

Los Angeles County Metropolitan Transportation Authority

Affirmative Action Plan 2005-2008



INTRODUCTION 2006 – 2007 – 2008 Affirmative Action Plans

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.

TABLE OF CONTENTS

INTRODUCTION	1
OVERVIEW OF METRO'S EEO/AA PLAN	4
METRO SERVICE PROFILE.....	5
METRO'S EXECUTIVE STAFF PROFILE	9
STATEMENT OF POLICY	12
DISSEMINATION	13
INTERNAL DISSEMINATION.....	13
EXTERNAL DISSEMINATION.....	14
DESIGNATION OF PERSONNEL RESPONSIBILITY	15
METRO STAFF RESPONSIBILITY	16
IMPLEMENTING THE EEO PROGRAM AND AA PLAN	16
CARRYING OUT EEO AND AFFIRMATIVE ACTION	17
ORGANIZATIONAL RESPONSIBILITIES	17
<i>Metro Board Of Directors</i>	17
<i>Chief Executive Officer (CEO)</i>	18
<i>The CEO's Chief of Staff</i>	18
<i>Executive Officers, Managing Directors, and Directors</i>	18
<i>Deputy Executive Officer, Human Resources</i>	19
<i>EEO Programs Manager</i>	19
<i>Director of Organization Development & Training</i>	20
<i>Other Metro Managers and Supervisors</i>	20
IMPLEMENTATION OF RESPONSIBILITY	21
<i>Equal Employment Opportunity Programs Manager</i>	21
<i>Equal Employment Opportunity Unit Staff</i>	22
UTILIZATION ANALYSIS	26
WORKFORCE & AVAILABILITY ANALYSIS	26
<i>Utilization Analysis Update June 2008</i>	27
UTILIZATION OF MINORITIES AND FEMALES AS OF JULY 2005	33
<i>Officials and Managers (O&M) – Female Only</i>	34
<i>Professionals – Female Only</i>	34
<i>Technicians – Female Only</i>	35
<i>Protective Service – Female Only</i>	35
<i>Administrative Support – Female Only</i>	36
<i>Skilled Craft – Female Only</i>	36
<i>Service Maintenance – Female Only</i>	36
<i>Female Workforce</i>	37
UTILIZATION OF MINORITIES AND FEMALES AS OF JULY 2006	43
<i>Officials and Managers (O&M) – Female Only</i>	44
<i>Professionals – Female Only</i>	44
<i>Technicians – Female Only</i>	45
<i>Protective Service – Female Only</i>	45

<i>Administrative Support – Female Only</i>	46
<i>Skilled Craft – Female Only</i>	46
<i>Service Maintenance – Female Only</i>	47
<i>Female Workforce</i>	47
UTILIZATION OF MINORITIES AND FEMALES AS OF JULY 2007	52
<i>Officials and Managers (O&M) – Female Only</i>	52
<i>Professionals – Female Only</i>	52
<i>Technicians – Female Only</i>	53
<i>Protective Service – Female Only</i>	53
<i>Administrative Support – Female Only</i>	54
<i>Skilled Craft – Female Only</i>	54
<i>Service Maintenance – Female Only</i>	55
<i>Female Workforce</i>	55
GOALS AND TIMETABLES	60
SELECTION & RECRUITMENT	60
MONITORING AND REPORTING SYSTEM	62
ADA REQUESTS AND CHALLENGES	62
<i>ADA Requests and Challenges in the Employment Process</i>	62

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 2002-2005 EEO/AA Plan consistent with UMTA (FTA) Circular 4704.1 and instructions from the FTA Regional Administrator.

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 2005 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.

- 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. The DEOD is lead by Linda Wright, Deputy Executive Officer who reports to Lonnie Mitchell, Chief Administrative Services Officer. In December 2002 Linda Wright selected Lucille Coleman to serve as the EEO Programs Manager.

- Union Agreements

During the period of April 1, 2001 to June 30, 2008, non-contract employees, in the classifications below, were 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.

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
Fare Collections Supervisor
General Services Supervisor
Rail Communications Supervisor
Rail Equipment Maintenance Supervisor
Rail Equipment Maintenance Instructor
Rail Signal Supervisor
Rail Track Supervisor
Rail Traction Supervisor

Senior Equipment Maintenance Supervisor
Senior Material Supervisor
Senior Rail Transit Operations Supervisor
Senior Schedule Checking Supervisor
Senior Transit Operations Supervisor
Stops & Zones Rep
Transit Operation Supervisor
Transit Operations Dispatcher
Transportation Division Dispatcher

- Metro Gold Line Eastside Extension

The Metro Gold Line arrives to the communities of East Los Angeles this summer. Eight new stations will be serving diverse neighborhoods, including the Arts District, Little Tokyo and Boyle Heights. This new and vital transportation link will connect the Eastside by rail to Downtown LA, to Pasadena, the San Fernando Valley, to the South Bay, to Long Beach and to dozens of points in between. The estimated ride time between Union Station and the Atlantic Station is expected to be seventeen (17) minutes.

- I-405 Sepulveda Pass Widening Project

Interstate 405 (I-405) is one of the principal north-south interstate highways in Southern California. Heavily traveled by commuters and freight haulers the I-405 has earned its place as one of the busiest and most congested freeways in the world and the most congested in the United States.

The I-405 is the primary access route connecting the area of Southern Los Angeles County with the San Fernando Valley. The I-405 Corridor begins in the City of Irvine in Orange County, and stretches to the City of Los Angeles near the community of Mission Hills in Los Angeles, CA. The I-405 serves as the main transportation artery for the coastal, Westside and San Fernando Valley Communities. As a result of (1) traffic volume increases, (2) non-standard lane widths and (3) a lack of HOV lanes the stretch of I-405 between approximately the I-10 and the US-101, experiences heavy traffic congestion and above average accident rates. The I-405 Sepulveda Pass Widening Project proposes widening of the lanes on this stretch of the freeway, adding a 10 mile HOV lane and building & improving support infrastructure such as ramps, bridges and sound walls. A completed environmental impact report led to a Record of Decision in May 2008.

Metro and Caltrans (California Department of Transportation) are partners for this project with a shared perspective for success. The combined expertise of the two agencies with Metro as the contracting entity and Caltrans providing the technical review is structured for optimum performance and earliest possible delivery of a completed project. Metro's objectives for the I-405 Sepulveda Pass Widening Project are shaped by stakeholders along the I-405, focusing on projects that will:

- Improve Air Quality
- Improve Mobility and Safety
- Protect Wildlife

In addition to improving mobility and reducing congestion and air pollution, Metro ensures the future needs of highway commuters by:

- Adding a 10-mile HOV lane to the northbound I-405 between the I-10 freeway and Ventura Boulevard.
- Widening the I-405.
- Realigning some existing off ramps.

Metro's Executive Staff Profile

METRO, the nation's third largest provider of public transportation, serves as a transportation planner, coordinator, designer, builder and operator in Los Angeles County. The executive staff consists of:

Chief Executive Officer
Roger Snoble

Metro Operations, Executive Officer/Metro Bus Operations
Carolyn Flowers
Chief Operations Officer

Administrative Services
Lonnie Mitchell
Chief Administrative Services Officer

Communications
Matt Raymond
Chief Communications Officer

Construction Project Management
Richard Thorpe
Chief Capital Management Officer

Countywide Planning & Development
Carol Inge
Chief Planning Officer

Economic Development
Roger Moliere
Chief, Real Property Management & Development

Financial Services
Terry Matsumoto
Chief Financial Services Officer & Treasure

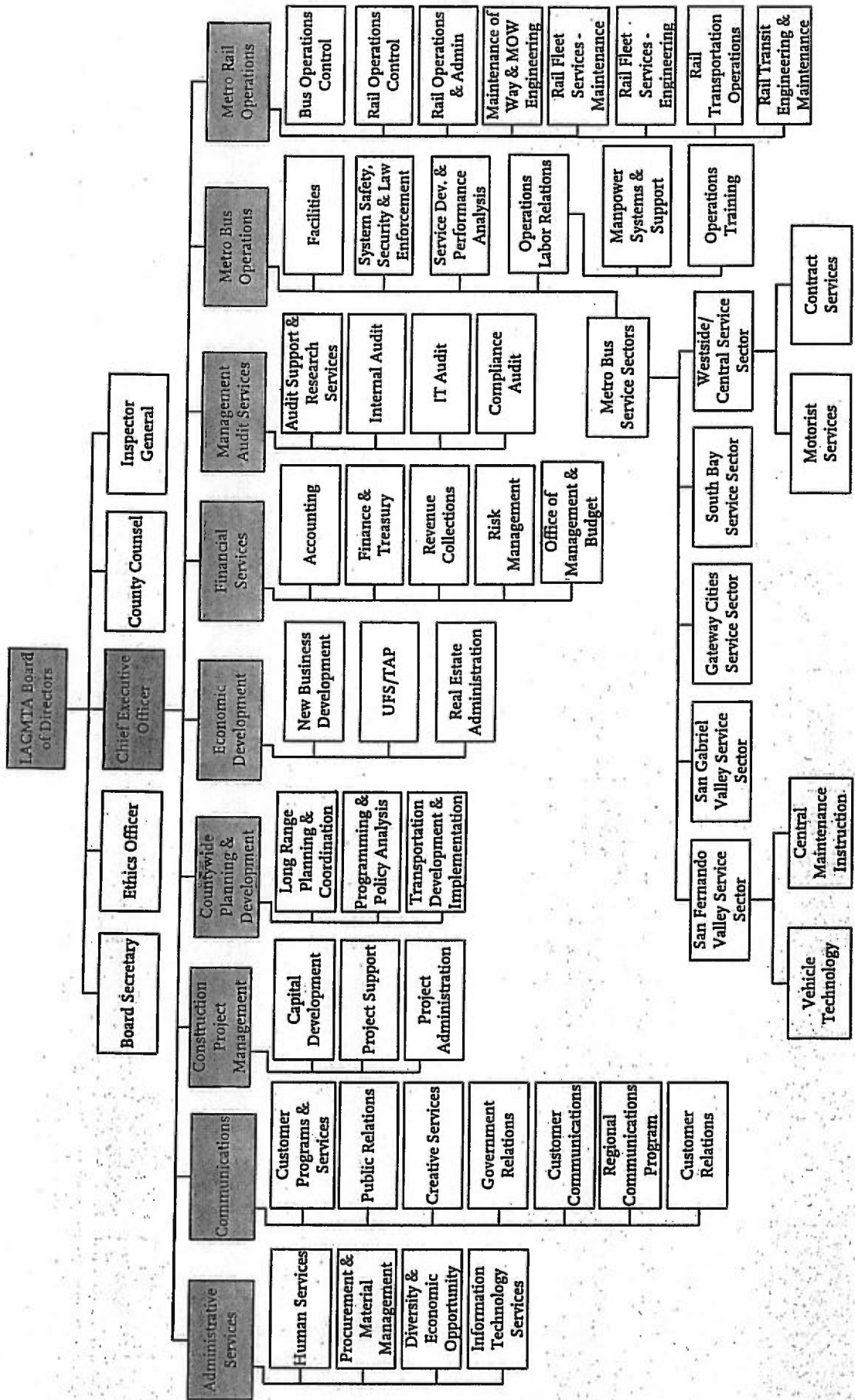
Management Audit Services
Ruthe Holden
Chief Auditor

Metro Rail Operations
Mike Cannel
Rail General Manager

Metro is organized along four strategic business units: (1) Transit Operations, (2) Constructions & Engineering, (3) Countywide Planning & Development and (4) Support Services. In addition to these four strategic business units, overall management responsibility for implementing the policies of the Board of Directors also includes the Office of Board of Administration, the Office of the CEO, the Office of the Inspector General, the Ethics Department, and the Office of the County Counsel. 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 attached, Attachment A.

FY09 LACMTA Organization Chart



MARCH 1, 2008

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT OF POLICY EO 1-1

METROPOLITAN TRANSPORTATION AUTHORITY / PUBLIC TRANSPORTATION SERVICES CORPORATION

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 maintaining an environment that values diversity in which all its employees are free from illegal discrimination and harassment. Decisions affecting all Metro employment practices, including, recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions of employment, are made without regard to race, color, religious creed, national origin, sex, age (40 and over), physical disability (including HIV and AIDS), ancestry, mental disability, medical conditions (including cancer), marital status, sexual orientation, gender identity, veteran status, or any other basis protected by 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 an affirmative action program, including goals and timetables, to overcome the effects of past discrimination of minorities and women.

EMPLOYEE AND MANAGEMENT RESPONSIBILITIES

The Deputy Executive Officer (DEO) of Diversity and Economic Opportunity (DEOD) is responsible for the EEO Program and Affirmative Action Plan. The DEO is responsible for updating METRO EEO policies, monitoring compliance with the Affirmative Action Plan, goals, providing training, and implementing programs that promote the METRO policy of promoting diversity, equal employment opportunity and affirmative action. All METRO management share in the responsibility for implementing this policy and assuring compliance with the Metro EEO Program and Affirmative Action Plan.

All Metro employees must comply with this EEO Statement of Policy and all other EEO Policies. All supervisors and managers are responsible for implementing their unit's affirmative action plan. Goals are monitored annually by the Equal Employment Opportunity Department for effectiveness and need for revision to overcome any underutilization of minorities and women.

ANNUAL REVIEW OF POLICY

This EEO Policy Statement will be reviewed, updated and reaffirmed annually. Inquiries concerning this policy can be directed to METRO's EEO Department. (213) 922-2634.



Metro

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 Prevention and Title VII, 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, disabled 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 disabled 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.

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, disabled 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, disabled 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 disabled 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, COO, 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.

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.

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.

