resolution of complaints filed against Metro staff including those alleging retaliation for filed complaints and claims resulting from the exercising of rights covered by the Americans with Disabilities Act (ADA), Family and Medical Leave Act, the Pregnancy Discrimination Act, and related legislation;
- Assist other Metro departments with investigations or resolution of complaints alleging violation of Title VII of the Civil Rights Act of 1964, as amended, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973 and other related laws;
- Interface with enforcement & regulatory agencies and attend hearings to resolve discrimination complaints expediently;
- Recognize employees, supervisors, managers and organizational units that demonstrate outstanding performance in achieving equal employment opportunity goals and objectives, and
- Review personnel actions (and concur or challenge as appropriate), including selection, assignment, advance step placement, reclassification, transfer, promotion, discipline, layoff, and termination, to ensure compliance with laws and Metro EEO Program and AA Plan goals.

Equal Employment Opportunity Unit Staff

Members of the EEO Unit report directly to the EEO Programs Manager. They perform the following functions within the EEO Unit:

- Assist in developing annual organizational employment goals;
- Assist in disseminating information to Metro employees regarding civil rights, EEO law, regulations and Metro's EEO Program & AA Plan;
- Provide counsel & advice to employees concerning their rights & protection under the various civil rights & EEO laws & regulations;
- Investigate, attempt to mediate & recommend solutions, whenever possible in complaints regarding alleged EEO violations;
- Assist in updating, monitoring and evaluating Metro progress and/or performance relative to EEO and affirmative action goals, policies and procedures;
- Assist in developing and conducting diversity, EEO and affirmative action

training for Metro employees, contractors & sub-contractors;

- Research and analyze EEO literature, legislation and court decisions to recommend appropriate changes in the Metro EEO policies and procedures to support EEO compliance;
- Interface with federal and state regulatory agencies during the conducting of EEO complaint investigations and resolutions;
- Liaison with union officials to resolve EEO and other related issues;
- Address community & professional organizations on EEO matters;
- Maintain EEO files and ensure their confidentiality at all times;
- Establish a formal investigation file for each formal complaint. This includes the complaint, witness statements, copies or extracts of records, Metro policy and regulations and evidence to make a determination on the allegations; and,
- Monitor implementation of agreements reached between enforcement agencies and employees, and Metro.

The EEO Unit provides the following technical assistance and communication services to Metro managers, supervisors and employees:

- Deliver to each executive staff member, director, manager and supervisor a copy of the most recent AA Plan, including hiring goals;
- Distribute & display in conspicuous Metro locations the proper EEO Policy and AA Plan posters and notices;
- Inform Metro and PTSC Management of new developments in Equal Employment Opportunity/Affirmative Action legislation, regulations and trends,
- Conduct EEO awareness training classes for executives, directors and managers, supervisors and employees as appropriate, in order to assist in the implementation of the EEO Policy / Affirmative Action Plan;
- Assist Metro managers with presentations and/or interactions with any of the diverse number of local community groups that encourage equal employment opportunity, and
- Provide one-on-one technical assistance and counseling in the area of Civil Rights when requested by management and/or employees.

E. UTILIZATION ANALYSIS

Workforce & Availability Analysis

The stated purpose of the utilization analysis in UMTA (FTA) Circular 4704.1 is to identify those job categories where there is an underutilization and/or concentration of minorities and women in relation to their availability in the relevant labor market. It is also to establish the framework for goals and timetables and other affirmative actions to correct employment practices that contributed to any identified absence, underutilization or concentration. The comparison of the Metro workforce analysis with its availability analysis is presented under the heading of Utilization Analysis. The Appendix contains tables of workforce analysis, availability analysis and utilization analysis. Utilization analysis is applied in the tables using variance analysis, ratio analysis and person (FTE) analysis techniques.

Metro's Utilization Analysis

Table 1 through Table 24: Utilization Summaries

Metro seeks to increase the representation of underutilized minority groups and females in its EEO Job Categories such that the proportion of minority group and female representation will be at least 80% of their availability in Metro's Labor Market.

Metro employees are organized into the following categories consistent with the EEO Job Categories:

- Officials and Managers
- Professionals
- Technicians
- Protective Service
- Administrative Support
- Skilled Labor
- Service Maintenance

Metro is pleased that some minority groups and females are proportionally represented not just to 80% of their availability, but are proportionally represented to at least 100% of their availability in its labor market.

Affirmative Action Plan instructions call for grant recipients to report their workforce and relevant labor market statistics. Office of Management & Budget (OMB) Bulletin No. 00-02, "Guidance on Aggregation and Allocation of Data on Race for Use in Civil Rights Monitoring and Enforcement," dated March 9, 2000, provided guidance on collection of aggregate data when agencies request information from businesses or other entities in civil rights monitoring and enforcement. The aggregation method described in the OMB Bulletin

provided for the collection of information on any multiple race combinations that comprise more than one percent (1%) of the population of interest.

Metro collects data on race and ethnicity for all EEO categories, including those that constitute less than 1% of its labor market. However, there is no minority group reporting requirement for those categories that constitute less than 1% of the labor market.

Cells highlighted in gray are either not included in the Affirmative Action Plan because they are not a protected group, or are race & ethnicity categories whose members make up less than 1% of Metro's labor market.

Metro will monitor the representation of all categories of under-utilized workers in its workforce and encourage increasing their representation in its workforce in each job category as increases occur in worker availability.

Utilization of Minorities and Females

***80% Rule:** The 80% Rule is a standard for proportional representation MTA uses in judging the representation of females and minorities in its workforce. Metro considers representation by females and members of a minority group to be proportional to their availability in the labor force and not underutilized.

Officials and Managers – Male & Female (See Table 1)

There is no underutilization in the following categories:

- Asians
- Blacks

Hispanic worker utilization, however, is 76.96% of the availability of Hispanic workers in Metro's labor market (Workforce is 13.79% while Availability is 17.91%).

Metro will move toward increasing the proportion of Hispanics in the O&M job category to reach a Hispanic worker utilization ratio equal to at least 80% of availability of Hispanics. (See Table 1)

Professionals – Male & Female (See Table 2)

There is no underutilization in the following categories:

- Hispanics
- Asians
- Blacks

Technicians – Male & Female (See Table 3)

There is no underutilization in the following categories:

- Hispanics
- Asians
- Blacks

Protective Service – Male & Female (See Table 4)

There is no underutilization in the following categories:

- Minorities Overall
- Hispanics
- Asians
- Blacks

Administrative Support – Male & Female (See Table 5)

There is no underutilization in the following categories:

- Minorities Overall
- Hispanics
- Asians
- Blacks

Skilled Craft – Male & Female (See Table 6)

There is no underutilization in the following categories:

- Minorities Overall
- Hispanics
- Asians
- Blacks

Service Maintenance – Male & Female (See Table 7)

There is no underutilization in the following categories:

- Blacks

The representation of Hispanic workers in Metro's service maintenance workforce, however, is 61.10% of their availability in Metro's labor market (Hispanic Workforce is 35.73% and Availability is 58.78%).

The representation of Asian workers in Metro's service maintenance workforce is 70.70% of their availability in Metro's labor market (Asian workforce is 5.64% and availability of Asian workers is 7.98% in the Metro labor market).

Metro will move toward increasing the proportion of Hispanics and Asians in the service maintenance category of its workforce to reach Hispanic and Asian worker utilization rates equal to at least 80% of their availability in Metro's labor market.

Total Workforce - Male & Female (See Table 8)

There is no underutilization in the following categories:

- Hispanics
- Asians
- Blacks

Utilization of Females (See Table 17)

Officials and Managers (O&M) – Female Only

There is underutilization in the following categories:

- White
- Hispanic

Metro seeks to increase the representation of under-represented females in its O&M workforce such that each race and ethnic category of females will be represented to at least 80% of their availability in Metro's labor market.

Female utilization in the Metro workforce, however, stands at 68.40% of their availability in its labor market (Workforce is 26.40% and Availability is 38.60%).

Utilization of white females in the Metro workforce stands at 44.71% of their availability in its labor market (Workforce is 10.05% and Availability is 22.47%).

Utilization of Hispanic females in the Metro workforce stands at 37.84% of their availability in its labor market (Workforce is 2.80% and Availability is 7.41%).

Metro will move toward or encourage increasing the utilization of these under-represented individual categories of female workers in its O&M workforce.

Professionals – Female Only (See Table 18)

There is no underutilization in the following categories:

- Minorities

There is underutilization in the following categories:

- White

Utilization of white females in Metro's workforce stands at 40.27% of their availability in its labor market (Workforce is 11.71%; Availability is 29.07%).

Metro will move toward and encourage increasing the utilization of under-represented categories of female workers in its professional workforce.

Technicians – Female Only (See Table 19)

There is no under-representation of workers in the following female only categories:

- Hispanics
- Asians
- Blacks

There is underutilization in the following female only categories:

- White

Utilization of white female technicians in the Metro workforce stands at 38.15% of their availability in its labor market (Workforce is 8.20%; Availability is 21.49%).

Metro seeks, however, to increase representation of female members of these individual race and ethnic categories in its Technicians workforce such that females in these categories will be represented to at least 80% of their availability among technicians in its labor market.

Protective Service – Female Only (See Table 20)

Underutilization of females is present in all race and ethnicity categories in Metro's Protective Service workforce.

Utilization of females of all races in the Protective Service category of Metro's workforce stands at 30.01% of their availability in its labor market (Workforce is 5.88%; Availability is 19.60%).

Utilization of females in the "Minorities Total" category in Metro's workforce is 50.63% of their availability in its labor market (Workforce is 5.88%; Availability is 11.62%).

Utilization of females in the Hispanic category in Metro's workforce is 44.14% of their availability in its labor market (Workforce is 2.35%; Availability is 5.33%).

Utilization of females in the Black category in Metro's workforce is 73.1% of their availability in its labor market (Workforce is 3.53%; Availability is 4.79%).

Workforce is zero for each of the following female categories in which their availability is described:

- White females, availability is 7.98%,
- Asian females, availability is 0.55%,
- Asian & White females, availability is 0.05%,
- American Indian or Alaska Native females, availability is 0.19%,
- American Indian/Alaska Native & White females, availability is 0.15%,
- Native Hawaiian or Other Pacific Islander females, availability is 0.09%,
- Black & White females, availability is 0.06%,
- American Indian or Alaska Native & Black females, availability is 0.08%
- Others category availability of female workers is 0.32%.

Metro will move toward and encourage increasing the utilization of these under represented categories of female workers as it works toward increasing overall utilization of females in the Protective Service category of its workforce.

Administrative Support – Female Only (See Table 21)

There is no underutilization of female workers in the following categories:

- Hispanics
- Black

There is underutilization of females in the following race/ethnic categories:

- White
- Asian

Utilization of white females in Metro's Administrative Support workforce stands at 17.32% of their availability in its labor market (Workforce is 5.11% while Availability is 29.53%).

Utilization of Asian females in Metro's Administrative Support category of its workforce stands at 59.71% of their availability in its labor market (Workforce is 3.88% while Availability is 6.50%).

Skilled Craft – Female Only (See Table 22)

Underutilization of females exists in all race & ethnic categories in Metro's Skilled Craft workforce, with exception of Black females.

Utilization of Skilled Craft females of all races in Metro's workforce is 25.94% of their availability in Metro's labor market (Workforce is 1.98% while Availability is 7.62%).

Utilization rates for females in Metro's Skilled Craft workforce are:

- 24.42% for white females (Workforce is 0.54%, Availability is 2.21%),
- 26.56% for Minority females overall (Workforce is 1.44% Availability is 5.41%),
- 23.05% for Hispanic females (Workforce is 0.78%, Availability is 3.38%),
- 17.96% for Asian females (Workforce is 0.24%, Availability is 1.33%).

Metro will work toward increasing the utilization of under represented categories of female workers as it works toward increasing overall utilization of females in its Skilled Craft workforce.

Service Maintenance – Female Only (See Table 23)

There is no underutilization of female workers in the following categories:

- Black

There is underutilization of female workers in the following race/ethnic categories:

- White
- Hispanic
- Asian

Utilization of females in the service maintenance workforce stands at 77.14% of their availability in Metro's labor market (Workforce is 30.95%, while Availability is 40.12%).

Utilization rates among females in the Service Maintenance job category are:

- 15.87% for Whites
(Workforce is 1.64%; Availability is 10.35%),
- 30.66% for Hispanics
(Workforce is 6.78%, Availability is 22.10%),
- 5.37% for Asians
(Workforce is 0.21%, Availability is 3.94%),

Metro will work toward increasing the utilization of underutilized categories of female workers in its Service Maintenance workforce as it works to increase its overall utilization of females in this job category toward 80%.

Female Workforce (See Table 24)

There is no underutilization in the following categories of the Total Female Workforce:

- Black

There is underutilization of females in the following categories:

- White
- Hispanic
- Asian

Utilization of female employees in the category "All Races Total" stands at 64.24% of their availability in all job categories (Workforce is 28.85%; Availability is 44.91%).

Female Workforce Utilization overall is:

- 14.90% for Whites
(Workforce is 2.99%; Availability is 20.05%),
- 47.79% for Hispanics
(Workforce is 6.96%; Availability is 14.57%),
- 34.70% for Asians
(Workforce is 1.81%; Availability is 5.21%).

Metro will move toward increasing the utilization of these under-represented categories of female workers in its workforce.