Deputy Executive Officer of Human Resources

The Deputy Executive Officer (DEO) 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 DEO 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 (40 & over), 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 minorities and females 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 (40 & over), 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 expeditiously;
- 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:

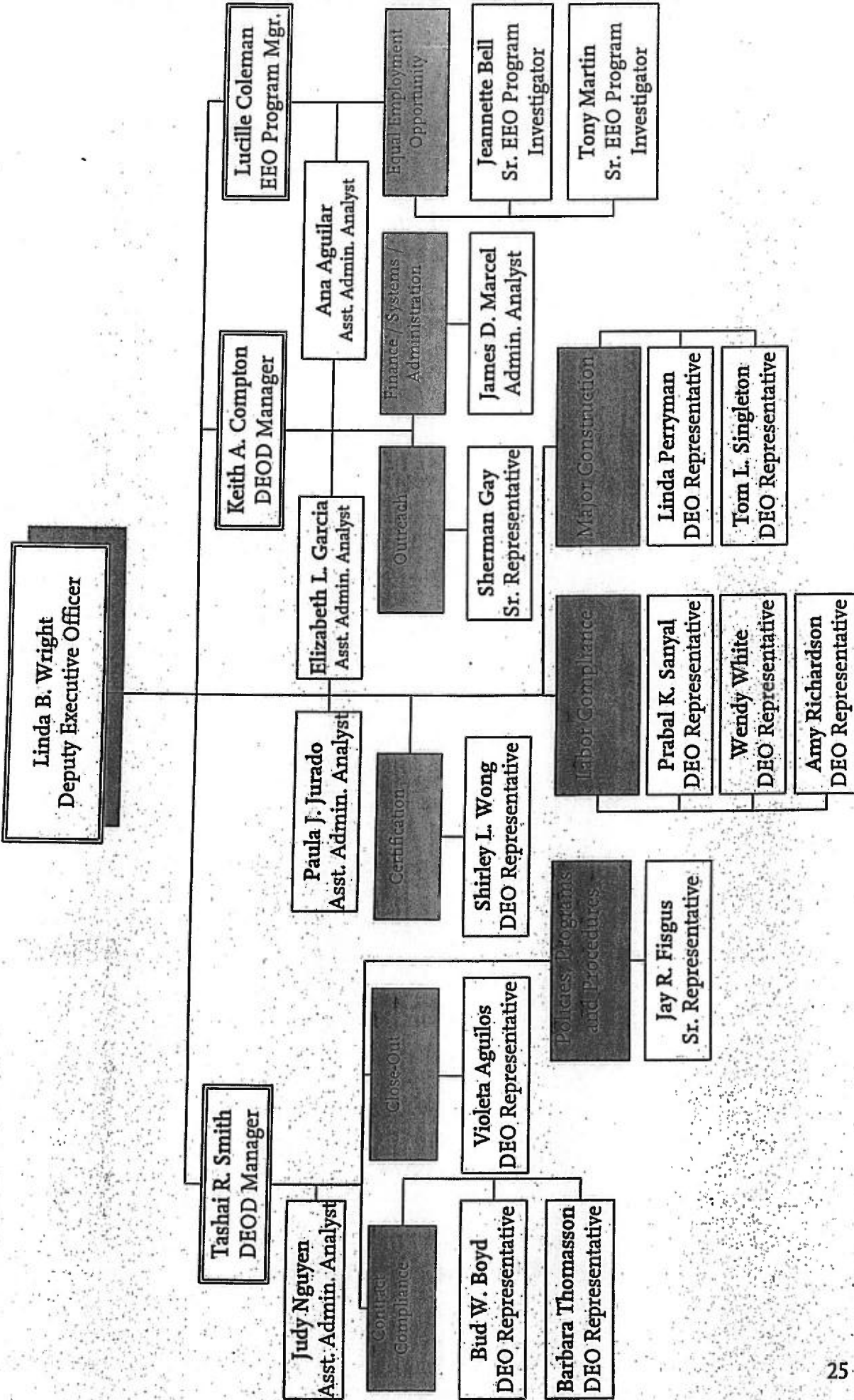
- Deliver to each executive staff member, director, manager and supervisor a copy of the most recent AA Plan, including hiring goals;
- Distribute & display in conspicuous Metro locations the proper EEO Policy and AA Plan posters and notices;
- Inform Metro and PTSC Management of new developments in 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.

The Metro Diversity & Economic Opportunity Department (DEOD) organizational chart:

Diversity & Economic Opportunity



UTILIZATION ANALYSIS

Workforce & Availability Analysis

The stated purpose of the utilization analysis in UMTA (FTA) Circular 4704.1 is to identify job categories where there is an underutilization and/or concentration of minorities and females 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 present under the heading of Utilization Analysis. The appendix contains tables of workforce, availability and utilization analysis.

Metro's Utilization Analysis

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 represented to at least 100% of their availability in its labor market.

Affirmative Action Plan (AAP) 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 the collection of aggregate data for agencies requesting information from businesses or other entities in civil rights monitoring and enforcement (Attachment C). The aggregation method described in the OMB Bulletin provided for the collections 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 one percent (1%) of its labor market. However, there is no minority group reporting requirements for categories that constitute less than one percent 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 underutilized workers in its workforce and encourage increasing their representation in each job category as increases occur in worker availability.

Utilization of Minorities and Females Period Ending June 2008

The 80% Rule is a standard for proportional representation that Metro 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.

There is no underutilization found in the following EEO categories, or meets at least 80% of their availability in the Labor Market:

Officials and Managers – Minorities (Table # 1)

Professionals – Minorities (Table #2)

Technicians – Minorities (Table # 3)

Protective Service - Minorities (Table # 4)

Administrative Support – Minorities (Table #5)

Skilled Craft – Minorities (Table #6)

Service Maintenance – Minorities (Table #7)

There is *underutilization* found in the EEO categories of Service Maintenance.

Hispanic's show an underutilization of 20.85%, Asian's 2.17%, and Black's 39.17%

Metro's Total Workforce in all EEO Job Categories – Minorities (Table # 8)

Shows that Metro is meeting the Labor Market availability in all Minority EEO Categories.

There is no underutilization found in the following EEO Categories, or meets at least 80% of their availability in the Labor Market.

Officials and Managers – Minority Males (Table #9)

Professionals – Minority Males (Table # 10)

Technicians – Minority Males (Table # 11)

Protective Service – Minority Males (Table # 12)

Administrative Support – Minority Males (Table # 13)

Skilled Craft – Minority Males (Table # 14)

Service Maintenance - Minority Males (Table # 15)

There is no underutilization found in the Minority Male Categories. (Table # 16)

With respect to Female EEO categories, there is no underutilization found in at least three (3) of the Female categories, or meets at least 80% of their availability in the Labor Market.

Officials and Managers – Females (Table # 17)

Professionals - Females (Table # 18)

Technicians – Females (Table # 19)

Female Technicians, - (Table #19)

White females were found to be *underutilized*, at 19.96%. Their availability was only 1.53% in this category. Hispanic & Asian Females were also underutilized; however, were underutilized at a lower percentage. It is evident that further recruitment efforts will be required in this particular area.

Female Protective Services – (Table #20)

Underutilization was present; however, the utilization was 78% for female minorities and 94% for Black females. It should be noted that there was a comprehensively low availability for Females in this category.

Female Administrative Support – (Table #21)

There was no underutilization found with respect to overall minority females. However, White Females were *underutilized* in this area. Here again, their availability was 29.53%. Metro will make efforts to recruit and increase this percentage in our workforce.

Female Skilled Craft – (Table #22)

There was *underutilization* found across the board for Females in this category with the exception of Black females who have 82% utilization. Increased recruitment efforts will be needed with respect to White, Minority and Hispanic females.

Female Service Maintenance – (Table #23)

There was *underutilization* found with respect to White, Hispanic, and Asian Females in this category. What stands out is the 99.35% utilization for minority Females. Metro still needs to increase the White, Hispanic and Asian Females in this area.

Total Female Workforce: (Table # 24)

A review of the total Female workforce shows that minority females are within 99% of utilization; however, White females utilization is only 15.27%. There should be a balance; availability in White females demonstrates that recruitment efforts would be helpful.

Please review Table W-10 to examine detailed Metro Workforce.

Metro Workforce Males = 6,981 Females = 2,850 Total = 9,831

**Utilization Analysis for the past three years prepared in accordance with FTA Circular
4704.1 Chapter III 2e.**

The 2005 – 2008 AAP indicated that Metro continued to have good representation of overall minorities, with minimal female underutilization in Protective Services, Office/Clerical, Skilled Craft, and Service Maintenance – Bus/Rail Operators.

The underutilization for the period ending October 2005 was as follows:

EEO Category	Total # of Employees	# Of Positions held by Females	% Of Positions held by Females	Availability % Females	Any Difference Rule	80% Rule*
Officials/Admin	605	233	38.51%	38.60%	0.09%	Yes
Professionals	679	281	41.38%	49.76%	-8.38%	Yes
Technicians	160	36	22.50%	49.52%	-27.02%	No
Protective/Serv.	84	5	5.95%	19.60%	-13.65%	No
Office/Clerical	551	335	60.80%	64.18%	-3.38%	Yes
Skilled Craft	1,657	34	2.05%	7.62%	-5.57%	No
Service Maintenance Bus/Rail Operators	6,111	1,878	30.73%	40.12%	-9.39%	No

The underutilization for the period ending July 1, 2006 was as follows:

EEO Category	Total # of Employees	# Of Positions held by Females	% Of Positions held by Females	Availability % Females	Any Difference Rule	80% Rule*
Officials/Admin	615	259	42.11%	38.60%	3.51%	Yes
Professionals	630	254	40.32%	49.76%	-9.44%	Yes
Technicians	149	30	20.13%	49.52%	-29.39%	No
Protective/Serv.	88	7	7.95%	19.60%	-11.65%	No
Office/Clerical	537	327	60.89%	64.18%	-3.29%	Yes
Skilled Craft	1,648	36	2.18%	7.62%	-5.44%	No
Service Maintenance Bus/Rail Operators	5,833	1,799	30.8%	40.12%	-9.32%	No

The underutilization for the period ending July 1, 2007 was as follows:

EEO Category	Total # of Employees	# Of Positions held by Females	% Of Positions held by Females	Availability % Females	Any Difference Rule	80% Rule*
Officials/Admin	617	259	41.98%	38.60%	3.38%	Yes
Professionals	632	264	41.77%	49.76%	-7.99%	Yes
Technicians	131	24	18.32%	49.52%	-31.20%	No
Protective/Serv.	85	7	8.24%	19.60%	-11.36%	No
Office/Clerical	543	327	60.22%	64.18%	-3.96%	Yes
Skilled Craft	1,657	44	2.66%	7.62%	-4.96%	No
Service Maintenance Bus/Rail Operators	6,022	1,861	30.90%	40.12%	-9.22%	No

The underutilization for the period pnding July 1, 2008 was as follows:

EEO Category	Total # of Employees	# Of Positions held by Females	% Of Positions held by Females	Availability % Females	Any Difference Rule	80% Rule*
Officials/Admin	650	280	43.08%	38.60%	4.48%	Yes
Professionals	656	282	42.99%	49.76%	-6.77%	Yes
Technicians	131	24	18.32%	49.52%	-31.2%	No
Protective/Serv.	88	8	9.09%	19.60%	-10.51%	No
Office/Clerical	548	325	59.31%	64.18%	-4.87%	Yes
Skilled Craft	1,714	44	2.57%	7.62%	-5.05%	No
Service Maintenance Bus/Rail Operators	6,044	1,887	31.22%	40.12%	-8.9%	No



OFFICE OF MANAGEMENT AND BUDGET

March 9, 2000

OMB BULLETIN NO. 00-02

TO THE HEADS OF EXECUTIVE DEPARTMENTS AND ESTABLISHMENTS

SUBJECT: Guidance on Aggregation and Allocation of Data on Race for Use in Civil Rights Monitoring and Enforcement

1. **Purpose:** This Bulletin establishes guidance for agencies that collect or use aggregate data on race. It also establishes guidance for the allocation of multiple race responses for use in civil rights monitoring and enforcement.
2. **Background:** The Office of Management and Budget (OMB) announced revisions to the standards for classification of Federal data on race and ethnicity in a *Federal Register* Notice of October 30, 1997 (62 FR 58782-58790). Revisions to these standards followed a lengthy process that included considerable public involvement and active participation from more than 30 Federal agencies. The revised standards require, among other things, that agencies offer individuals the opportunity to select one or more races when reporting information on race in Federal data collections. The five minimum race categories are American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, and White.

Census 2000 will be the first nationwide implementation of the revised standards. Data from Census 2000 will capture more accurately the increasing diversity of the Nation's population. Results from Census 2000 will display the full range of single and multiple race reporting by the American people.

As the revised standards for collecting and presenting data are implemented, we must ensure that we maintain our ability to monitor compliance with laws that offer protections for those who historically have experienced discrimination. In addition, we must minimize reporting burden for institutions such as schools and businesses that report aggregate data on race to Federal agencies.

In response to requests from agencies responsible for monitoring and enforcing civil rights laws, OMB has led an interagency group to develop guidance. This guidance addresses the collection of aggregate data when agencies request information from businesses, schools, and other entities. The guidance also addresses the allocation by agencies of responses, whether individual or aggregate, for use in civil rights monitoring and enforcement.

3. **Guidance for aggregation and allocation of multiple race responses for use in civil rights monitoring and enforcement:** The attached guidance is designed to be straightforward and easy to implement. It provides consistency across agencies responsible for enforcing civil rights laws, and does not preclude the use of more detailed data if an agency chooses to do so. The guidance does not involve methods that require either fractional or double counting of individuals, or arbitrary allocation of responses to one minority group versus another.
4. **Implementation process:** OMB will continue to work closely with the enforcement agencies and the civil rights community to assess these methods as they are implemented over the next few years and to consider the need for future modifications. The guidance provided in this Bulletin will be reflected in the Provisional Guidance on the Implementation of the 1997 Standards for Federal Data on Race and Ethnicity that will be available from OMB later this year.
5. **Inquiries:** Inquiries concerning the information in this Bulletin should be directed to Katherine K. Wallman, Chief Statistician (202-395-3093).

Jacob J. Lew
Director

Attachment

Attachment C

**Guidance on Aggregation and Allocation of Multiple Race Responses
for Use in Civil Rights Monitoring and Enforcement**

I. Aggregation Guidance: Census 2000 will provide 63 categories of data on the population by race; these data will be available by April 1, 2001, at the national, state, local, and census tract levels. Data collected by Federal enforcement agencies often are provided by businesses and institutions in aggregate form. To facilitate agency efforts to work with data on race, an aggregation method is presented below. This method keeps intact the five single race categories, and includes the four double race combinations most frequently reported in recent studies. The method also provides for the collection of information on any multiple race combinations that comprise more than one percent of the population of interest. Based on data from Census 2000, responsible agencies will determine which additional combinations meet the one percent threshold for the relevant jurisdictions. A balance category is provided to report those individual responses that are not included in (1) one of the five single race categories or four double race combinations or (2) other combinations that represent more than one percent of the population in a jurisdiction. The following *example* illustrates this guidance.

1	American Indian or Alaska Native
2	Asian
3	Black or African American
4	Native Hawaiian or Other Pacific Islander
5	White
6	American Indian or Alaska Native <i>and</i> White
7	Asian <i>and</i> White
8	Black or African American <i>and</i> White
9	American Indian or Alaska Native <i>and</i> Black or African American
10	> 1 percent: Fill in if applicable ⁽¹⁾ _____
11	> 1 percent: Fill in if applicable _____
12	Balance of individuals reporting more than one race
13	Total

II. Allocation Guidance: Federal agencies will use the following rules to allocate multiple race responses for use in civil rights monitoring and enforcement.

- Responses in the five single race categories are not allocated.
- Responses that combine one minority race and white are allocated to the minority race.
- Responses that include two or more minority races are allocated as follows:
 - If the enforcement action is in response to a complaint, allocate to the race that the complainant alleges the discrimination was based on.
 - If the enforcement action requires assessing disparate impact or discriminatory patterns, analyze the patterns based on alternative allocations to each of the minority groups.

Allocation for enforcement purposes should not be confused with various allocation methods under consideration for "bridging" to past data collections as described in OMB's Provisional Guidance on the Implementation of the 1997 Standards for Federal Data on Race and Ethnicity. These bridging methods would take advantage of information being gleaned from Census 2000 and other experimental work being carried out by the statistical agencies. The principal purpose of allocation for bridging is to conduct trend or time series analysis.

¹ Based on Census 2000 data, agencies will determine the race combinations that meet the one percent threshold. For example, in Hawaii there may well be combinations of race groups that meet this threshold such as Native Hawaiian or Other Pacific Islander *and* Asian, or Native Hawaiian or Other Pacific Islander *and* White, or Native Hawaiian or Other Pacific Islander *and* Asian *and* White.