F. GOALS AND TIMETABLES

Selection & Recruitment

A review of the EEO Categories shows that:

- 113 women or 26.40% hold the position of Official and Administrators;
- 305 women or 41.04% hold the position of Professionals;
- 177 women or 48% hold the position of Technician or Paraprofessionals; and,
- 351 women or 61.9 % hold the position of Administrative Support.

These EEO Categories meet utilization standards based on the Workforce Data matched against availability data from the U.S. Census 2000.

EEO Categories in which minorities appear to be underutilized:

- **Officials & Managers:**
Hispanics are represented at 13.79%, availability is 17.91%

- **Service Maintenance:**
Hispanics are represented at 35.73%, availability is 58.48%
Asians are represented at 5.64%, availability is 7.98%

EEO Categories in which *females* appear to be underutilized:

- **Officials & Managers:**
Female, Hispanics are represented at 2.8%, availability is 7.41%.

- **Protective Service:**
Hispanics, females are represented at 2.35%, availability is 5.33%.
Asians, females are represented at 0%, availability is 00.55%.
Black, Females are represented at 3.53%, availability is 4.79%.

- **Administrative Support:**
Asian females are represented at 3.88%, availability is 6.50%

- **Skilled Craft:**
Hispanic females are represented at 0.78%, availability is 3.38%.
Asian females are represented at 0.24%, availability is 1.33%.
White females are represented at 0.54%, availability is 2.21%.

- Service Maintenance:

Hispanic females are represented at 7%, availability is 22%

Asian females are represented at 0%, availability is 4%.

White females are represented at 2%, availability is 10%.

A review of the total female workforce with the Standard Metropolitan Statistical Area (SMSA) shows that Hispanic females availability is 15%, and are presented in Metro's workforce at 7%. Asian females availability is 5%, and is represented in Metro's workforce at 2%.

A review of the total workforce, with respect to minorities, shows Metro's representation at 83.42%, and availability in the Labor Market at 55.46%.

In the above areas, Metro will work toward increasing the positions held by minorities to improve workforce to labor force ratios. Metro will seek to achieve this by reviewing recruitment and selection efforts to increase minorities and female employees, and by expanding recruitment efforts to include vocational schools to fulfill Metro's requirement in these underutilized areas.

The Deputy Executive Officer should receive a written report on a quarterly basis, effective July 1, 2006, to review the progress in hiring of females and minorities in the EEO categories that show underutilization. In addition, the EEO Programs Manager, or designee, will participate on interview panels where Protective Service and Skilled Craft positions are being interviewed.

Metro will implement its recruitment and selection procedures in accordance with its Equal Opportunity / Affirmative Action and the Human Resources Recruitment & Selection Policies.

G. MONITORING AND REPORTING SYSTEM

ADA Requests And Challenges

I. Were there any special requests for ADA accommodation in recruitment?

ADA Accommodations in the Employment Process

2001-2004

Year	Nature of Disability	Criteria/Method used to Determine Disability	Accommodation Provided to Applicant
2001			
	Learning disability	Letter from school or learning lab	Additional time given to complete written test
	Learning disability	Letter from school or learning lab	Additional time given to complete written test
	Learning disability	Letter from school or learning lab	Additional time given to complete written test
2002			
	Multiple Sclerosis	Self-evident from the applicant's physical behavior	Additional time given to complete written test
	Learning disability	Letter from vocational rehabilitation counselor	Additional time given to complete written test
2003			
	Learning disability	Letter from school or learning lab	Additional time to given to complete written test
	Learning disability	Letter from school or learning lab	Additional time to given to complete written test
	Hearing disability	Letter from applicant's Physician	Applicant allowed to sit near to loudspeakers to listen to Video-based test
2004			
	Learning disability	Letter from school or learning lab	Additional time to given to complete written test
Year	Nature of Disability	Criteria/Method used to Determine Disability	Accommodation Provided to Applicant
	Learning disability	Letter from school or learning lab	Additional time to given to complete written test

	Hearing disability	Letter from applicant's Physician	Applicant allowed to sit near to loudspeakers to listen to Video-based test
	Hearing disability	Self-evident through applicant's physical manifestations	Applicant was provided headphones to listen to Listening Skills test. (All other applicants listened to test through loudspeakers.)
	Learning disability	Letter from school or learning lab	Additional time given to complete written test
	Learning disability	Letter from school or learning lab	Additional time given to complete written test
	Learning disability	Letter from school/learning lab	Additional time given to complete written test
	Hearing disability	Self-evident through applicant's physical behavior	Sign language interpreter provided to sign oral instructions for written test

Since 2001, the Human Resources Department has had 16 requests for accommodations in the testing portion of the selection process for various Metro positions. Of these 16 requests, all were granted and accommodations were made as indicated above.

The process used by the Human Resources Department's Employment Staff to deal with applicants' requests for accommodation(s) has been as follows:

- (1) The Human Resources Department notifies applicants who are invited to participate in any given selection process of the opportunity to request an accommodation in advance of the testing process.
- (2) When the applicant makes a request for an accommodation, HR staff first determines if the applicant has a disability that is covered under the ADA. Unless the disability is physically apparent, applicants are required to submit documentation from a qualified professional, verifying their disability and the nature of their limitations.
- (3) After it is verified that the applicants is in fact disabled under the ADA, the interactive process takes place. Staff informs the applicant of the nature of the selection process in which they will be participating, and asks the applicant what accommodation(s) they need to participate in this process.
- (4) HR then makes a determination as to whether the accommodations are reasonable and consistent with the nature of the disability. On occasion, Metro has contacted the professional who has verified the applicant's disability to receive further clarification of the nature of the applicant's need for accommodations.

II. If you did not meet the targets, why not? What were your challenges?

Regarding the challenges Metro's HR has faced, with approximately 75% of Metro jobs being safety-sensitive and having substantial physical requirements, the challenge has been in attracting individuals with physical limitations who can perform the essential duties of Metro's physically demanding jobs.

**Metro 2005 Affirmative Action Plan
Metro Utilization by Gender and EEO Job Categories**

Male and Female Gender

- Officials and Managers Job Category**
- Professionals Job Category**
- Technicians Job Category**
- Protective Service Job Category**
- Administrative Support Job Category**
- Skilled Craft Job Category**
- Service Maintenance Job Category**
- Total Workforce All Job Categories**

Table 1
O&M

Metro 2005 Affirmative Action Plan
Metro Utilization: Officials and Managers (O&M) EEO Job Category

Job Category / and Status	Column A	Column B	Column C	Column D	Column E	Column F	Column G	Column H	Column I	Column J	Column K	Column L	Column M	Column N
Race Category	All Races Total	White(W) Total	White(W) NHisp Not in Plan	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NH-OPI NHisp	B & W NHisp	AI-AN&B NHisp	Others
Workforce(Wf)	100%	52.34%		47.66%	13.79%	12.85%	18.69%							
Availability(A)	100%	61.28%		38.73%	17.91%	12.45%	5.12%							
Variance (Wf-A)		-8.94%		8.94%	-4.13%	0.40%	13.57%							A<1%

Variance Analysis: % by EEO Race Categories

Workforce(Wf)	100%	52.34%		47.66%	13.79%	12.85%	18.69%
Availability(A)	100%	61.28%		38.73%	17.91%	12.45%	5.12%
Variance (Wf-A)		-8.94%		8.94%	-4.13%	0.40%	13.57%

Ratio Analysis: % by EEO Race Categories

Workforce(Wf)	52.34%		47.66%	13.79%	12.85%	18.69%
Availability(A)	61.28%		38.73%	17.91%	12.45%	5.12%
Utilization(Wf/A)	85.41%		123.08%	76.96%	103.21%	364.85%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	YES	No	YES	YES
# FTEs Needed (+ Only)	None*	2.33	None*	None*
Rationale	U>80%	FTE	U>80%	U>80%

U>80%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market

A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not in Plan:

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
means the given race/ethnicity category is not a Minority.

Table 2
Profes

Metro 2005 Affirmative Action Plan
Metro Utilization: Professionals (Profes) EEO Job Category

Job Category / and Status	Column A / Race Category	Col B All Races Total	Col C White(W) NHsp Not in Plan	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp A<1%	Col I AI-AN NHisp A<1%	Col J AI-AN&W NHisp A<1%	Col K NH-OPI NHisp A<1%	Col L B & W NHisp A<1%	Col M AI-AN&B NHisp A<1%	Col N Others A<1%
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Variance Analysis: % by Race Categories

Workforce(Wf)	100%	37.01%	62.99%	14.80%	28.53%	16.29%
Availability(A)	100%	61.02%	38.97%	13.56%	15.59%	6.54%
Variance (Wf-A)		-24.01%	24.01%	1.25%	12.94%	9.75%

Ratio Analysis: % by Race Categories

Workforce(Wf)	37.01%	62.99%	14.80%	28.53%	16.29%
Availability(A)	61.02%	38.97%	13.56%	15.59%	6.54%
Utilization(Wf/A)	60.65%	161.62%	109.21%	182.97%	249.18%

U>80%
A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not in Plan:

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
means the given race/ethnicity category is not a Minority.

Table 3
Techs

Metro 2005 Affirmative Action Plan
Metro Utilization: Technicians (Techs) EEO Job Category

Job Category / and Status	Column A	Col B	Col C	Col D	Col E	Col F	Col G	Col H	Col I	Col J	Col K	Col L	Col M	Col N
	All Races	White(W)	Minorities	Hispanic (Hispanic)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NH-OPI NHisp	B & W NHisp	AI-AN&B NHisp	Others	
	Total	NHsp	Total	(Hispanic)	NHisp	NHisp	NHisp	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	
	Not in Plan													

Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	100%	25.96%	74.04%	31.15%	18.03%	21.31%
Availability(A)	100%	45.07%	54.92%	22.79%	18.48%	9.68%
Variance (Wf-A)		-19.11%	19.12%	8.36%	-0.45%	11.63%

Ratio Analysis: % by Race/Ethnicity Category

Workforce(Wf)	25.96%	74.04%	31.15%	18.03%	21.31%
Availability(A)	45.07%	54.92%	22.79%	18.48%	9.68%
Utilization(Wf/A)	57.59%	134.82%	136.68%	97.59%	220.22%

U>80%
A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not In Plan

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
means the given race/ethnicity category is not a Minority.

Table 4
ProtSvcce

Metro 2005 Affirmative Action Plan
Metro Utilization: Protective Service (ProtSvcce) EEO Job Category

Job Category / and Status	Column A / Race Category	Col B All Races Total	Col C White(W) NHsp Not in Plan	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp A<1%	Col I AI-AN NHisp A<1%	Col J AI-AN&W NHisp A<1%	Col K NH-OPI NHisp A<1%	Col L B & W NHisp A<1%	Col M AI-AN&B NHisp A<1%	Col N Others A<1%
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Variance Analysis: Percentage by Job & Race Categories

Workforce(Wf)	100%	16.47%	83.53%		35.29%	10.59%	36.47%							
Availability(A)	100%	47.30%	52.69%		27.04%	5.26%	16.19%							
Variance (Wf-A)		-30.83%	30.84%		8.26%	5.33%	20.29%							

Ratio Analysis: Percentage by Job & Race Categories

Workforce(Wf)	16.47%	83.53%			35.29%	10.59%	36.47%							
Availability(A)	47.30%	52.69%			27.04%	5.26%	16.19%							
Utilization(Wf/A)	34.82%	158.53%			130.54%	201.45%	225.33%							

U>80%
A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not In Plan

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
means the given race/ethnicity category is not a Minority.

Table 5
Adm Sppt

Metro 2005 Affirmative Action Plan
Metro Utilization: Administrative Support (Adm Sppt) Job Category

Job Category / and Status	Column A / Race Category	Col B All Races Total	Col C White(W) NHisp Not in Plan	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp A<1%	Col I AI-AN NHisp A<1%	Col J AI-AN&W NHisp A<1%	Col K NH-OPI NHisp A<1%	Col L B & W NHisp A<1%	Col M AI-AN&B NHisp A<1%	Col N Others A<1%
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Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	100%	9.88%	90.12%	41.09%	8.82%	38.45%
Availability(A)	100%	45.83%	54.17%	31.52%	10.71%	8.44%
Variance (Wf-A)		-35.95%	35.95%	9.57%	-1.89%	30.00%

Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	9.88%	90.12%	41.09%	8.82%	38.45%
Availability(A)	45.83%	54.17%	31.52%	10.71%	8.44%

Utilization(Wf/A)

21.55%	166.36%	130.37%	82.32%	455.35%
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U>80%
A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not In Plan

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Skilled Craft EEO Job Category

Table 6
 Skilled Craft

Job Category / and Status	Column A Race	Col B All Races Total	Col C White(W) NHsp Not in Plan	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp A<1%	Col I AI-AN NHisp A<1%	Col J AI-AN&W NHisp A<1%	Col K NH-OPI NHisp A<1%	Col L B & W NHisp A<1%	Col M AI-AN&B NHisp A<1%	Col N Others A<1%
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Variance Analysis: % by Race Category

Workforce(Wf)	100%	26.89%	73.11%	36.11%	21.14%	11.98%
Availability(A)	100%	40.72%	59.28%	44.65%	7.10%	4.32%
Variance (Wf-A)		-13.84%	13.84%	-8.54%	14.04%	7.65%