*UTILIZATION ANALYSIS for the Periods Ending
July 1, 2005, July 1, 2006, and July 1, 2007*

In response to the U. S. Department of Transportation Federal Transit Administration (FTA) letter dated July 3, 2007, the Los Angeles County Metropolitan Transportation Authority (METRO) was scheduled for a Compliance Review of the Equal Employment Opportunity program (EEO) pursuant to 49 U. S. C. Section 5332, "Non-Discrimination" and the program guidelines of FTA Circular 4704.1 and Title VI Program pursuant to Title VI of the Civil Right Act of 1964, as amended, the Department of Transportation implementing regulations, 49 CFR Part 21, and Circular 4702.1A, "Title VI and Title VI-Dependent Guidelines for Federal Transit Administration Recipients". The purpose of the Reviews was to determine the extent to which U. S. Department of Transportation EEO and Title VI requirement are being met.

Utilization Analysis for the past two years prepared in accordance with FTA Circular 4704.1 Chapter III 2d.

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 action to correct employment practices that contributed to any identified absence, underutilization.

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. Utilization analysis is applied in the tables using variance analysis; ration analysis and person, Full Time Employment (FTE), analysis techniques.

METRO seeks to increase the representation of females and minority groups in its EEO Job Categories such that the proportion of minority group and female representation will be at least 80% or more of their availability in Metro's external Labor Market. METRO employees are organized into the following categories consistent with the EEO Job Categories:

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

Data as of July 1, 2005

I. No Underutilization in the MINORITIES EEO Categories

METRO is pleased that a review of the workforce vs. the availability in our Labor Market shows that the EEO Categories as it pertains to Minorities are represented at the Labor Market Availability Levels.

Officials and Managers	Workforce	56.69%
	Availability	38.73%
Professionals	Workforce	64.21%
	Availability	38.97%
Technicians	Workforce	75.63%
	Availability	54.92%
Protective Service	Workforce	84.52%
	Availability	52.69%
Administrative Support	Workforce	89.84%
	Availability	54.17%
Skilled Craft	Workforce	73.08%
	Availability	59.28%
Service Maintenance	Workforce	91.29%
	Availability	75.12%

METRO Utilization: Total Workforce Minority = 83.84%
Labor Market Availability = 55.46%

Utilization of Minorities and Females

80% Rule: The 80% Rule is a standard for proportional representation METRO 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 Market.

Refer to Tables #1 through #8

II. METRO Utilization Females – July 1, 2005

A review of the workforce vs. the availability in our Labor Market shows that Females are not represented at the Labor Market Availability Levels in all EEO categories.

Officials & Managers: July 1, 2005

White Females

Workforce 22.27%
Availability 33.39%

Hispanic Females

Workforce 9.26%
Availability 7.41%

Asian Females

Workforce 7.60%
Availability 4.74%

Black Females

Workforce 9.92%
Availability 2.69%

A review of this EEO Category reveals that White females are under-represented. It is Metro's goal to correct this under-representation.

Professionals: July 1, 2005

White Females

Workforce 11.78%
Availability 29.07%

Hispanic Females

Workforce 7.22%
Availability 7.44%

Asian Females

Workforce 11.78%
Availability 7.63%

Black Females

Workforce 9.43%
Availability 3.97%

A review of this EEO Category reveals that White females are under-represented. It is Metro's goal to correct this under representation.

Technicians: July 1, 2005

White Females

Workforce 2.50%
Availability 21.49%

Hispanic Females

Workforce 3.75%
Availability 10.76%

Asian Females

Workforce 3.13%
Availability 9.09%

Black Females

Workforce 11.88%
Availability 6.08%

A review of this EEO Category reveals that White, Hispanic and Asian females are under-represented. It is Metro's goal to correct this under representation. Black females are the only group that is represented over the rate of availability.

Protective Service: July 1, 2005

White Females

Workforce 0.00%
Availability 7.98%

Hispanic Females

Workforce 2.385
Availability 5.33%

Asian Females

Workforce 0.00%
Availability 0.55%

Black Females

Workforce 3.57%
Availability 4.79%

A review of this EEO Category reveals that *all* female groups are under-represented. This is historically, shown to be a category that under represents females.

Administrative Support: July 1, 2005

White Females

Workforce 5.25%
Availability 29.53%

Hispanic Females

Workforce 27.04%
Availability 20.20%

Asian Females

Workforce 3.99%
Availability 6.50%

Black Females

Workforce 23.77%
Availability 5.75%

A review in this category reveals that large numbers under-represent White females. While they are available at nearly 30%, they are only represented at 5%. In contrast, Hispanic and Black females represent a large percentage of this category.

Skilled Craft: July 1, 2005

White Females

Workforce 0.54%
Availability 2.21%

Hispanic Females

Workforce 0.785
Availability 3.38%

Asian Females

Workforce 0.30%
Availability 1.33%

Black Females

Workforce 0.42%
Availability 0.43%

Service Maintenance: July 1, 2005

White Females

Workforce 1.59%
Availability 10.35%

Hispanic Females

Workforce 6.64%
Availability 22.10%

Asian Females

Workforce 0.21%
Availability 3.94%

Black Females

Workforce 21.34%
Availability 2.66%

A review of this category reveals that White, Hispanic, and Asian females are under-represented in this category. However, Black females are largely represented in this category and have the least availability, compared to Hispanic females who have the largest availability.

III. METRO Utilization: Total Female Workforce – July 2005

Workforce 28.46%
Availability 44.91%

A review reveals that the female workforce is under-represented in Metro's workforce, and is so at nearly 50% of the availability.

There is no reporting requirement on utilization of workers in the categories of less than 1% availability in the Labor Market.

Refer to Table #17 through #24 for the period ending July 2005

IV. Male Minorities for the Period Ending July 1, 2005

Officials & Managers: July 1, 2005

White Males

Workforce 33.33%
Availability 38.81%

Hispanic Males

Workforce 11.24%
Availability 10.50%

Asian Males

Workforce 7.44%
Availability 7.71%

Black Males	
Workforce	7.77%
Availability	2.44%

A review of White Males show METRO's workforce is 33.33% and availability is 38.81%. Overall Male minorities are represented at the Labor Market Levels in the Officials & Managers category. All together, the availability level for Black males appear to be low based Labor Market Standards. .

Professionals: July 1, 2005

White Males	
Workforce	24.01%
Availability	31.95%

Hispanic Males	
Workforce	8.69%
Availability	6.11%

Asian Males	
Workforce	17.08%
Availability	7.96%

Black Males	
Workforce	6.63%
Availability	2.57%

A review of White Males in METRO's Professionals workforce is 24.01% and an availability of 31.95%. Male minorities exceed availability based on the Labor Market Levels in the Professionals category with Black males showing a low availability percentage.

Technicians: July 1, 2005

White Males	
Workforce	21.88%
Availability	23.58%

Hispanic Males	
Workforce	29.38%
Availability	12.05%

Asian Males	
Workforce	11.88%
Availability	9.30%

Black Males	
Workforce	11.88%
Availability	3.605

A review of White Males in METRO's Technicians workforce is 21.88% and availability is 23.58%. The availability standards are met as a result of the 21.88% which is within the 80% of the availability. While we are not required to report in this category, it is discussed to show our review.

Protective Service: July 1, 2005

White Males	
Workforce	15.48%
Availability	39.32%

Hispanic Males	
Workforce	33.33%
Availability	21.71%

Asian Males	
Workforce	10.71%
Availability	4.70%

Black Males	
Workforce	33.33%
Availability	11.40%

A review of White Males in METRO's Protective Service workforce is 15.48% and availability of 39.32%. METRO exceeds the Labor Market Standards in Hispanic, Asian and Black Male categories.

Administrative Support: July 1, 2005

White Males	
Workforce	4.90%
Availability	16.29%

Hispanic Males	
Workforce	15.61%
Availability	11.32%

Asian Males	
Workforce	4.90%
Availability	4.21%

Black Males	
Workforce	12.70%
Availability	2.69%

A review of White Males in METRO's Administrative Support category reveals that METRO has exceeded in Hispanic, Asian and Black male groups.

Skilled Craft : July 1, 2005

White Males	
Workforce	26.37%
Availability	38.52%

Hispanic Males	
Workforce	35.06%
Availability	41.26%

Asian Males	
Workforce	20.94%
Availability	5.77%

Black Males	
Workforce	11.53%
Availability	3.90%

A review of White Males in METRO's Skilled Craft workforce is 26.37% and the availability is 38.52%. This category shows Black Males at an extremely low availability compared to Hispanic and White Males. Asian availability follows. METRO does exceed the availability with respect to Hispanic, Asian, and Black males.

Service Maintenance July 1, 2005

White Males	
Workforce	7.12%
Availability	14.53%

Hispanic Males	
Workforce	29.44%
Availability	36.37%

Asian Males	
Workforce	5.40%
Availability	4.04%

Black Males	
Workforce	25.56%
Availability	3.45%

A review of White Males in METRO's Service Maintenance workforce is 7.12% and availability is 14.53%. METRO has exceeded Labor Market Standards with respect to the Black Males by 22.11% and met at least 80% of the Labor Market Standards in the Hispanic and Asian Males.

V. Total Male Workforce for the Period Ending July 2005

Workforce	71.54%
Availability	55.09%

Refer to Tables #9 through #16

METRO Utilization Analysis for the Period Ending July 1, 2007

This report includes the years 2005, 2006, to June 2007. As the data is reviewed, METRO will report and analyze to determine the goals and timetables that are necessary to each year.

As previously stated METRO seeks to increase the representation of females and minority groups in its EEO Job Categories such that the proportion of minority group and female representation will be at least 80% or more of their availability in Metro's external 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

I. Minorities EEO Categories July 2006

METRO is again pleased that a review of the workforce vs. the availability in our Labor Market shows that the EEO Categories as it pertains to Minorities exceed all Labor Market Availability. (Table #1)

Officials and Managers	Workforce	57.07%
	Availability	38.73%
Professionals	Workforce	64.13%
	Availability	38.97%
Technicians	Workforce	79.19%
	Availability	54.92%
Protective Service	Workforce	87.50%
	Availability	52.69%
Administrative Support	Workforce	89.94%
	Availability	54.17%
Skilled Craft	Workforce	73.79%
	Availability	59.28%
Service Maintenance	Workforce	91.34%
	Availability	75.12%

METRO Utilization: Total Workforce Minority = 83.47%
Labor Market Availability = 55.46%

Refer to Tables #1 through #8 for the period ending July 1, 2006

Utilization of Minorities and Females

METRO has used the 80% rule: The 80% Rule is a standard for proportional representation METRO uses in judging the representation of females and minorities in its workforce. METRO considers representation by females and minorities groups to be proportional to their availability in the Labor Market.

II. METRO Utilization – Females – July 1, 2006

A review of the 2006 workforce vs. the availability in our Labor Market shows that, Females are not represented at the Labor Market Availability Levels in all protected groups. (Table #17)

Officials & Managers: July 1, 2006

White Females

Workforce	11.54%
Availability	22.47%

Hispanic Females

Workforce	9.92%
Availability	7.41%

Asian Females

Workforce	7.48%
Availability	4.74%

Black Females

Workforce	10.57%
Availability	2.69%

A review of this EEO category reveals that White females are under-represented. It is METRO's goal to correct this under-representation. METRO has met the availability standards in the other female categories. (Table #18)

Professionals: July 1, 2006

White Females

Workforce	11.27%
Availability	29.07%

Hispanic Females

Workforce	7.46%
Availability	7.44%

Asian Females

Workforce	11.75%
Availability	7.63%

Black Females
Workforce 9.05%
Availability 3.97%

A review of this EEO category reveals that White Females are under-represented. It is METRO's goal to correct this under representation. METRO has exceeded availability standards in other female categories. (Table #19)

Technicians: July 1, 2006

White Females
Workforce 1.34%
Availability 21.49%

Hispanic Females
Workforce 4.03%
Availability 10.76%

Asian Females
Workforce 2.68%
Availability 9.09%

Black Females
Workforce 10.74. %
Availability 6.08%

A review of this EEO category reveals that White, Hispanic, and Asian females are under-represented. It is METRO's goal to correct this under-representation. Black females are the only group that is represented over the rate of availability. (table #20)

Protective Service: July 1, 2-006

White Females
Workforce 0%
Availability 7.98%

Hispanic females
Workforce 2.27%
Availability 5.33%

Asian Females
Workforce 0%
Availability .55%

Black Females
 Workforce 4.55%
 Availability 4.79%

A review of the EEO category reveals that all female groups are under-represented with the exception of Black females. This review has historically revealed to be a category which under-represents females. We have increased representation in this category. (Table #21)

Administrative Support: JULY 1, 2006

White Females
 Workforce 5.21%
 Availability 29.53%

Hispanic Females
 Workforce 27.93%
 Availability 20.20%

Asian Females
 Workforce 3.54%
 Availability 6.50%

Black Females
 Workforce 23.09%
 Availability 5.75%

During this period White and Asian females were under-represented and Hispanic and Black females exceeded the Labor Market Availability. (Table #22)

Skilled Craft: JULY 1, 2006

White Females
 Workforce 0.49%
 Availability 2.21%

Hispanic Females
 Workforce 0.85%
 Availability 3.38%

Asian Females
 Workforce 0.30%
 Availability 1.33%

Black Females
Workforce .55%
Availability .43%

A review of this category shows overall the availability has low percentages; however, METRO did meet the Labor Market Standards with respect to the Black Female category. (Table #23)

Service Maintenance: July 1, 2006

White Females
Workforce 1.75%
Availability 10.35%

Hispanic Females
Workforce 6.79%
Availability 22.10%

Asian Females
Workforce .022%
Availability 3.94%

Black Females
Workforce 21.05%
Availability 2.66%

A review of this category reveals that White, Hispanic, and Asian Females are all below Labor Market Standards. However, Black Females far exceed Labor Market Standards.

III. METRO Utilization: Total Female Workforce July 1, 2006

Workforce 28.55%
Availability 44.91%

A review reveals that the female workforce is under-represented during this period.

There is no reporting requirement on utilization of workers in the categories of less than 1% availability in the Labor Market.