Variance Analysis: % by Race Category

Workforce(Wf)	26.89%	73.11%	36.11%	21.14%	11.98%
Availability(A)	40.72%	59.28%	44.65%	7.10%	4.32%
Utilization(Wf/A)	66.02%	123.34%	80.87%	297.64%	277.01%

U>80%
 A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
 Not In Plan:

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Service Maintenance (SvcceMaint) EEO Job Category

Table 7
 SvcceMaint

Job Category / Race and Status	Column A	Col B	Col C	Col D	Col E	Col F	Col G	Col H	Col I	Col J	Col K	Col L	Col M	Col N
	All Races	White(W)	Minorities	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NHisp	NHisp	B & W NHisp	AI-AN&B NHisp	Others
	Total	Not in Plan	Total	(Hisp)	NHisp	NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	A<1%	A<1%	A<1%	A<1%	A<1%

Variance Analysis: % by Race Category

Workforce(Wf)	100%	8.89%	91.11%	35.73%	5.64%	47.12%
Availability(A)	100%	24.88%	75.12%	58.48%	7.98%	6.11%
Variance (Wf-A)		-15.99%	15.99%	-22.75%	-2.34%	41.01%

Variance Analysis: % by Race Category

Workforce(Wf)	8.89%	91.11%	35.73%	5.64%	47.12%
Availability(A)	24.88%	75.12%	58.48%	7.98%	6.11%
Utilization(Wf/A)	35.74%	121.29%	61.10%	70.70%	771.03%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	YES	No	YES
# FTEs Needed (+ Only)	None*	679.95	None*
Rationale	U>80%	FTE	U>80%

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells
 Not In Plan: means the given race/ethnicity category is not a Minority.
 U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market

Metro 2005 Affirmative Action Plan
 Metro Utilization: Total Workforce in All EEO Job Categories

Table 8
 Total Workforce

Job Category / and Status	Column A / Race Category	Col B All Races Total	Col C White(W) NHsp: Not in Plan:	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp A<1%	Col I AI-AN NHisp A<1%	Col J AI-AN&W NHisp A<1%	Col K NH-OPI NHisp A<1%	Col L B & W NHisp A<1%	Col M AI-AN&B NHisp A<1%	Col N Others A<1%
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Variance Analysis: % by Race Category

Workforce(Wf)	100%	16.58%	83.42%	33.43%	10.91%	36.23%
Availability(A)	100%	44.54%	55.46%	34.72%	10.82%	6.76%
Variance (Wf-A)		-27.96%	27.96%	-1.29%	0.09%	29.47%

Ratio Analysis: % by Race Category

Workforce(Wf)	16.58%	83.42%	33.43%	10.91%	36.23%
Availability(A)	44.54%	55.46%	34.72%	10.82%	6.76%
Utilization(Wf/A)	37.23%	150.42%	96.29%	100.83%	535.57%

U>80%
 A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
 Not In Plan

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 means the given race/ethnicity category is not a Minority.

**Table 9 Male
O&M**

Metro 2005 Affirmative Action Plan
Metro Utilization: Male Officials and Managers (O&M) Category

Job Category / and Status	Column A / Race Category	Col B All Races Total	Col C White(W) NHsp. Not in Plan	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp	Col I AI-AN NHisp	Col J AI-AN&W NHisp	Col K NH-OPI NHisp	Col L B & W NHisp	Col M AI-AN&B NHisp	Col N Others
Workforce(Wf) Availability(A) Variance (Wf-A)		74% 61%	42.29% 38.81% 3.48%	31.31% 22.60% 8.71%	10.98% 10.50% 0.48%	8.41% 7.71% 0.70%	10.05% 2.44% 7.61%	A<1% A<1% A<1%	A<1% A<1% A<1%	A<1% A<1% A<1%	A<1% A<1% A<1%	A<1% A<1% A<1%	A<1% A<1% A<1%	A<1% A<1% A<1%

Variance Analysis: % by Race Categories

Workforce(Wf) Availability(A) Variance (Wf-A)	74% 61% 3.48%	42.29% 38.81% 3.48%	31.31% 22.60% 8.71%	10.98% 10.50% 0.48%	8.41% 7.71% 0.70%	10.05% 2.44% 7.61%
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Ratio Analysis: % by Race Categories

Workforce(Wf) Availability(A) Utilization(Wf/A)	42.29% 38.81% 108.97%	31.31% 22.60% 138.56%	10.98% 10.50% 104.56%	8.41% 7.71% 109.09%	10.05% 2.44% 412.27%
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U>80%
A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not In Plan:

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
means the given race/ethnicity category is not a Minority.

Table 10 Male
Profes

Metro 2005 Affirmative Action Plan
Metro Utilization: Male Professionals (Profes) EEO Job Category

Job Category / and Status	Column A Race Category	Col B All Races Total	Col C White(W) NHisp Not in Plan	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp A<1%	Col I AI-AN NHisp A<1%	Col J AI-AN&W NHisp A<1%	Col K NH-OPI NHisp A<1%	Col L B & W NHisp A<1%	Col M AI-AN&B NHisp A<1%	Col N Others A<1%
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Variance Analysis: % by Race Categories

Workforce(W)	59%	25.30%	33.65%	8.08%	16.69%	6.46%
Availability(A)	50%	31.95%	18.29%	6.11%	7.96%	2.57%
Variance (W-A)		-6.65%	15.36%	1.96%	8.73%	3.89%

Variance Analysis: % by Race Categories

Workforce(W)	25.30%	33.65%	8.08%	16.69%	6.46%
Availability(A)	31.95%	18.29%	6.11%	7.96%	2.57%

Utilization(W/A)

79.20%	183.96%	132.11%	209.67%	251.77%
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U>80%
A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not in Plan:

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Male Technicians (Techs) EEO Job Category

Table 11 Male
 Techs

Job Category / and Status	Column A / Race Category	Col B All Races Total	Col C White(W) NHsp Not in Plan	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp A<1%	Col I AI-AN NHisp A<1%	Col J AI-AN&W NHisp A<1%	Col K NH-OPI NHisp A<1%	Col L B & W NHisp A<1%	Col M AI-AN&B NHisp A<1%	Col N Others A<1%
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Variance Analysis: % by Race Categories

Workforce(W)	51.64%	17.76%	33.88%	16.94%	8.47%	6.83%
Availability(A)	50.47%	23.58%	26.88%	12.03%	9.39%	3.60%
Variance (W-A)		-5.82%	7.00%	4.91%	-0.92%	3.24%

Ratio Analysis: % by Race Categories

Workforce(W)	17.76%	33.88%	16.94%	8.47%	6.83%
Availability(A)	23.58%	26.88%	12.03%	9.39%	3.60%
Utilization(W/A)	75.30%	126.03%	140.87%	90.22%	190.00%

U>80%
 A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market

means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
 Not In Plan:

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 means the given race/ethnicity category is not a Minority.

Table 12 Male
ProtSvcce

Metro 2005 Affirmative Action Plan
Metro Utilization: Male Protective Service (ProtSvcce) EEO Job Category

Job Category / and Status	Column A	Col B	Col C	Col D	Col E	Col F	Col G	Col H	Col I	Col J	Col K	Col L	Col M	Col N
Race Category	All Races Total	White(W) Total	White(W) NHisp	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NH-OPI NHisp	B & W NHisp	AI-AN&B NHisp	Others
			Not in Plan					A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%

Variance Analysis: % by Race Categories

Workforce(Wf)	94.12%	16.47%	77.65%	32.94%	10.59%	32.94%
Availability(A)	80.40%	39.32%	41.07%	21.71%	4.70%	11.40%
Variance (Wf-A)		-22.85%	36.58%	11.23%	5.89%	21.54%

Ratio Analysis: % by Race Categories

Workforce(Wf)	16.47%	77.65%	32.94%	10.59%	32.94%
Availability(A)	39.32%	41.07%	21.71%	4.70%	11.40%
Utilization(Wf/A)	41.88%	189.05%	151.76%	225.15%	288.99%

U>80%
A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not in Plan:

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Male Administrative Support (Adm Sppt) EEO Job Category

Table 13 Male
Adm Sppt

Job Category / and Status	Column A	Col B	Col C	Col D	Col E	Col F	Col G	Col H	Col I	Col J	Col K	Col L	Col M	Col N
Race Category	All Races	White(W)	Minorities	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NHisp	NHisp	B & W NHisp	AI-AN&B NHisp	Others
Total	Total	NHisp	Total	(Hisp)	NHisp	NHisp	NHisp	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%
Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan	Not in Plan

Variance Analysis: % by Job & Race Categories

Workforce(Wf)	38.10%	4.76%	33.33%	14.46%	4.94%	13.05%
Availability(A)	35.82%	16.29%	19.52%	11.32%	4.21%	2.69%
Variance (Wf-A)		-11.53%	13.81%	3.14%	0.72%	10.36%

Ratio Analysis: % by Job & Race Categories

Workforce(Wf)	4.76%	33.33%	14.46%	4.94%	13.05%
Availability(A)	16.29%	19.52%	11.32%	4.21%	2.69%
Utilization(Wf/A)	29.23%	170.73%	127.75%	117.19%	484.61%

U>80%
A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
Not In Plan

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Male Skilled Craft EEO Job Category

Job Category / and Status	Column A		Column B		Column C		Column D		Column E		Column F		Column G		Column H		Column I		Column J		Column K		Column L		Column M		Column N		
	Race	Category	All Races Total	White(W)	NHisp	Not in Plan	Minorities Total	Hispanic (Hisp)	Asian NHisp	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	AI-AN NHisp	AI-AN&W NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN NHisp	AI-AN&W NHisp	NH-OPI NHisp	B & W NHisp	AI-AN&B NHisp	AI-AN&B NHisp	AI-AN&B NHisp	AI-AN&B NHisp	AI-AN&B NHisp	AI-AN&B NHisp	AI-AN&B NHisp
Variance Analysis: % by Race Categories																													
Workforce(Wf)			98.02%	26.35%			71.68%	35.33%	20.90%	11.56%																			
Availability(A)			92.38%	38.52%			53.87%	41.27%	5.77%	3.90%																			
Variance (Wf-A)				-12.17%			17.81%	-5.94%	15.13%	7.66%																			
Ratio Analysis: % by Race Categories																													
Workforce(Wf)				26.35%			71.68%	35.33%	20.90%	11.56%																			
Availability(A)				38.52%			53.87%	41.27%	5.77%	3.90%																			
Utilization(Wf/A)				68.41%			133.06%	85.60%	362.30%	296.68%																			

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 Not In Plan means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Male Service Maintenance (SM) EEO Job Category

Table 15 Male
 Service Maintenance

Job Category / and Status	Column A	Col B	Col C	Col D	Col E	Col F	Col G	Col H	Col I	Col J	Col K	Col L	Col M	Col N
	All Races	White(W)	Minorities	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NH-OPI NHisp	B & W NHisp	AI-AN&B NHisp	Others	
	Total	Not in Plan	Total	(Hisp)	NHisp	NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NHisp	NHisp	NHisp	Others	
Workforce(Wf)	69.05%	7.25%	61.80%	28.95%	5.43%	25.73%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	
Availability(A)	59.88%	14.53%	45.34%	36.37%	4.04%	3.45%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	
Variance (Wf-A)	-7.29%		16.46%	-7.42%	1.39%	22.28%								

Variance Analysis: % by Job & Race Categories

Workforce(Wf)	61.80%	28.95%	5.43%	25.73%
Availability(A)	45.34%	36.37%	4.04%	3.45%
Variance (Wf-A)	16.46%	-7.42%	1.39%	22.28%

Ratio Analysis: % by Job & Race Categories

Workforce(Wf)	61.80%	28.95%	5.43%	25.73%
Availability(A)	45.34%	36.37%	4.04%	3.45%
Utilization(Wf/A)	136.30%	79.60%	134.32%	745.31%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	YES	No	YES	YES
# FTEs Needed (+ Only)	None*	9.06	None*	None*
Rationale	U>80%	FTE	U>80%	U>80%

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells
 U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 Not In Plan: means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Total Male Workforce Category

Table 16 Male
 Total Male Workforce

Job Category / and Status	Column A	Col B	Col C	Col D	Col E	Col F	Col G	Col H	Col I	Col J	Col K	Col L	Col M	Col N
	All Races Total	White(W) NHisp Not in Plan	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp A<1%	AI-AN NHisp A<1%	AI-AN&W NHisp A<1%	NH-OPI NHisp A<1%	B & W NHisp A<1%	AI-AN&B NHisp A<1%	Others A<1%	

Variance Analysis: % by Race Category

Workforce(Wf)	71.15%	13.60%	57.56%	26.47%	9.10%	19.92%
Availability(A)	55.09%	24.50%	30.60%	20.15%	5.61%	3.14%
Variance (Wf-A)	-10.90%		26.96%	6.32%	3.49%	16.78%

Ratio Analysis: % by Race Category

Workforce(Wf)	13.60%	57.56%	26.47%	9.10%	19.92%
Availability(A)	24.50%	30.60%	20.15%	5.61%	3.14%
Utilization(Wf/A)	55.50%	188.11%	131.35%	162.30%	634.85%

U>80%
 A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells

U<=80%
 Not in Plan

means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 means the given race/ethnicity category is not a Minority.