Refer to Tables #17 through #24 for the period ending July 1, 2006

IV. Male Minorities July 1, 2006

Officials and Managers: July 1, 2006

White Males

Workforce 31.38%

Availability 38.81

Hispanic Males

Workforce 10.89%

Availability 10.50%

Asian Males

Workforce 7.32%

Availability 7.71%

Black Males

Workforce 6.83%

Availability 2.44%

A review of this category shows that METRO meets all minority male groups availability based on the Labor Market Standards. (Table #9)

Professionals: July 1, 2006

White Males

Workforce 24.60%

Availability 31.95%

Hispanic Males

Workforce 8.73%

Availability 6.11%

Asian Males

Workforce 17.14%

Availability 7.96%

Black Males

Workforce 5.87%

Availability 2.57%

A review of this category shows that METRO meets all minority male groups availability based on the Labor Market Standards. (Table #10)

Technicians:

July 1, 2006

White Males

Workforce 19.46%
Availability 23.58%

Hispanic Males

Workforce 29.53%
Availability 12.03%

Asian Males

Workforce 13.42%
Availability 9.39%

Black Males

Workforce 13.42%
Availability 3.60%

A review of this category shows that METRO meets all minority male groups availability based on the Labor Market Standards. (Table #11)

Protective Service:

July 1, 2006

White Males

Workforce 12.505
Availability 39.32%

Hispanic Males

Workforce 30.68%
Availability 21.71%

Asian Males

Workforce 12.50%
Availability 4.70%

Black Males

Workforce 35.23%
Availability 11.405

A review of this category shows that METRO meets all minority male groups availability based on the Labor Market Standards. (Table #12)

Administrative Support: July 1, 2006

White Males

Workforce 4.84%
Availability 16.29%

Hispanic Males

Workforce 15.83%
Availability 11.32%

Asian Males

Workforce 4.84%
Availability 4.21%

Black Males

Workforce 13.04%
Availability 2.69%

A review of this category shows that METRO meets all minority male groups availability based on the Labor Market Standards. (Table #13)

Skilled Craft : July 1, 2006

White Males

Workforce 25.73%
Availability 38.52%

Hispanic Males

Workforce 35.86%
Availability 41.27%

Asian Males

Workforce 20.93%
Availability 5.77%

Black Males

Workforce 11.35%
Availability 3.90%

A review of this category shows that METRO meets Labor Market Standards in all minority male groups. (Table #14)

Service Maintenance: July 1, 2006

White Males

Workforce 6.91%
Availability 14.53%

Hispanic Males

Workforce 29.83%
Availability 36.37%

Asian Males

Workforce 5.50%
Availability 4.04%

Black Males

Workforce 25.01%
Availability 3.45%

A review shows that METRO has far exceeded the Labor Market Standards in all minority male groups. (Table #15)

V. METRO Utilization: Total Male Workforce Period Ending July 1, 2006

Workforce 71.45%
Availability 55.09%

Refer to Tables #9 through #16 for the period ending July 1, 2006

I. METRO Utilization – Females July 1, 2007

A review of the 2007 workforce vs. the availability in our Labor Market shows that Females are not represented at the Labor Market Availability Levels in all EEO categories.

Officials & Managers: July 1, 2007

White Females	
Workforce	12.64%
Availability	22.47%

Hispanic Females	
Workforce	8.75%
Availability	7.41%

Asian Females	
Workforce	7.13%
Availability	4.74%

Black Females	
Workforce	11.02%
Availability	2.69%

A review of this EEO category reveals that White females are under-represented while Hispanic and Black Females meet the Labor Market Standards. In addition, Asian females are not represented at the Labor Market Availability.

Professionals: July 1, 2007

White Females	
Workforce	11.23%
Availability	29.07%

Hispanic Females	
Workforce	9.02%
Availability	7.44%

Asian Females	
Workforce	12.34%
Availability	7.63%

Black Females	
Workforce	8.07%
Availability	3.97%

A review of this category reveals that METRO does not meet the Labor Market Standards with respect to White Females. METRO does, however, with respect to Hispanic, Asian, and Black Females.

Technicians: July 1, 2007

White Females

Workforce 1.53%
Availability 21.49%

Hispanic Females

Workforce 5.34%
Availability 10.76%

Asian Females

Workforce 3.05%
Availability 9.09%

Black Females

Workforce 6.87%
Availability 6.08%

A review of this EEO category reveals that White, Hispanic and Asian females are under-represented. Black females are the only protected group that is represented over the rate of availability.

Protective Service: July 1, 2007

White Females

Workforce 0%
Availability 7.98%

Hispanic Females

Workforce 2.35%
Availability 5.33%

Asian Females

Workforce 0%
Availability 0.55%

Black Females

Workforce 4.71%
Availability 4.79%

A review of this category reveals that White, Hispanic, and Asian females are not meeting the availability standards. Nonetheless, Black females do meet the availability standards. There is a low availability for Asian Females; however, efforts will be made to increase under representation in all groups.

Administrative Support: July 1, 2007

White Females	
Workforce	5.71%
Availability	29.53%

Hispanic Females	
Workforce	28.18%
Availability	20.20%

Asian Females	
Workforce	2.95%
Availability	6.50%

Black Females	
Workforce	22.47%
Availability	5.75%

A review of this category shows that White and Asian Females are under-represented. However, Hispanic and Black females are meeting the availability standards. Efforts will be made to increase under representation in White and Asian groups.

Skilled Craft: July 1, 2007

White Females	
Workforce	0.42%
Availability	2.21%

Hispanic Females	
Workforce	1.03%
Availability	3.38%

Asian Females	
Workforce	0.36%
Availability	1.33%

Black Females	
Workforce	0.84%
Availability	0.43%

A review of this category shows that White, Hispanic, and Asian Females are all under-represented. Black Females is the only group that exceeds the Labor Market Standard, which is also at a low percentage.

Service Maintenance: July 1, 2007

White Females	
Workforce	1.63%
Availability	10.35%

Hispanic Females	
Workforce	6.68%
Availability	22.10%

Asian Females	
Workforce	0.20%
Availability	3.94%

Black Females	
Workforce	21.26%
Availability	2.66%

A review of this category shows that White, Hispanic, and Asian Females are under-represented while Black Females are exceeding the Labor Market Standard. Clearly, there needs to be more recruitment in this area.

II. METRO Utilization: Total Female Workforce Period Ending July 1, 2007

Total Female Workforce	28.76%
Availability	44.91%

A review of the total workforce for periods ending July 1, 2005, July 1, 2006, and July 1, 2007 reveals that overall females are under-represented when compared to the availability data in the Labor Market.

Refer to Goals and Timetables under Enclosure #1, Question # 20 for a discussion on how METRO' Goals and Timetables discuss how to improve the under-representation in the aforementioned EEO categories.

Refer to Tables #17 through #24

Refer to Goals and Timetables for a discussion on plans to decrease the underutilization in EEO categories that do not meet the Labor Market Standards.

III. METRO Utilization: Total Minority Male Workforce July 1, 2007
(Table #9)

Officials & Managers: July 2007

White Males
Workforce 30.79%
Availability 38.81%

Hispanic Males
Workforce 11.51%
Availability 10.50%

Asian Males
Workforce 6.97%
Availability 7.71%

Black Males
Workforce 6.81%
Availability 2.44%

A review of this category shows that METRO has met Labor Market Standards.
(Table #10)

Professionals: July 2007

White Males
Workforce 23.58%
Availability 31.95%

Hispanic Males
Workforce 8.86%
Availability 6.11%

Asian Males
Workforce 17.25%
Availability 7.95%

Black Males
Workforce 5.38%
Availability 2.57%

A review shows that minority males have met availability in this area.

Technicians: July 2007

White Males
Workforce 20.61%
Availability 23.58%

Hispanic Males
Workforce 30.53%
Availability 12.03%

Asian Males
Workforce 12.98%
Availability 9.39%

Black Males
Workforce 12.98%
Availability 3.60%

A review of minority males in this category shows that METRO has met availability.
(Table #11)

Protective Services: July 2007

White Males
Workforce 10.59%
Availability 39.32%

Hispanic Males
Workforce 31.76%
Availability 21.71%

Asian Males
Workforce 12.94%
Availability 4.70%

Black Males
Workforce 55.59%
Availability 11.40%

A review of minority males in this area shows that METRO has met availability.
(Table #12)

Administrative Support: July 2007

White Males
Workforce 5.34%
Availability 16.29%

Hispanic Males	
Workforce	16.57%
Availability	11.32%

Asian Males	
Workforce	4.97%
Availability	4.21%

Black Males	
Workforce	12.15%
Availability	2.69%

A review of category shows that METRO met availability in all male minority groups. (Table #13)

Skilled Craft: July 2007

White Males	
Workforce	24.48%
Availability	38.52%

Hispanic Males	
Workforce	36.57%
Availability	41.27%

Asian Males	
Workforce	21.48%
Availability	5.77%

Black Males	
Workforce	11.41%
Availability	3.90%

A review of this category shows that METRO met availability standards in all minority groups. (Table #14)

Service Maintenance: July 2007

White Males	
Workforce	6.81%
Availability	14.53%

Hispanic Males	
Workforce	5.63%
Availability	4.04%

Black Males	
Workforce	24.69%
Availability	3.45%

A review of this category shows that METRO has met the Labor Market Standards in all minority groups. (Table #15)

GOALS TO CORRECT UNDERUTILIZATION OF MINORITIES AND FEMALES

Goals are targets reasonably attainable by means of applying good faith efforts to remove the underutilization. Metro will look to availability percentage as a target. Metro has established long-term goals for each category where underutilization of females has been identified. Metro can use the availability of the Labor Market percentages, however, when reviewing the workforce vs. availability for minorities and females, it was found that some categories were represented at or above their market availability.

Established goals should be reached through primarily recruiting and advertising to increase the pool of qualified applicants. Through implementation of action-oriented policies and procedures we should reduce the areas that reflect underutilization. As previously stated, Metro will strive to reduce the underutilization, within three to five years. However, given the economic climate that the organization is in, this will be a challenge. It is within the spirit of good faith efforts that Metro will challenge the economic climate, and move forward to meet our goals to reduce the underutilization in all of the aforementioned categories.

By project vacancies, attending to market availability, conducting effective recruitment to ensure an adequate pool of qualified applicants, and by using a job-related selection system, Metro should be able to meet established goals within the next three to five years.

Long Range Percentage Goals

It should be addressed that long range goals have been established at the level of market availability. Where the level of market availability is low in percentage, it takes extra steps and challenges to reduce those areas of underutilization.

In the utilization analysis above, 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 minority and female employees and by expanding recruitment efforts to include vocational schools to fulfill Metro's requirement in these underutilized area.

Since 2007, the EEO Programs Manager has received a written report on a quarterly basis pertaining to the hiring of females and minorities in the EEO categories that show underutilization (Appendix 1). In addition, the EEO Programs Manager participated in additional interview panels during this period.

In review of 2006 vs. 2008 Metro Utilization of Total Females:

It shows that since 2006 there has been an increase of .99% Females; 2006 – 63.57% to 2008 – 64.56%. Specifically, there were 2,712 females in 2006 as opposed to 2,850 females in Metro workforce for the period of 2008.

While not all of our EEO Categories showed that Metro meets all of the levels of the Labor Market, we will continue to make good faith efforts to reach all of the levels shown in the availability percentages.

APPENDIX

1

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly New Hire and Rehire Report-Summary
October 2007 - December 2007**

Race and Ethnicity	Female	Male	Total
Asian	8	13	21
	38.10%	61.90%	
Asian and African American (Black)	0	1	1
Black or African American	30	24	54
	55.56%	44.44%	
Hispanic or Latino (all other races)	3	17	20
	15.00%	85.00%	
Hispanic or Latino (White race only)	8	38	46
	17.39%	82.61%	
Native Hawaiian or Other Pacific Islander	0	1	1
Other	0	2	2
White	8	6	14
	57.14%	42.86%	
Total	57	102	159
Percent	35.85%	64.15%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly Promotions Report-Summary
October 2007 - December 2007**

Race and Ethnicity	Female	Male	Total
American Indian or Alaskan Native	1	0	1
Asian	11 28.95%	27 71.05%	38
Asian and Caucasian (White)	0	1	1
Black or African American	22 50.00%	22 50.00%	44
Hispanic or Latino (all other races)	0	2	2
Hispanic or Latino (White race only)	16 23.88%	51 76.12%	67
HL African American (Black)	0	1	1
HL Amer Indian or Alaskan Native	0	2	2
White	2 6.67%	28 93.33%	30
Total	52	134	186
Percent	27.96%	72.04%	

**Los Angeles County Metropolitan Transportation Authority
 EEO Quarterly Demotions Report-Summary
 October 2007 - December 2007**

Race and Ethnicity	Female	Male	Total
Asian	0	2	2
Black or African American	2	1	3
	66.67%	33.33%	
Hispanic or Latino (White race only)	2	4	6
	33.33%	66.67%	
White	0	1	1
Total	4	8	12
Percent	33.33%	66.67%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly Disciplinary Actions Report-Summary
October 2007 - December 2007**

Race and Ethnicity	Female	Male	Total
African American (Black) and Amer Indian or Alaskan Native	3	3	6
	50.00%	50.00%	
African American (Black) and Caucasian (White)	3	2	5
	60.00%	40.00%	
American Indian or Alaskan Native	3	1	4
	75.00%	25.00%	
Asian	0	12	12
Asian and African American (Black)	1	1	2
	50.00%	50.00%	
Black or African American	148	121	269
	55.02%	44.98%	
Caucasian (White) and Amer Indian or Alaskan Native	0	1	1
Hispanic or Latino (White race only)	25	115	140
	17.86%	82.14%	
Native Hawaiian or Other Pacific Islander	0	1	1
Other	0	2	2
White	6	22	28
	21.43%	78.57%	
Total	189	281	470
Percent	40.21%	59.79%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly Terminations Report-Summary
October 2007 - December 2007**

Race and Ethnicity	Female	Male	Total
African American (Black) and Amer Indian or Alaskan Native	1	0	1
Asian	0	1	1
Asian and African American (Black)	1	0	1
Black or African American	12 35.29%	22 64.71%	34
Hispanic or Latino (all other races)	0	3	3
Hispanic or Latino (White race only)	5 45.45%	6 54.55%	11
Other	1	0	1
White	3 75.00%	1 25.00%	4
Total	23	33	56
Percent	41.07%	58.93%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly New Hire and Rehire Report-Summary
January 2008 - March 2008**

Race and Ethnicity	Female	Male	Total
African American (Black) and Amer Indian or Alaskan Native	1	1	2
	50.00%	50.00%	
African American (Black) and Caucasian (White)	1	2	3
	33.33%	66.67%	
Asian	4	19	23
	17.39%	82.61%	
Black or African American	25	39	64
	39.06%	60.94%	
Hispanic or Latino (all other races)	11	14	25
	44.00%	56.00%	
Hispanic or Latino (White race only)	10	34	44
	22.73%	77.27%	
HL African American (Black) and Caucasian (White)	0	1	1
HL Amer Indian or Alaskan Native	1	2	3
	33.33%	66.67%	
HL Asian	0	1	1
HL Native Hawaiian or other Pacific Islander	0	1	1
Native Hawaiian or Other Pacific Islander	1	1	2
	50.00%	50.00%	
Other	1	2	3
	33.33%	66.67%	
White	6	12	18
	33.33%	66.67%	
Total	61	129	190
Percent	32.11%	67.89%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly Promotions Report-Summary
January 2008 - March 2008**

Race and Ethnicity	Female	Male	Total
African American (Black) and Amer Indian or Alaskan Native	0	1	1
African American (Black) and Caucasian (White)	1 50.00%	1 50.00%	2
American Indian or Alaskan Native	1	0	1
Asian	3 18.75%	13 81.25%	16
Asian and African American (Black)	1 33.33%	2 66.67%	3
Asian and Caucasian (White)	0	1	1
Black or African American	35 54.69%	29 45.31%	64
Hispanic or Latino (all other races)	0	1	1
Hispanic or Latino (White race only)	10 18.18%	45 81.82%	55
HL African American (Black) and Caucasian (White)	0	1	1
Native Hawaiian or Other Pacific Islander	0	5	5
Other	0	4	4
White	3 13.04%	20 86.96%	23
Total	54	123	177
Percent	30.51%	69.49%	

**Los Angeles County Metropolitan Transportation Authority
 EEO Quarterly Demotions Report-Summary
 January 2008 - March 2008**

Race and Ethnicity	Female	Male	Total
Asian	0	1	1
Black or African American	5	1	6
	83.33%	16.67%	
Hispanic or Latino (all other races)	0	1	1
Hispanic or Latino (White race only)	5	5	10
	50.00%	50.00%	
HL African American (Black)	0	1	1
Total	10	9	19
Percent	52.63%	47.37%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly Disciplinary Actions Report-Summary
January 2008 - March 2008**