**Table 17 Female
O&M**

**Metro 2005 Affirmative Action Plan
Metro Utilization: Female Officials & Managers (O&M) EEO Job Category**

Column A Job / Race Category / and Status	Col B All Races Total	Col C White(W) NHisp	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp A<1%	Col I AI-AN NHisp A<1%	Col J AI-AN&W NHisp A<1%	Col K NH-OPI NHisp A<1%	Col L B & W NHisp A<1%	Col M AI-AN&B NHisp A<1%	Col N Others A<1%
Variance Analysis: % by Race Category													
Workforce(Wf)	26.40%	10.05%	16.36%	2.80%	4.44%	8.64%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.23%
Availability(A)	38.60%	22.47%	16.13%	7.41%	4.74%	2.69%	0.20%	0.14%	0.18%	0.09%	0.06%	0.04%	0.59%
Variance (Wf-A)	-12.20%	-12.42%	0.22%	-4.61%	-0.30%	5.96%	-0.20%	0.09%	-0.18%	-0.09%	-0.06%	-0.04%	-0.36%
Ratio Analysis: % by Race Category													
Workforce(Wf)	26.40%	10.05%	16.36%	2.80%	4.44%	8.64%	0.00%	0.23%	0.00%	0.00%	0.00%	0.00%	0.23%
Availability(A)	38.60%	22.47%	16.13%	7.41%	4.74%	2.69%	0.20%	0.14%	0.18%	0.09%	0.06%	0.04%	0.59%
Utilization(Wf/A)	68.40%	44.71%	101.39%	37.84%	93.66%	321.83%	0.00%	165.7%	0.00%	0.00%	0.00%	0.00%	39.43%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
# FTEs Needed (+ Only)	50.26	None*	13.37	None*	0.68	None*	0.62	None*	0.29	0.20	0.13	0.13	1.03
Rationale	FTE	FTE	FTE	U>80%	FTE	U>80%	FTE	U>80%	FTE	FTE	FTE	FTE	FTE

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 Not In Plan means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Female Technicians (Techs) EEO Job Category

Table 19 Female
 Techs

Job Category / and Status	Column A / Race Category	Col B All Races Total	Col C White(W) NHsp	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHisp	Col G Black(B) NHisp	Col H Asian&W NHisp	Col I AI-AN NHisp	Col J AI-AN&W NHisp	Col K NH-OPI NHisp	Col L B & W NHisp	Col M AI-AN&B NHisp	Col N Others
Variance Analysis: % by Job & Race Categories														
Workforce(Wf)		48.36%	8.20%	40.16%	14.21%	9.56%	14.48%	0.00%	0.82%	0.00%	0.27%	0.00%	0.55%	0.27%
Availability(A)		49.52%	21.49%	28.04%	10.76%	9.09%	6.08%	0.24%	0.25%	0.20%	0.12%	0.07%	0.06%	1.18%
Variance (Wf-A)		-1.16%	-13.29%	12.13%	3.44%	0.47%	8.40%	-0.24%	0.57%	-0.20%	0.16%	-0.07%	0.48%	-0.90%
Ratio Analysis: % by Job & Race Categories														
Workforce(Wf)		48.36%	8.20%	40.16%	14.21%	9.56%	14.48%	0.00%	0.82%	0.00%	0.27%	0.00%	0.55%	0.27%
Availability(A)		49.52%	21.49%	28.04%	10.76%	9.09%	6.08%	0.24%	0.25%	0.20%	0.12%	0.07%	0.06%	1.18%
Utilization(Wf/A)		97.65%	38.15%	143.24%	131.99%	105.21%	238.09%	0.00%	328.6%	0.00%	233.79%	0%	852.03%	23.24%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	YES	None*	U>80%	YES	None*	U>80%	YES	None*	U>80%	YES	None*	U>80%	YES	None*	U>80%
# FTEs Needed (+ Only)		32.91	FTE												
Rationale															

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells
 U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 Not In Plan means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Female Protective Service (ProtSvce) EEO Job Category

Table 20 Female
 ProtSvce

Job Category / and Status	Column A All Races Total	Column B White(W) NHisp	Column C Minorities Total	Column D Hispanic (Hisp)	Column E Asian NHisp	Column F Black(B) NHisp	Column G Asian&W NHisp	Column H AI-AN NHisp	Column I AI-AN NHisp	Column J AI-AN&W NHisp	Column K NH-OPI NHisp	Column L B & W NHisp	Column M AI-AN&B NHisp	Column N Others
Variance Analysis: % by Race Category														
Workforce(Wf)	5.88%	0.00%	5.88%	2.35%	0.00%	3.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Availability(A)	19.60%	7.98%	11.62%	5.33%	0.55%	4.79%	0.05%	0.19%	0.15%	0.09%	0.09%	0.06%	0.08%	0.32%
Variance (Wf-A)	-13.72%	-7.98%	-5.74%	-2.98%	-0.55%	-1.26%	-0.05%	-0.19%	-0.15%	-0.09%	-0.09%	-0.06%	-0.08%	-0.32%
Ratio Analysis: % by Race Category														
Workforce(Wf)	5.88%	0.00%	5.88%	2.35%	0.00%	3.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Availability(A)	19.60%	7.98%	11.62%	5.33%	0.55%	4.79%	0.05%	0.19%	0.15%	0.09%	0.09%	0.06%	0.08%	0.32%
Utilization(Wf/A)	30.01%	0.00%	50.63%	44.14%	0.00%	73.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	No	No	No	No	No	No	No	No	No	No	No	No	No	No
# FTEs Needed (+ Only)	8.33	5.43	2.90	1.62	0.38	0.25	0.03	0.13	0.10	0.06	0.06	0.04	0.06	0.22
Rationale	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 Not in Plan means the given race/ethnicity category is not a Minority.

Table 21 Female
Adm Sppt

Metro 2005 Affirmative Action Plan
Metro Utilization: Female Administrative Support (Adm Sppt) EEO Job Category

Job Category / and Status	Column A All Races Total	Column B White(W) NHisp	Column C Minorities Total	Column D Hispanic (Hisp)	Column E Asian NHisp	Column F Black(B) NHisp	Column G Asian&W NHisp	Column H AI-AN NHisp	Column I AI-AN NHisp	Column J AI-AN&W NHisp	Column K NH-OPI NHisp	Column L B & W NHisp	Column M AI-AN&B NHisp	Column N Others
Variance Analysis: % by Job & Race Categories														
Workforce(W)	61.90%	5.11%	56.79%	26.63%	3.88%	25.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.35%	0.35%
Availability(A)	64.18%	29.53%	34.65%	20.20%	6.50%	5.75%	0.30%	0.29%	0.25%	0.21%	0.21%	0.11%	0.07%	0.98%
Variance (W-A)	-2.28%	-24.42%	22.14%	6.43%	-2.62%	19.65%	-0.30%	-0.29%	-0.25%	-0.21%	-0.21%	0.07%	0.28%	-0.63%
Ratio Analysis: % by Job & Race Categories														
Workforce(W)	61.90%	5.11%	56.79%	26.63%	3.88%	25.40%	0.00%	0.00%	0.00%	0.00%	0.00%	0.18%	0.35%	0.35%
Availability(A)	64.18%	29.53%	34.65%	20.20%	6.50%	5.75%	0.30%	0.29%	0.25%	0.21%	0.21%	0.11%	0.07%	0.98%
Utilization(W/A)	96.45%	17.32%	163.89%	131.84%	59.71%	441.65%	0.00%	0.0%	0.00%	0.00%	0.00%	163.1%	518.89%	35.98%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	YES	No	YES	No
# FTEs Needed (+ Only)	None*	104.96	None*	1.35
Rationale	U>80%	FTE	U>80%	FTE