Race and Ethnicity	Female	Male	Total
African American (Black) and Amer Indian or Alaskan Native	2	1	3
	66.67%	33.33%	
African American (Black) and Caucasian (White)	1	7	8
	12.50%	87.50%	
American Indian or Alaskan Native	3	0	3
Asian	0	20	20
Asian and African American (Black)	2	1	3
	66.67%	33.33%	
Black or African American	178	119	297
	59.93%	40.07%	
Caucasian (White) and Amer Indian or Alaskan Native	0	1	1
Hispanic or Latino (all other races)	3	1	4
	75.00%	25.00%	
Hispanic or Latino (White race only)	37	108	145
	25.52%	74.48%	
HL African American (Black)	1	0	1
HL Asian	0	1	1
White	5	29	34
	14.71%	85.29%	
Total	232	288	520
Percent	44.62%	55.38%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly Terminations Report-Summary
January 2008 - March 2008**

Race and Ethnicity	Female	Male	Total
	1	0	1
African American (Black) and Amer Indian or Alaskan Native	1	0	1
African American (Black) and Caucasian (White)	0	1	1
American Indian or Alaskan Native	1	0	1
Asian	0	1	1
Black or African American	15	12	27
	55.56%	44.44%	
Hispanic or Latino (all other races)	2	1	3
	66.67%	33.33%	
Hispanic or Latino (White race only)	3	13	16
	18.75%	81.25%	
White	1	4	5
	20.00%	80.00%	
Total	24	32	56
Percent	42.86%	57.14%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly New Hire and Rehire Report-Summary
October 2008 - December 2008**

Race and Ethnicity	Female	Male	Total
African American (Black) and Amer Indian or Alaskan Native	1	0	1
American Indian or Alaskan Native	0	1	1
Asian	1 12.50%	7 87.50%	8
Asian and Caucasian (White)	1	0	1
Black or African American	35 57.38%	26 42.62%	61
Hispanic or Latino (all other races)	4 17.39%	19 82.61%	23
Hispanic or Latino (White race only)	8 22.86%	27 77.14%	35
HL African American (Black)	2	0	2
Other	1 33.33%	2 66.67%	3
White	2 12.50%	14 87.50%	16
Total	55	96	151
Percent	36.42%	63.58%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly Promotions Report-Summary
October 2008 - December 2008**

Race and Ethnicity	Female	Male	Total
American Indian or Alaskan Native	0	1	1
Asian	1 4.76%	20 95.24%	21
Black or African American	18 46.15%	21 53.85%	39
Hispanic or Latino (all other races)	0	2	2
Hispanic or Latino (White race only)	6 12.77%	41 87.23%	47
HL African American (Black)	0	1	1
HL Asian and African American (Black)	0	1	1
White	3 16.67%	15 83.33%	18
Total	28	102	130
Percent	21.54%	78.46%	

**Los Angeles County Metropolitan Transportation Authority
 EEO Quarterly Demotions Report-Summary
 October 2008 - December 2008**

Race and Ethnicity	Female	Male	Total
Asian	0	2	2
Black or African American	0	2	2
Hispanic or Latino (White race only)	1 14.29%	6 85.71%	7
White	0	4	4
Total	1	14	15
Percent	6.67%	93.33%	

**Los Angeles County Metropolitan Transportation Authority
EEO Quarterly Disciplinary Actions Report-Summary
October 2008 - December 2008**

Race and Ethnicity	Female	Male	Total
African American (Black) and Amer Indian or Alaskan Native	3	2	5
	60.00%	40.00%	
African American (Black) and Caucasian (White)	2	1	3
	66.67%	33.33%	
American Indian or Alaskan Native	3	1	4
	75.00%	25.00%	
Asian	1	13	14
	7.14%	92.86%	
Black or African American	143	123	266
	53.76%	46.24%	
Caucasian (White) and Amer Indian or Alaskan Native	0	1	1
Hispanic or Latino (all other races)	10	3	13
	76.92%	23.08%	
Hispanic or Latino (White race only)	28	98	126
	22.22%	77.78%	
HL African American (Black)	0	1	1
HL African American (Black) and Caucasian (White)	2	0	2
HL Amer Indian or Alaskan Native	0	1	1
Native Hawaiian or Other Pacific Islander	0	1	1
White	2	28	30
	6.67%	93.33%	
Total	194	273	467
Percent	41.54%	58.46%	

Los Angeles County Metropolitan Transportation Authority
 EEO Quarterly Terminations Report-Summary
 October 2008 - December 2008

Race and Ethnicity	Female	Male	Total
African American (Black) and Amer Indian or Alaskan Native	1	2	3
	33.33%	66.67%	
Asian	0	3	3
Black or African American	19	18	37
	51.35%	48.65%	
Caucasian (White) and Amer Indian or Alaskan Native	0	1	1
Hispanic or Latino (all other races)	1	2	3
	33.33%	66.67%	
Hispanic or Latino (White race only)	4	14	18
	22.22%	77.78%	
Other	1	0	1
White	1	4	5
	20.00%	80.00%	
Total	27	44	71
Percent	38.03%	61.97%	

MONITORING AND REPORTING SYSTEM

ADA Requests and Challenges

ADA Accommodations in the Employment Process

Year	Disability	How determined	Accommodation Made	Position
2005	Dyslexia	Note from Professional	Additional time to take written test	Bus Operator
	Dyslexia	Note from Professional	Additional time to take written test	Bus Operator
2006	Dyslexia	Note from Professional	Additional time to take written test	Bus Operator
2007	Deafness	Self-evident	Sign Language Interpreter for Written Test and Interview	Custodian
	Cerebral Palsy	Self-evident	Special Keyboard used for Written Test	Chief Administrative Analyst
	Dyslexia	Note from Professional	Additional time to take written test	Bus Operator
2008	Deafness	Self-evident	Sign Language Interpreter for Written Test	Electronic Communication Technician
	Deafness	Self-evident	Sign Language Interpreter for Written Test	Stock Clerk
	Deafness	Self-evident	Sign Language Interpreter for Written Test and Interview	Custodian
	Blindness	Self-Evident	Special Reading Equipment for Written Test	Customer Information Agent

A	B	C	D	E	F	G	H	I	J	K	L
HRFR0011 Data & Calculations Used to Produce The EEO Report											
July 1, 2006											
		Male									
	Race	Officers & Admin's	Prof's	Techs	Protective Service	Para-Prof's	Office Clerks	Skilled Craft	Service/M Ops	Service/M Non-Ops	Total
6	Ethnicity										
7	1. Hisp/Latino (HL)	0	1	0	1	0	0	0	6	5	15
8	8M-B + W	1	0	1	0	0	0	2	12	4	20
9	9M-NH/OPI	0	0	0	0	0	0	1	0	0	1
10	10M-Asian(A)	1	0	0	0	0	1	0	0	0	1
11	11M-AI/AN + B	0	0	0	0	0	0	7	0	0	8
12	12M-AI/AN + W	1	0	1	0	0	0	0	2	0	6
13	13M-B + A	0	0	0	0	0	1	2	1	0	4
14	14M-W + A	0	0	0	0	0	0	0	1	0	4
15	15M-White(W)	43	54	42	26	21	83	568	1,401	312	2,550
16	Total	46	55	44	27	21	85	591	1,422	318	2,609
18	2. Not Hispanic or Latino (NH)										
19	18M-AI/AN	3	2	1	0	0	1	12	16	5	40
20	19M-Black(B)	39	37	20	31	3	70	187	1,149	310	1,846
21	20M-White(W)	168	155	29	11	25	26	424	311	92	1,241
22	21M-B + A	0	2	0	0	0	0	0	7	2	14
23	22M-AI/AN + B	1	1	0	0	0	1	4	18	9	34
24	23M-AI/AN + W	0	2	1	0	0	0	2	6	2	13
25	24M-B + W	0	3	0	0	0	0	2	4	2	11
26	25M-A + W	2	0	3	0	0	1	14	7	4	31
27	26M-NH/OPI	0	5	1	1	1	0	24	17	5	54
28	27M-Asian(A)	29	108	20	11	16	26	345	250	71	876
29	28Ma-Other NH	1	6	0	0	1	0	4	5	2	19
30	29Mb-Other HL										
31	Total	243	321	75	54	46	125	1,021	1,790	504	4,179
32	1-Total Hispanic										
33	2-Total Non-Hisp	46	55	44	27	21	85	591	1,422	318	2,609
34	LACMTA Total Males	243	321	75	54	46	125	1,021	1,790	504	4,179
35		289	376	119	81	67	210	1,612	3,212	822	6,788
36	Female										
37	1-Total Hispanic	14	47	6	2	47	150	14	317	79	676
38	2-Total Non-Hisp	106	207	24	5	92	177	22	1,148	255	2,036
39	LACMTA Total Females	120	254	30	7	139	327	36	1,465	334	2,712
40											
41	LACMTA Total	409	630	149	88	206	537	1,648	4,677	1,156	9,500

M	N	O	P	Q	R	S	T	U	V	W	X	Y
HRFR0011 Data & Calculations Used to Produce The EEO Report												
July 1, 2006												
	Female	Officers & Admin's	Prof's	Techs	Protective Service	Para-Prof's	Office Clerks	Skilled Craft	Service/M Ops	Service/M Non-Ops	Total	
1		0	2	0	0	1	1	0	1	2	7	
2		0	0	0	0	1	0	0	7	2	10	
3		0	0	0	0	0	0	0	0	0	0	
4		0	0	0	0	0	0	0	1	0	1	
5		0	1	0	0	0	0	0	1	0	2	
6		0	0	0	0	0	0	0	0	0	0	
7		0	0	0	0	0	0	0	0	0	0	
8		0	0	0	0	0	0	0	0	0	0	
9		0	0	0	0	0	0	0	0	0	0	
10		0	0	0	0	0	0	0	0	0	0	
11		0	0	0	0	0	0	0	0	0	0	
12		0	0	0	0	0	0	0	0	0	0	
13		0	0	0	0	0	0	0	0	0	0	
14		0	0	0	0	0	0	0	0	0	0	
15		14	44	6	2	45	149	14	307	75	656	
16		14	47	6	2	47	150	14	317	79	676	
17												
18		1	2	1	1	1	0	0	16	1	23	
19		38	57	16	4	27	124	9	1010	218	1,503	
20		42	71	2	0	29	28	8	81	21	282	
21		2	0	0	0	0	0	0	5	1	8	
22		0	0	1	0	1	2	0	16	4	24	
23		0	2	0	0	0	1	0	1	1	5	
24		0	0	0	0	2	1	0	7	1	11	
25		1	1	0	0	0	0	0	1	0	3	
26		1	0	0	0	1	1	0	2	1	6	
27		20	74	4	0	26	19	5	6	7	161	
28		1	0	0	0	5	1	0	3	0	10	
29		0	0	0	0	0	0	0	0	0	0	
30		106	207	24	5	92	177	22	1,148	255	2,036	
31												
32												
33												
34		120	254	30	7	139	327	36	1,465	334	2,712	
35												
36												
37												
38												
39												
40												
41												



HRFR0011

L. A. County Metropolitan Transportation Authority
 HR / Payroll System
 EEO Status By SBU / Cost Center / Section Report

Run Date: 07/01/06
 Page: 359 of 359

Strategic Business Unit:
 Cost Center:
 Section:

Race	MATES												Total	EEO Code	Total	EEO Code		
	OFFX	ADMIN	PROFS	TECHS	SVC	PROF	PARA	OFFIC	SKILL	CLERK	OPS	NON OPS						
White	168	155	29	11	25	28	424	311	82	1241								
Black and Asian	2						3	7	2	14								
Black American/Alaskan/Asi	1	1				1	4	18	9	34								
White American/Alaskan/Asi	2	1				2	6	2	2	13								
Black and White	3					2	4	2	2	11								
White and Asian	2	3				1	14	7	4	31								
Nat-Hewin or Pacisland	5	1	1			24	17	5	5	64								
Asian	29	108	20	11	16	26	345	250	71	878								
Other, Not HL	1	6				4	5	2	2	19								
Not Hlep / Latino Totals	243	321	76	54	46	125	1022	1791	605	4182								
xxx LACMITA TOTALS xxx:	289	378	119	81	67	210	1613	3213	823	6781								

Not Hlep / Latino Totals

xxx LACMITA TOTALS xxx:

**Metro 2006 Affirmative Action Report
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**

Metro 2006 Affirmative Action Report
 Metro Utilization: Officials and Managers (O&M) EEO Job Category

Table 1
 O&M

Job Category / and Status	Column A / Race Category	Col B All Races Total	Col C White (W) Black (B) 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-Opt 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 EEO Race Categories

Workforce(Wf)	100%	100%	57.07%	20.81%	14.80%	17.40%
Availability(A)	100%	61.28%	38.73%	17.91%	12.45%	5.12%
Variance (Wf-A)		38.35%	18.35%	2.90%	2.35%	12.28%

Ratio Analysis: % by EEO Race Categories

Workforce(Wf)	42.93%	57.07%	147.38%	20.81%	14.80%	17.40%
Availability(A)	61.28%	38.73%	38.73%	17.91%	12.45%	5.12%
Utilization(Wf/A)	69.92%	147.38%	116.19%	118.85%	339.61%	

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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 U>80%

Metro 2006 Affirmative Action Report
 Metro Utilization: Professionals (Profs) EEO Job Category

Table 2
 Profs

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

Variance Analysis: % by Race Categories

Workforce(Wf)	100%	35.87%	64.13%	16.19%	28.89%	14.92%
Availability(A)	100%	61.02%	38.97%	13.56%	15.59%	6.54%
Variance (Wf-A)		25.15%	25.15%	2.63%	13.29%	8.39%

Ratio Analysis: % by Race Categories

Workforce(Wf)	35.87%	64.13%	16.19%	28.89%	14.92%
Availability(A)	61.02%	38.97%	13.56%	15.59%	6.54%
Utilization(Wf/A)	58.78%	164.54%	119.43%	185.25%	228.30%

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2006 Affirmative Action Report
 Metro Utilization: Technicians (Techs) EEO Job Category

Table 3
 Techs

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%	B & W NHisp A<1%	AI-AN&B NHisp A<1%	Others A<1%		
Variance Analysis: % by Race/Ethnicity Category														
Workforce(Wf)	100%	20.81%	79.19%	33.56%	16.11%	24.16%								
Availability(A)	100%	45.07%	54.92%	22.79%	18.48%	9.68%								
Variance (Wf-A)		-24.26%	24.27%	10.77%	-2.37%	14.48%								
Ratio Analysis: % by Race/Ethnicity Category														
Workforce(Wf)		20.81%	79.19%	33.56%	16.11%	24.16%								
Availability(A)		45.07%	54.92%	22.79%	18.48%	9.68%								
Utilization(Wf/A)		46.16%	144.19%	147.25%	87.17%	249.67%								

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2006 Affirmative Action Report
 Metro Utilization: Protective Service (ProtSvce) EEO Job Category

Table 4
ProtSvce

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
	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-Opt NHisp A<1%	B & W AI-AN&B NHisp A<1%	Others		

Variance Analysis: Percentage by Job & Race Categories

Workforce(Wf)	100%	12.50%	87.50%	32.95%	12.50%	39.77%
Availability(A)	100%	47.30%	52.69%	27.04%	5.26%	16.19%
Variance (Wf-A)		34.80%	34.81%	5.92%	7.24%	23.59%

Ratio Analysis: Percentage by Job & Race Categories

Workforce(Wf)	12.50%	87.50%	32.95%	12.50%	39.77%
Availability(A)	47.30%	52.69%	27.04%	5.26%	16.19%
Utilization(Wf/A)	26.42%	166.06%	121.89%	237.82%	245.73%

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2006 Affirmative Action Report
 Metro Utilization: Administrative Support (Adm Sppt) Job Category

Table 5
 Adm Sppt

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

Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	100%	10.06%	89.94%	43.76%	8.38%	36.13%
Availability(A)	100%	45.83%	54.17%	31.52%	10.71%	8.44%
Variance (Wf-A)		-35.77%	35.77%	12.24%	-2.33%	27.68%

Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	10.06%	89.94%	43.76%	8.38%	36.13%
Availability(A)	45.83%	54.17%	31.52%	10.71%	8.44%
Utilization(Wf/A)	21.94%	166.03%	138.83%	78.23%	427.86%

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

Utilization >80%?	YES	NO	YES	NO	YES
# FTEs Needed (+ Only)	None*	None*	None*	1.02	None*
Rationale	U>80%	U>80%	U>80%	U<80%	U>80%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2006 Affirmative Action Report
 Metro Utilization: Skilled Craft EEO Job Category

Table 6
 Skilled Craft

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 NHisp A<1%	AI-AN&W NHisp A<1%	NHisp NHisp A<1%	B & W NHisp A<1%	AI-AN&B NHisp A<1%	Others A<1%

Variance Analysis: % by Race Category

Workforce(Wf)	100%	26.21%	73.79%	36.71%	21.24%	11.89%
Availability(A)	100%	40.72%	59.28%	44.65%	7.10%	4.32%
Variance (Wf-A)		-14.51%	14.51%	-7.94%	14.14%	7.57%

Variance Analysis: % by Race Category

Workforce(Wf)	26.21%	73.79%	36.71%	21.24%	11.89%
Availability(A)	40.72%	59.28%	44.65%	7.10%	4.32%
Utilization(Wf/A)	64.37%	124.47%	82.22%	299.05%	275.10%

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2006 Affirmative Action Report
 Metro Utilization: Service Maintenance (SvcceMaint) EEO Job Category

Table 7
 SvcceMaint

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)	Hispanic (Hispanic)	Minorities Total	Asian	Black(B)	Asian & W	Asian & W	AI-AN	AI-AN & W	NHisp	B & W	AI-AN & B	Others
	Total	NHisp	(Hispanic)	Total	NHisp	NHisp	Asian & W	Asian & W	NHisp	NHisp	NHisp	NHisp	NHisp	Others
		Not in Plan					A < 1%	A < 1%	A < 1%	A < 1%	A < 1%	A < 1%	A < 1%	A < 1%

Variance Analysis: % by Race Category

Workforce(Wf)	100%	8.66%	36.62%	91.34%	5.73%	46.07%
Availability(A)	100%	24.88%	58.48%	75.12%	7.98%	6.11%
Variance (Wf-A)		-16.22%	-21.86%	16.22%	-2.25%	39.95%

Variance Analysis: % by Race Category

Workforce(Wf)	8.66%	36.62%	62.62%	121.60%	5.73%	753.73%
Availability(A)	24.88%	58.48%	7.98%	75.12%	7.98%	6.11%
Utilization(Wf/A)	34.80%					

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

Utilization >80%?	Yes	No
# FTEs Needed (+ Only)	None*	592.72
Rationale	U>80%	FTE FTE

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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
 U < 80%

Metro 2006 Affirmative Action Report
 Metro Utilization: Total Workforce in All EEO Job Categories

Table 8
 Total Workforce

Job Category / and Status	Column A All Races Total	Column B White (W) NHisp Not in Plan	Column C Minorities Total	Column D Hispanic (Hisp)	Column E Asian NHisp	Column F Black (B) NHisp	Column G Asian & W NHisp	Column H Asian & W NHisp	Column I Asian & W NHisp	Column J Asian & W NHisp	Column K Asian & W NHisp	Column L Asian & W NHisp	Column M Asian & W NHisp	Column N Others
Variance Analysis: % by Race Category														
Workforce (Wf)	100%	16.03%	83.97%	34.58%	10.92%	35.25%								
Availability (A)	100%	44.54%	55.46%	34.72%	10.82%	6.76%								
Variance (Wf-A)		-28.51%	28.51%	-0.14%	0.10%	28.49%								
Ratio Analysis: % by Race Category														
Workforce (Wf)		16.03%	83.97%	34.58%	10.92%	35.25%								
Availability (A)		44.54%	55.46%	34.72%	10.82%	6.76%								
Utilization (Wf/A)		35.99%	151.41%	99.59%	100.91%	521.12%								

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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**

Metro 2006 Affirmative Action Report
 Metro Utilization: Male Officials and Managers (O&M) Category

Table 9 Male
 O&M

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	White(W)	Minorities	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	Asian NHisp	Asian&W NHisp	Asian&W NHisp	Black&W NHisp	Black&W NHisp	Asian&W NHisp	Others
	Total	NHisp	Total	(Hisp)	NHisp	NHisp	NHisp	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%
Variance Analysis: % by Race Categories														
Workforce(Wf)	58%	31.38%	26.50%	10.89%	7.32%	6.83%								
Availability(A)	61%	38.81%	22.60%	10.50%	7.71%	2.44%								
Variance (Wf-A)		7.42%	3.91%	0.39%	-0.39%	4.39%								
Ratio Analysis: % by Race Categories														
Workforce(Wf)		31.38%	26.50%	10.89%	7.32%	6.83%								
Availability(A)		38.81%	22.60%	10.50%	7.71%	2.44%								
Utilization(Wf/A)		80.87%	117.30%	103.73%	94.90%	280.24%								

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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**

Metro 2006 Affirmative Action Report
 Metro Utilization: Male Professionals (Profs) EEO Job Category

Table 10 Male Profs

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-OP NHisp A<1%	Col L B & W AI-AN&B NHisp A<1%	Col M Col N Others
Variance Analysis: % by Race Categories													
Workforce(W)		60%	24.60%	35.08%	8.73%	17.14%	5.87%						
Availability(A)		50%	31.95%	18.29%	6.11%	7.96%	2.57%						
Variance (W-A)			-7.35%	16.79%	2.62%	9.18%	3.31%						
Variance Analysis: % by Race Categories													
Workforce(W)			24.60%	35.08%	8.73%	17.14%	5.87%						
Availability(A)			31.95%	18.29%	6.11%	7.96%	2.57%						
Utilization(W/A)			77.01%	191.79%	142.82%	215.37%	228.88%						

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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**

Metro 2006 Affirmative Action Report
 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) NHisp No 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 NHISP 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 Categories

Workforce(W)	79.87%	19.46%	60.40%	29.53%	13.42%	13.42%	13.42%
Availability(A)	50.47%	23.58%	26.88%	12.03%	9.39%	9.39%	3.60%
Variance (W-A)		-4.12%	33.52%	17.50%	4.03%	4.03%	9.83%

Ratio Analysis: % by Race Categories

Workforce(W)	19.46%	60.40%	29.53%	13.42%	13.42%	13.42%	13.42%
Availability(A)	23.58%	26.88%	26.88%	12.03%	9.39%	9.39%	3.60%
Utilization(W/A)	82.53%	224.69%	245.57%	142.97%	373.36%	373.36%	373.36%

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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**

Metro 2006 Affirmative Action Report
 Metro Utilization: Male Protective Service (ProtSvce) EEO Job Category

Table 12 Male
 ProtSvce

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 AI-AN&B NHisp A<1%	Col M NHisp A<1%	Col N Others A<1%
---------------------------	--------------------------	-----------------------	----------------------------------	------------------------	-----------------------	-------------------	----------------------	--------------------------	------------------------	--------------------------	-------------------------	--------------------------------	------------------	-------------------

Variance Analysis: % by Race Categories

Workforce(Wf)	92.05%	12.50%	30.68%	79.55%	12.50%	35.23%
Availability(A)	80.40%	39.32%	21.71%	41.07%	4.70%	11.40%
Variance (Wf-A)		-26.82%	8.98%	38.47%	7.80%	23.83%

Ratio Analysis: % by Race Categories

Workforce(Wf)	12.50%	30.68%	79.55%	141.35%	12.50%	35.23%
Availability(A)	39.32%	21.71%	41.07%	21.71%	4.70%	11.40%
Utilization(Wf/A)	31.79%	141.35%	193.67%	265.80%	309.04%	

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2006 Affirmative Action Report
 Metro Utilization: Male Administrative Support (Adm Sppt) EEO Job Category

Table 13 Male
 Adm Sppt

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 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 Job & Race Categories

Workforce(Wf)	39.11%	4.84%	34.26%	15.83%	4.84%	13.04%
Availability(A)	35.82%	16.29%	19.52%	11.32%	4.21%	2.69%
Variance (Wf-A)		-11.45%	14.74%	4.51%	0.63%	10.34%

Ratio Analysis: % by Job & Race Categories

Workforce(Wf)	4.84%	34.26%	15.83%	4.84%	13.04%
Availability(A)	16.29%	19.52%	11.32%	4.21%	2.69%
Utilization(Wf/A)	29.72%	175.50%	139.82%	114.90%	484.02%

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2006 Affirmative Action Report
 Metro Utilization: Male Skilled Craft EEO Job Category

Table 14 Male Skilled Craft

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) 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%	NHisp A<1%	NHisp A<1%	B & W NHisp A<1%	AI-AN&B NHisp A<1%	Others A<1%

Variance Analysis: % by Race Categories

Workforce(Wf)	97.82%	25.73%	72.09%	35.86%	20.93%	11.35%
Availability(A)	92.38%	38.52%	53.87%	41.27%	5.77%	3.90%
Variance (Wf-A)		-12.79%	18.22%	-5.41%	15.17%	7.45%

Ratio Analysis: % by Race Categories

Workforce(Wf)	25.73%	72.09%	35.86%	20.93%	11.35%
Availability(A)	38.52%	53.87%	41.27%	5.77%	3.90%
Utilization(Wf/A)	66.80%	133.83%	86.89%	362.93%	291.29%

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

Utilization >80%	None*	None*	None*	None*	None*
# FTEs Needed (+ Only)	U>80%	U>80%	U>80%	U>80%	U>80%
Rationale					

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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**

Metro 2006 Affirmative Action Report
 Metro Utilization: Male Service Maintenance (SM) EEO Job Category

Table 15 Male
 Service Maintenance

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
Category / and Status	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	NI-OP NHisp	B & W NHisp	AI-AN&B NHisp	Others
		Not in Plan	Not in Plan					A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%

Variance Analysis: % by Job & Race Categories

Workforce(Wf)	69.16%	6.91%		62.25%	29.83%	5.50%	25.01%							
Availability(A)	59.88%	14.53%		45.34%	36.37%	4.04%	3.45%							
Variance (Wf-A)		-7.63%		16.91%	-6.54%	1.46%	21.56%							

Ratio Analysis: % by Job & Race Categories

Workforce(Wf)	6.91%		29.83%			5.50%	25.01%							
Availability(A)	14.53%		36.37%			4.04%	3.45%							
Utilization(Wf/A)	47.53%		82.02%			136.15%	724.50%							

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

Utilization >80%? YES None* U>80% YES None* U>80%

FTEs Needed (+ Only) YES None* U>80% YES None* U>80%

Rationale YES None* U>80% YES None* U>80%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

U>80%

A<1%

Metro 2006 Affirmative Action Report
 Metro Utilization: Total Male Workforce Category

Table 16 Male
 Total Male 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) / NHisp / Not in Plan	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	AI-AN NHisp	AI-AN&W NHisp	NHLOPI NHisp	B & W NHisp	AI-AN&B NHisp	Others	
Variance Analysis: % by Race Category														
Workforce(Wf)	71.45%	13.06%	58.39%	27.46%	9.22%	19.43%								
Availability(A)	55.09%	24.50%	30.60%	20.15%	5.61%	3.14%								
Variance (Wf-A)		41.43%	27.79%	7.31%	3.61%	16.29%								
Ratio Analysis: % by Race Category														
Workforce(Wf)		13.06%	58.39%	27.46%	9.22%	19.43%								
Availability(A)		24.50%	30.60%	20.15%	5.61%	3.14%								
Utilization(Wf/A)		53.33%	190.83%	136.28%	164.46%	619.34%								

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

None in Plan

Metro 2006 Affirmative Action Report
 Metro Utilization: Female Professionals (Profs) EEO Job Category

Table 18 Female Profs

Column A Job / Race Category / Category / and Status	Col B All Races Total	Col C White(W) NHsp	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Asian NHsp	Col G Black(B) NHsp	Col H Asiat&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 AI-AN&B NHisp A<1%	Col M Others A<1%	Col N Others A<1%
Variance Analysis: % by Race Category													
Workforce(W)	40.32%	11.27%	29.05%	7.46%	11.75%	9.05%	0.16%	0.32%	0.32%	0.00%	0.00%	0.00%	0.00%
Availability(A)	49.76%	29.07%	20.68%	7.44%	7.63%	3.97%	0.28%	0.19%	0.21%	0.09%	0.08%	0.05%	0.74%
Variance (W-A)	-9.44%	-17.81%	8.36%	0.02%	4.11%	5.08%	-0.12%	0.13%	0.11%	-0.09%	-0.08%	-0.05%	-0.74%
Ratio Analysis: % by Race Category													
Workforce(W)	40.32%	11.27%	29.05%	7.46%	11.75%	9.05%	0.16%	0.32%	0.32%	0.00%	0.00%	0.00%	0.00%
Availability(A)	49.76%	29.07%	20.68%	7.44%	7.63%	3.97%	0.28%	0.19%	0.21%	0.09%	0.08%	0.05%	0.74%
Utilization(W/A)	81.03%	38.76%	140.44%	100.22%	153.85%	227.92%	57.46%	189.2%	151.15%	0.00%	0.00%	0.00%	0.00%
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?													
Utilization >80%?	YES	NO	YES	YES	YES	YES	NO	YES	YES	NO	NO	NO	NO
# FTEs Needed (+ Only)	None*	75.64	None*	None*	None*	None*	0.39	None*	None*	None*	0.41	0.23	3.74
Rationale	U>80%	FTE	U>80%	U>80%	U>80%	U>80%	FTE	U>80%	U>80%	U>80%	FTE	FTE	FTE

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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: [None in Plan] [U>80%]

Metro 2006 Affirmative Action Report
 Metro Utilization: Female Technicians (Techs) EEO Job Category