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells
 U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 Not in Plan means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Female Skilled Craft

Table 22 Female
 Skilled Craft

Job Category / Race and Status	Col A	Col B	Col C	Col D	Col E	Col F	Col G	Col H	Col I	Col J	Col K	Col L	Col M	Col N
	All Races Total	White(W) NHsp	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NH-OPI NHisp	B & W NHisp	AI-AN&B NHisp	Others	
Variance Analysis: % by Race Category														
Workforce(W)	1.98%	0.54%	1.44%	0.78%	0.24%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Availability(A)	7.62%	2.21%	5.41%	3.38%	1.33%	0.43%	0.03%	0.04%	0.03%	0.03%	0.00%	0.01%	0.13%	0.13%
Variance (W-A)	-5.64%	-1.67%	-3.97%	-2.60%	-1.09%	-0.01%	-0.03%	-0.04%	-0.03%	-0.03%	0.00%	-0.01%	-0.13%	-0.13%
Ratio Analysis: % by Race Category														
Workforce(W)	1.98%	0.54%	1.44%	0.78%	0.24%	0.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Availability(A)	7.62%	2.21%	5.41%	3.38%	1.33%	0.43%	0.03%	0.04%	0.03%	0.03%	0.00%	0.01%	0.13%	0.13%
Utilization(W/A)	25.94%	24.42%	26.56%	23.05%	17.96%	97.97%	0.00%	0.0%	0.00%	0.00%	0.0%	0.00%	0.00%	0.00%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	No	No	No	Yes
# FTEs Needed (+ Only)	118	20.48	48.30	None*
Rationale	FTE	FTE	FTE	U>80%

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 Not in Plan means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Female Service Maintenance (SM)

Table 23 Female
 Service Maintenance

Job Category / Race and Status	Column A	Column B	Column C	Column D	Column E	Column F	Column G	Column H	Column I	Column J	Column K	Column L	Column M	Column N
	All Races Total	White(W) NHsp	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NH-OPI NHisp	B & W NHisp	AI-AN&B NHisp	Others	
Variance Analysis: % by Race Categories														
Workforce(Wf)	30.95%	1.64%	29.31%	6.78%	0.21%	21.39%	0.03%	0.24%	0.03%	0.05%	0.05%	0.34%	0.18%	
Availability(A)	40.12%	10.35%	29.78%	22.10%	3.94%	2.66%	0.14%	0.14%	0.12%	0.09%	0.05%	0.03%	0.51%	
Variance (Wf-A)	-9.17%	-8.70%	-0.47%	-15.33%	-3.72%	18.73%	-0.11%	0.10%	-0.09%	-0.04%	0.00%	0.31%	-0.33%	
Ratio Analysis: % by Race Categories														
Workforce(Wf)	30.95%	1.64%	29.31%	6.78%	0.21%	21.39%	0.03%	0.24%	0.03%	0.05%	0.05%	0.34%	0.18%	
Availability(A)	40.12%	10.35%	29.78%	22.10%	3.94%	2.66%	0.14%	0.14%	0.12%	0.09%	0.05%	0.03%	0.51%	
Utilization(Wf/A)	77.14%	15.87%	98.43%	30.66%	5.37%	804.41%	23.11%	173.3%	26.54%	55.90%	99.8%	1072.3%	35.37%	

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No	Yes	No
# FTEs Needed (+ Only)	1,284	None*	670.89	180.69	4.92	None*	4.03	None*	1.29	None*	None*	None*	13.88
Rationale	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 A<1% means availability of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-02, Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Color Key to Cells
 U<=80% means Metro's Utilization is less than 80% of the level of Availability in the Labor Market
 Not in Plan means the given race/ethnicity category is not a Minority.

Metro 2005 Affirmative Action Plan
 Metro Utilization: Total Female Workforce

Table 24 Female
 Total Female Workforce

Job Category / Race and Status	Col A	Col B	Col C	Col D	Col E	Col F	Col G	Col H	Col I	Col J	Col K	Col L	Col M	Col N
	All Races Total	White(W) NHsp	Minorities Total	Hispanic (Hisp)	Asian NHsp	Black(B) NHsp	Asian&W NHsp	AI-AN NHsp	AI-AN&W NHsp	NH-OPI NHsp	B & W NHsp	AI-AN&B NHsp	Others	
Variance Analysis: % by Race Category														
Workforce(Wf)	28.85%	2.99%	25.86%	6.96%	1.81%	16.31%	0.02%	0.20%	0.04%	0.06%	0.04%	0.25%	0.17%	
Availability(A)	44.91%	20.05%	24.86%	14.57%	5.21%	3.63%	0.21%	0.18%	0.17%	0.12%	0.07%	0.04%	0.66%	
Variance (Wf-A)	-16.06%	-17.06%	1.00%	-7.61%	-3.40%	12.68%	-0.19%	0.02%	-0.13%	-0.06%	-0.03%	0.21%	-0.49%	
Ratio Analysis: % by Race Category														
Workforce(Wf)	28.85%	2.99%	25.86%	6.96%	1.81%	16.31%	0.02%	0.20%	0.04%	0.06%	0.04%	0.25%	0.17%	
Availability(A)	44.91%	20.05%	24.86%	14.57%	5.21%	3.63%	0.21%	0.18%	0.17%	0.12%	0.07%	0.04%	0.66%	
Utilization(Wf/A)	64.24%	14.90%	104.03%	47.79%	34.70%	449.70%	9.72%	109.7%	22.85%	51.96%	58.8%	563.46%	25.61%	

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?

Utilization >80%?	No	Yes	No	Yes
# FTEs Needed (+ Only)	2,078	1,306.58	236.35	None*
Rationale	FTE	FTE	FTE	U>80%

Utilization >80%?	No	Yes	No	Yes
# FTEs Needed (+ Only)	10.01	14.46	3.24	None*
Rationale	FTE	FTE	FTE	U>80%

Utilization >80%?	No	Yes	No	Yes
# FTEs Needed (+ Only)	1.44	14.46	1.44	None*
Rationale	FTE	FTE	FTE	U>80%