Table 19 Female
 Techs

Job Category / and Status	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)	White(W)	NHisp	Minorities	Total	Hispanic (Hisp)	Asian	NHisp	Black(B)	NHisp	Asian&W	NHisp	Asian&W	NHisp	AI-AN	AI-AN&W	NHisp	NH-OPF	NHisp	B & W	AI-AN&B	NHisp	AI-AN&B	NHisp	Others		
Variance Analysis: % by Job & Race Categories																												
Workforce(Wf)	20.13%	1.34%	1.34%		18.79%		4.03%	2.68%	10.74%	10.74%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Availability(A)	49.52%	21.49%	21.49%		28.04%		10.76%	9.09%	6.08%	6.08%	0.24%	0.25%	0.20%	0.07%	0.07%	0.07%	0.07%	0.12%	0.12%	0.07%	0.07%	0.06%	0.06%	0.06%	1.18%	1.18%	1.18%	
Variance (Wf-A)	-29.39%	-20.14%	-20.14%		-9.25%		-6.74%	-6.40%	4.66%	4.66%	-0.24%	0.42%	-0.20%	-0.07%	-0.07%	-0.07%	-0.07%	-0.12%	-0.12%	-0.07%	-0.07%	0.61%	0.61%	0.61%	-1.18%	-1.18%	-1.18%	
Ratio Analysis: % by Job & Race Categories																												
Workforce(Wf)	20.13%	1.34%	1.34%		18.79%		4.03%	2.68%	10.74%	10.74%	0.00%	0.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Availability(A)	49.52%	21.49%	21.49%		28.04%		10.76%	9.09%	6.08%	6.08%	0.24%	0.25%	0.20%	0.07%	0.07%	0.07%	0.07%	0.12%	0.12%	0.07%	0.07%	0.06%	0.06%	0.06%	1.18%	1.18%	1.18%	
Utilization(Wf/A)	40.66%	6.25%	6.25%		67.02%		37.41%	29.54%	176.56%	176.56%	0.00%	269.1%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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?	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	
Utilization >80%?	None*	23.61%	23.61%	None*	None*	None*	None*	None*	None*	None*	0.28	None*	0.23	0.08	0.08	0.08	0.23	None*	None*	0.08	0.08	None*	None*	None*	1.40	1.40	1.40	
# FTEs Needed (+ Only)	U>80%	FTE	FTE	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	
Rationale																												

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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 U>80%

Metro 2006 Affirmative Action Report
 Metro Utilization: Female Protective Service (ProtSvc) EEO Job Category

Table 20 Female
 ProtSvc

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)	7.95%	0.00%	7.95%	2.27%	0.00%	4.55%	0.00%	1.14%	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%	0.15%	0.19%	0.15%	0.09%	0.06%	0.08%	0.32%	0.00%
Variance (Wf-A)	-11.64%	-7.98%	-3.66%	-3.06%	-0.55%	-0.24%	-0.15%	0.95%	-0.15%	-0.09%	-0.06%	-0.08%	-0.32%	-0.32%
Ratio Analysis: % by Race Category														
Workforce(Wf)	7.95%	0.00%	7.95%	2.27%	0.00%	4.55%	0.00%	1.14%	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%	0.15%	0.19%	0.15%	0.09%	0.06%	0.08%	0.32%	0.00%
Utilization(Wf/A)	40.59%	0.00%	68.45%	42.04%	0.00%	94.96%	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	Yes
# FTEs Needed (+ Only)	6.80	5.62	1.18	None
Rationale	FTE	FTE	FTE	FTE

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

NO Data
 U>80%
 A<1%

Metro Metro 2006 Affirmative Action Report
 Metro Utilization: Female Administrative Support (Adm Sppt) EEO Job Category

Table 21 Female
 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
	All Races	White(W)	Minorities	Hispanic (Hisp)	Asian	Black(B)	ASIAN&W	AI-AN	AI-AN	AI-AN&W	NHISP	B & W	AI-AN&B	Others
	Total	NHisp	Total	(Hisp)	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	Others
Variance Analysis: % by Job & Race Categories														
Workforce(W)	60.89%	5.21%	55.68%	27.93%	3.54%	23.09%	0.00%	0.00%	0.00%	0.19%	0.19%	0.19%	0.37%	0.19%
Availability(A)	64.18%	29.53%	34.65%	20.20%	6.50%	5.75%	0.30%	0.29%	0.29%	0.25%	0.21%	0.11%	0.07%	0.19%
Variance (W-A)	-3.29%	-24.32%	21.03%	7.73%	-2.96%	17.34%	-0.30%	-0.29%	-0.29%	-0.07%	-0.02%	0.08%	0.30%	-0.79%
Ratio Analysis: % by Job & Race Categories														
Workforce(W)	60.89%	5.21%	55.68%	27.93%	3.54%	23.09%	0.00%	0.00%	0.00%	0.19%	0.19%	0.19%	0.37%	0.19%
Availability(A)	64.18%	29.53%	34.65%	20.20%	6.50%	5.75%	0.30%	0.29%	0.29%	0.25%	0.21%	0.11%	0.07%	0.19%
Utilization(W/A)	94.88%	66.67%	160.69%	138.28%	54.45%	401.56%	0.00%	0.00%	78.95%	78.95%	89.39%	172.2%	547.88%	19.00%
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	YES	No	YES	YES	No	YES	No	No	No	No	YES	YES	YES	No
Utilization >80%?	None*	98.87	None*	None*	8.82	None*	1.28	1.23	0.08	0.08	-0.11	None*	None*	3.21
# FTEs Needed (+ Only)	U>80%	FTE	U>80%	U>80%	FTE	U>80%	FTE	FTE	FTE	FTE	FTE	U>80%	U>80%	FTE
Rationale														

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

None in Plan U>80%

Metro 2006 Affirmative Action Report
 Metro Utilization: Female Skilled Craft

Table 22 Female
 Skilled Craft

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)	Hispanic (Hisp)	Aslan	NHisp	Black(B)	Asian	NHisp	Hispanic (Hisp)	Aslan	NHisp	Black(B)	Asian	NHisp	Black(B)	Asian	NHisp	Black(B)	Asian	NHisp	Black(B)	Asian	NHisp	Black(B)	Asian	NHisp	Black(B)	Asian	NHisp		
Workforce(W)	2.18%	0.49%	1.70%	0.30%	0.85%	0.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Availability(A)	7.62%	2.21%	5.41%	1.33%	3.38%	0.43%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%	0.03%
Variance (W-A)	-5.43%	-1.72%	-3.71%	-1.03%	-2.53%	0.12%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	-0.03%	
Utilization(W/A)	28.68%	22.00%	61.40%	22.75%	26.16%	127.64%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	Yes
# FTEs Needed (+ Only)	111	21.09	12.58	None*
Rationale	FTE	FTE	FTE	U>80%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not In Plan means the given race/ethnicity category is not a Minority.
 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

NO FTE
 U<80%

Metro 2006 Affirmative Action Report
 Metro Utilization: Female Service Maintenance (SM)

Table 23 Female
 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 Total	White(W) NHisp	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	ALAN NHisp	ALAN&W NHisp	ALAN&W NHisp	NHISP NHisp	B & W NHisp	AI-AN&B NHisp	Others
Variance Analysis: % by Race Categories														
Workforce(Wf)	30.84%	1.75%	29.09%	6.79%	0.22%	21.05%	0.02%	0.29%	0.03%	0.03%	0.05%	0.14%	0.34%	0.15%
Availability(A)	40.12%	10.35%	29.78%	22.10%	3.94%	2.66%	0.14%	0.14%	0.12%	0.09%	0.09%	0.05%	0.03%	0.51%
Variance (Wf-A)	-9.28%	-8.60%	-0.68%	-15.32%	-3.71%	18.39%	-0.12%	0.15%	-0.09%	-0.09%	-0.04%	0.09%	0.31%	-0.35%
Ratio Analysis: % by Race Categories														
Workforce(Wf)	30.84%	1.75%	29.09%	6.79%	0.22%	21.05%	0.02%	0.29%	0.03%	0.03%	0.05%	0.14%	0.34%	0.15%
Availability(A)	40.12%	10.35%	29.78%	22.10%	3.94%	2.66%	0.14%	0.14%	0.12%	0.09%	0.09%	0.05%	0.03%	0.51%
Utilization(Wf/A)	76.87%	16.36%	97.70%	30.71%	5.56%	791.67%	12.18%	207.1%	28.09%	280.8%	58.95%	1077.1%	30.53%	

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

# FTEs Needed (+ Only)	No		Yes	
	FTE	FTE	FTE	FTE
Utilization >80%?	1,212	380.80	635.48	170.55
Rationale			None*	U>80%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plain means the given race/ethnicity category is not a Minority.
 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: None, Not in Plain, U>80%, A<1%

Metro 2006 Affirmative Action Report
 Metro Utilization: Total Female Workforce

Table 24 Female
 Total Female Workforce

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) NHisp	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian & W NHisp	Black & W NHisp	Hispanic NHisp	Asian & W NHisp	Black & W NHisp	Hispanic NHisp	Asian & W NHisp	Black & W NHisp
Variance Analysis: % by Race Category														
Workforce(Wf)	28.55%	2.97%	25.58%	7.12%	1.69%	15.82%	0.03%	0.24%	0.05%	0.06%	0.12%	0.25%	0.19%	
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)	-16.36%	-17.08%	0.72%	-7.45%	-3.52%	12.19%	-0.17%	0.06%	-0.12%	-0.05%	0.05%	0.21%	-0.47%	
Ratio Analysis: % by Race Category														
Workforce(Wf)	28.55%	2.97%	25.58%	7.12%	1.69%	15.82%	0.03%	0.24%	0.05%	0.06%	0.12%	0.25%	0.19%	
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)	63.57%	14.83%	102.90%	48.85%	32.52%	436.16%	15.36%	133.0%	30.10%	54.75%	170.33%	570.02%	28.57%	

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

Utilization >80%?	Yes	No	None*	FTE
Utilization >80%?	1,958	1,241.63	None*	1,958
# FTEs Needed (+ Only)	1,958	1,241.63	None*	1,958
Rationale	FTE	FTE	FTE	FTE

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

No. in Plan U<80%

2007

Metro 2007 Affirmative Action Report
 Metro Utilization: Officials and Managers (O&M) EEO Job Category

Table 1
 O&M

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
Category / and Status	All Races Total	White (W)	Black (B)	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black (B) NHisp	Asian&W NHisp	ALIAN NHisp	ALIAN&W NHisp	NH-OPT NHisp	B & W NHisp	AI-AN&B NHisp	OTHERS
		43.44%	61.28%	56.56%	20.26%	14.10%	17.83%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%

Variance Analysis: % by EEO Race Categories

Workforce(Wf)	100%	43.44%	61.28%	56.56%	20.26%	14.10%	17.83%
Availability(A)	100%	61.28%	47.84%	38.73%	17.91%	12.45%	5.12%
Variance (Wf-A)		47.84%	17.84%	17.84%	2.35%	1.65%	12.71%

Ratio Analysis: % by EEO Race Categories

Workforce(Wf)	43.44%	61.28%	70.88%
Availability(A)	61.28%	47.84%	56.56%
Utilization(Wf/A)	70.88%	128.10%	146.06%

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?
 Utilization >80%? YES
 # FTEs Needed (+ Only) None*
 Rationale U>80% FTE

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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
 U>80%

Metro 2007 Affirmative Action Report
 Metro Utilization: Professionals (Profs) EEO Job Category

Table 2
 Profs

Job Category / Race / and Status	Column A	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 AIAN NHisp A<1%	Col J AIAN&W NHisp A<1%	Col K NHISP A<1%	Col L B & W NHisp A<1%	Col M AIAN&B NHisp A<1%	Col N Others A<1%
----------------------------------	----------	-----------------------------	---	------------------------------	-----------------------------	-------------------------	----------------------------	-----------------------------------	--------------------------------	----------------------------------	------------------------	---------------------------------	----------------------------------	-------------------------

Variance Analysis: % by Race Categories

Workforce(Wf)	100%	34.81%	65.19%	17.88%	29.59%	13.45%
Availability(A)	100%	61.02%	38.97%	13.56%	15.59%	6.54%
Variance (Wf-A)		-26.21%	26.22%	4.32%	13.99%	6.91%

Ratio Analysis: % by Race Categories

Workforce(Wf)	34.81%	65.19%	167.27%	17.88%	29.59%	13.45%
Availability(A)	61.02%	38.97%	38.97%	13.56%	15.59%	6.54%
Utilization(Wf/A)	57.04%	173.11%	431.74%	128.11%	189.74%	205.79%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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



Metro 2007 Affirmative Action Report
 Metro Utilization: Technicians (Techs) EEO Job Category

Table 3
 Techs

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

Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	100%	77.86%	35.88%	16.03%	19.85%
Availability(A)	100%	54.92%	22.79%	18.48%	9.68%
Variance (Wf-A)		22.94%	13.09%	-2.45%	10.17%

Ratio Analysis: % by Race/Ethnicity Category

Workforce(Wf)	22.14%	77.86%	35.88%	16.03%	19.85%
Availability(A)	45.07%	54.92%	22.79%	18.48%	9.68%
Utilization(Wf/A)	49.12%	141.77%	157.43%	86.76%	205.09%

* None
 Not in Plan
 A<1%

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 means the given race/ethnicity category is not a Minority.
 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

Metro 2007 Affirmative Action Report
 Metro Utilization: Protective Service (ProtSvce) EEO Job Category

Table 4
 ProtSvce

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) / NHisp / Not Rptd	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	ASIAN & W. ALIAN & NHisp	ASIAN & W. ALIAN & NHisp	ASIAN & W. ALIAN & NHisp	ASIAN & W. ALIAN & NHisp	ASIAN & W. ALIAN & NHisp	ASIAN & W. ALIAN & NHisp	ASIAN & W. ALIAN & NHisp	Others

Variance Analysis: Percentage by Job & Race Categories

Workforce(Wf)	100%	100%	89.41%	34.12%	12.94%	40.00%
Availability(A)	100%	100%	52.69%	27.04%	5.26%	16.19%
Variance (Wf-A)			36.72%	7.08%	7.69%	23.81%

Ratio Analysis: Percentage by Job & Race Categories

Workforce(Wf)	100%	100%	89.41%	34.12%	12.94%	40.00%
Availability(A)	100%	100%	52.69%	27.04%	5.26%	16.19%
Utilization(Wf/A)			169.69%	126.19%	246.21%	247.14%

* None
 Not in Plan
 A<1%

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 means the given race/ethnicity category is not a Minority.
 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

Metro 2007 Affirmative Action Report
 Metro Utilization: Administrative Support (Adm Sppt) Job Category

Table 5
Adm Sppt

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) NHisp Not in Plan	Minorities Total	Hispanic (-Hisp)	Asian NHisp	Black(B) NHisp	ASIAN&W NHisp A<1%	AFRICAN NHisp A<1%	ASIAN&W NHisp A<1%	ASIAN&W NHisp A<1%	B & W NHisp A<1%	ASIAN&W NHisp A<1%	Others A<1%
Variance Analysis: % by Race/Ethnicity Category														
Workforce(Wf)		100%	111.05%	88.95%	44.75%	7.92%	34.62%							
Availability(A)		100%	45.83%	54.17%	31.52%	10.71%	8.44%							
Variance (Wf-A)			34.78%	34.78%	13.23%	-2.79%	26.18%							
Variance Analysis: % by Race/Ethnicity Category														
Workforce(Wf)			111.05%	88.95%	44.75%	7.92%	34.62%							
Availability(A)			45.83%	54.17%	31.52%	10.71%	8.44%							
Utilization(Wf/A)			24.11%	164.19%	141.97%	73.93%	410.05%							

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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**

Metro 2007 Affirmative Action Report
 Metro Utilization: Skilled Craft EEO Job Category

Table 6
 Skilled Craft

Job Category / Race / and Status	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 A/AN / NHisp / A<1%	Col J Asian&W / NHisp / A<1%	Col K NHisp / A<1%	Col L B & W / NHisp / A<1%	Col M Asian&B / NHisp / A<1%	Col N Others / A<1%
Variance Analysis: % by Race Category													
Workforce(Wf)	100%	24.55%	75.44%	37.60%	21.85%	12.25%							
Availability(A)	100%	40.72%	59.28%	44.65%	7.10%	4.32%							
Variance (Wf-A)		16.16%	16.16%	-7.05%	14.75%	7.93%							
Variance Analysis: % by Race Category													
Workforce(Wf)		24.55%	75.44%	37.60%	21.85%	12.25%							
Availability(A)		40.72%	59.28%	44.65%	7.10%	4.32%							
Utilization(Wf/A)		60.32%	127.26%	84.21%	307.63%	283.38%							

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2007 Affirmative Action Report
 Metro Utilization: Service Maintenance (SvcceMaint) EEO Job Category

Table 7
 SvcceMaint

Job Category / Race 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
	All Races Total	White/Hispanic/Not in Plan	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	ASIAN&W NHisp	AI-AN NHisp	AI-AN NHisp	AI-AN&W NHisp	NHISP NHisp	B & W NHisp	AI-AN&B NHisp	Others A<1%

Variance Analysis: % by Race Category

Workforce(Wf)	100%	8.44%	91.56%	36.63%	5.83%	45.95%
Availability(A)	100%	24.88%	75.12%	58.48%	7.98%	6.11%
Variance (Wf-A)		-16.45%	16.45%	-21.84%	-2.15%	39.84%

Variance Analysis: % by Race Category

Workforce(Wf)	8.44%	39.63%	91.56%	62.65%	5.83%	45.95%
Availability(A)	24.88%	58.48%	75.12%	58.48%	7.98%	6.11%
Utilization(Wf/A)	33.90%	73.06%	121.89%	73.06%	73.06%	751.81%

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

Utilization >80%?	YES	NO	YES
# FTEs Needed (+ Only)	None*	61,114	None*
Rationale	U>80%	FTE	U>80%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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 U<=80%

Metro 2007 Affirmative Action Report
 Metro Utilization: Total Workforce in All EEO Job Categories

Table 8
 Total Workforce

Job Category / Race 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
	All Races Total	White(W) NHisp Not in Plan	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian&W NHisp	Asian NHisp	Asian NHisp	Asian&W NHisp	Asian NHisp	Asian NHisp	Asian&W NHisp	Asian NHisp

Variance Analysis: % by Race Category

Workforce(Wf)	100%	15.43%	84.51%	34.95%	10.96%	35.23%
Avallability(A)	100%	44.54%	55.46%	34.72%	10.82%	6.76%
Variance (Wf-A)		-29.05%	29.05%	0.23%	0.15%	28.47%

Ratio Analysis: % by Race Category

Workforce(Wf)	15.43%	84.51%	34.95%	10.96%	35.23%
Avallability(A)	44.54%	55.46%	34.72%	10.82%	6.76%
Utilization(Wf/A)	34.79%	152.38%	100.68%	101.34%	520.83%

* None
 Not in Plan
 A<1%

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 means the given race/ethnicity category is not a Minority.
 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.

None in Plan

Color Key to Cells

Metro 2007 Affirmative Action Report
 Metro Utilization: Male Officials and Managers (O&M) Category

Table 9 Male
 O&M

Job Category / Race / 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	
	All Races Total	Whites/W/ NHisp	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	ASIAN&W NHisp	ALIAN NHisp	ALIAN&W NHisp	NHisp	NHisp	NHisp	B&W NHisp	ALIAN&B NHisp	Others

Variance Analysis: % by Race Categories

Workforce(Wf)	58%	30.79%	27.23%	11.51%	6.97%	6.81%
Availability(A)	61%	38.81%	22.60%	10.50%	7.71%	2.44%
Variance (Wf-A)		-8.01%	4.63%	1.00%	-0.74%	4.37%

Ratio Analysis: % by Race Categories

Workforce(Wf)	30.79%	27.23%	11.51%	6.97%	6.81%
Availability(A)	38.81%	22.60%	10.50%	7.71%	2.44%
Utilization(Wf/A)	79.35%	120.50%	109.57%	90.39%	279.33%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2007 Affirmative Action Report
 Metro Utilization: Male Professionals (Profs) EEO Job Category

Table 10 Male Profs

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)	Black(B)	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	ASIAN&W NHisp	ALAN NHisp	ALAN&W NHisp	NHISP NHisp	B & W NHisp	ALAN&B NHisp	Others
	Total	Not in Plan	Not in Plan					A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%

Variance Analysis: % by Race Categories

Workforce(W)	58%	23.58%	34.65%	8.86%	17.25%	5.38%
Availability(A)	50%	31.95%	18.29%	6.11%	7.96%	2.57%
Variance (W-A)		8.37%	16.36%	2.75%	9.29%	2.81%

Variance Analysis: % by Race Categories

Workforce(W)	23.58%	34.65%	8.86%	17.25%	5.38%
Availability(A)	31.95%	18.29%	6.11%	7.96%	2.57%
Utilization(W/A)	73.79%	189.45%	144.96%	216.67%	209.66%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not In Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2007 Affirmative Action Report
 Metro Utilization: Male Technicians (Techs) EEO Job Category

Table 11 Male
 Techs

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
Category / and Status	All Races Total	White(W) NHisp	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	ASIAN&W NHisp	AI-AN&W NHisp	B & W AI-AN&B NHisp	NHisp	NHisp	NHisp	NHisp	Others
Variance Analysis: % by Race Categories														
Workforce(W)	81.68%	20.61%	61.07%	30.53%	12.98%	12.98%	12.98%							
Availability(A)	50.47%	23.58%	26.88%	12.03%	9.39%	3.60%	3.60%							
Variance (W-A)		2.97%	34.19%	18.51%	3.59%	9.38%	9.38%							
Ratio Analysis: % by Race Categories														
Workforce(W)		20.61%	61.07%	30.53%	12.98%	12.98%	12.98%							
Availability(A)		23.58%	26.88%	12.03%	9.39%	3.60%	3.60%							
Utilization(W/A)		87.39%	227.16%	253.92%	138.22%	360.97%	360.97%							

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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.

Metro 2007 Affirmative Action Report
 Metro Utilization: Male Protective Service (ProtSvce) EEO Job Category

Table 12 Male
 ProtSvce

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)	Black (B)	Hispanic (Hisp)	Asian	NHisp	Black (B)	Asian	NHisp	Black (B)	Asian	NHisp	Black (B)	Asian
Workforce(Wf)	91.76%	10.59%	35.29%	31.76%	12.94%	35.29%	31.76%	12.94%	31.76%	12.94%	31.76%	12.94%	31.76%	12.94%
Availability(A)	80.40%	39.32%	11.40%	21.71%	4.70%	11.40%	21.71%	4.70%	21.71%	4.70%	21.71%	4.70%	21.71%	4.70%
Variance (Wf-A)	11.36%	28.74%	23.90%	10.06%	8.24%	23.90%	10.06%	8.24%	10.06%	8.24%	10.06%	8.24%	10.06%	8.24%

Variance Analysis: % by Race Categories

Workforce(Wf)	91.76%	10.59%	35.29%
Availability(A)	80.40%	39.32%	11.40%
Variance (Wf-A)	11.36%	28.74%	23.90%

Ratio Analysis: % by Race Categories

Workforce(Wf)	10.59%	35.29%
Availability(A)	39.32%	11.40%
Utilization(Wf/A)	26.93%	309.63%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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**

Metro 2007 Affirmative Action Report
 Metro Utilization: Male Administrative Support (Adm Sppt) EEO Job Category

Table 13 Male
 Adm Sppt

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 Total	White(W)	Black(B)	Minorities Total	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
		Not in Plan	Not in Plan					A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%

Variance Analysis: % by Job & Race Categories

Workforce(Wf)	39.78%	5.34%	
Availability(A)	35.82%	16.29%	
Variance (Wf-A)		10.95%	

Ratio Analysis: % by Job & Race Categories

Workforce(Wf)	5.34%	
Availability(A)	16.29%	
Utilization(Wf/A)	32.78%	

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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

Metro 2007 Affirmative Action Report
 Metro Utilization: Male Skilled Craft EEO Job Category

Table 14 Male Skilled Craft

Job Category / Race / and Status	Column A All Races Total	Column B Minorities Total	Column C Hispanic (Hisp)	Column D Asian (Asian)	Column E Black (Black)	Column F NHisp	Column G NHisp	Column H A<1%	Column I A<1%	Column J A<1%	Column K A<1%	Column L A<1%	Column M A<1%	Column N A<1%
Variance Analysis: % by Race Categories														
Workforce(Wf)	97.34%	73.20%	36.57%	21.48%	11.41%									
Availability(A)	92.38%	53.87%	41.27%	5.77%	3.90%									
Variance (Wf-A)		19.34%	-4.70%	15.72%	7.51%									
Ratio Analysis: % by Race Categories														
Workforce(Wf)		73.20%	36.57%	21.48%	11.41%									
Availability(A)		53.87%	41.27%	5.77%	3.90%									
Utilization(Wf/A)		135.90%	88.61%	372.47%	292.81%									

* None
 Not in Plan
 A<1%

Color Key to Cells
 Not Reported

Utilization Analysis Spreadsheets Using Workforce 2007 Data

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 means the given race/ethnicity category is not a Minority.
 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.

Metro 2007 Affirmative Action Report
 Metro Utilization: Male Service Maintenance (SM) EEO Job Category

Table 15 Male
 Service Maintenance

Job / Race Category / 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/Hispanic/Asian/Black/Other	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	Asian NHisp	Black(B) NHisp	Asian NHisp	Black(B) NHisp	Asian NHisp	Black(B) NHisp	Asian NHisp	Black(B) NHisp	Other
Workforce(Wf)	69.10%	6.81%	62.29%	29.96%	5.63%	24.69%									
Availability(A)	59.88%	14.53%	45.34%	36.37%	4.04%	3.45%									
Variance (Wf-A)		7.73%	16.95%	-6.41%	1.59%	21.24%									

Variance Analysis: % by Job & Race Categories

Workforce(Wf)	69.10%	6.81%	62.29%	29.96%	5.63%	24.69%
Availability(A)	59.88%	14.53%	45.34%	36.37%	4.04%	3.45%
Variance (Wf-A)		7.73%	16.95%	-6.41%	1.59%	21.24%

Ratio Analysis: % by Job & Race Categories

Workforce(Wf)	6.81%	29.96%	5.63%	24.69%
Availability(A)	14.53%	36.37%	4.04%	3.45%
Utilization(Wf/A)	46.84%	82.36%	139.27%	715.23%

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

Utilization >80%?	None*	YES	YES	YES
# FTEs Needed (+ Only)	None*	5177	None*	None*
Rationale	U>80%	FTE	U>80%	U>80%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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: **None*** **U>80%**

Metro 2007 Affirmative Action Report
 Metro Utilization: Total Male Workforce Category

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 Total	Whisp W/ NHisp	Whisp NHisp	Minorities Total	Hispanic (Hisp)	Asian NHisp	Black(B) NHisp	ASIAN&W NHisp	AIAN NHisp	AIAN&W NHisp	NHISP NHisp	B&W NHisp	AIAN&B NHISP	Others A<1%

Variance Analysis: % by Race Category

Workforce(Wf)	71.24%	12.53%	58.71%	27.81%	9.31%	19.25%
Availability(A)	55.09%	24.50%	30.60%	20.15%	5.61%	3.14%
Variance (Wf-A)	16.15%	11.95%	28.11%	7.66%	3.70%	16.12%

Ratio Analysis: % by Race Category

Workforce(Wf)	12.53%	58.71%	27.81%	9.31%	19.25%
Availability(A)	24.50%	30.60%	20.15%	5.61%	3.14%
Utilization(Wf/A)	51.18%	191.87%	138.00%	166.08%	613.64%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 Not in Plan means the given race/ethnicity category is not a Minority.
 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 **None in Plan**

2008

**Metro 2008 Affirmative Action Report
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**

Metro 2008 Affirmative Action Report
 Metro Utilization: Officials and Managers (O&M) EEO Job Category

Table 1
O&M

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
	All Races	White(W)	Minorities	Hispanic (Hisp)	Asian	Black(B)	Asian&W	AI-AN	AI-AN&W	NHisp	NH-OPI	B & W	AI-AN&B
	Total	NHisp	Total	(Hisp)	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp
	Not in Plan	Not in Plan					A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%

Variance Analysis: % by EEO Race Categories

Workforce(Wf)	100%	40.31%	59.69%	20.77%	17.38%	18.00%							
Availability(A)	100%	61.28%	38.73%	17.91%	12.45%	5.12%							
Variance (Wf-A)		-20.97%	20.97%	2.86%	4.93%	12.88%							

Ratio Analysis: % by EEO Race Categories

Workforce(Wf)	40.31%	59.69%	20.77%	17.38%	18.00%								
Availability(A)	61.28%	38.73%	17.91%	12.45%	5.12%								
Utilization(Wf/A)	65.78%	154.14%	115.95%	139.63%	351.35%								

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

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

None
 U>80% means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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%

Metro 2008 Affirmative Action Report
 Metro Utilization: Professionals (Profs) EEO Job Category

Table 2
 Profs

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
Race	All Races	White(W)	Minorities	Hispanic (Hisp)	Asian	Black(B)	Asian&W	AI-AN	AI-AN&W	NHisp	NH-OPI	B & W	AI-AN&B
Category	Total	NHisp	Total	(Hisp)	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp
Status	Not in Plan	Not in Plan											

Variance Analysis: % by Race Categories

Workforce(Wf)	100%	34.76%	65.24%	18.90%	29.27%	12.65%							
Availability(A)	100%	61.02%	38.97%	13.56%	15.59%	6.54%							
Variance (Wf-A)		-26.27%	26.27%	5.35%	13.67%	6.12%							

Ratio Analysis: % by Race Categories

Workforce(Wf)	34.76%	65.24%	18.90%	139.44%	187.68%	193.59%							
Availability(A)	61.02%	38.97%	13.56%	15.59%	6.54%								
Utilization(Wf/A)	56.95%	167.40%	139.44%	187.68%	193.59%								

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

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

None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.
 U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market

Metro 2008 Affirmative Action Report
 Metro Utilization: Technicians (Techs) EEO Job Category

Table 3
 Techs

Job Category / Race and Status	Column A	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%
--------------------------------	----------	--------------------------	------------------------------------	---------------------------	--------------------------	----------------------	-------------------------	-----------------------------	---------------------------	-----------------------------	----------------------------	---------------------------	-----------------------------

Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	100%	19.85%	80.15%	36.64%	17.56%	20.61%
Availability(A)	100%	45.07%	54.92%	22.79%	18.48%	9.68%
Variance (Wf-A)		-25.22%	25.23%	13.85%	-0.92%	10.93%

Ratio Analysis: % by Race/Ethnicity Category

Workforce(Wf)	19.85%	80.15%	36.64%	17.56%	20.61%
Availability(A)	45.07%	54.92%	22.79%	18.48%	9.68%
Utilization(Wf/A)	44.04%	145.94%	160.78%	95.02%	212.98%

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%
FTEs Needed (+ Only)									
Rationale									

U>80%
 None
 A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Protective Service (ProfSvc) EEO Job Category

Table 4
 ProfSvc

Job Category / Race 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
	All Races Total	White(W) Total	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	A<1% A<1%
Workforce(Wf)	100%	10.23%	89.77%	35.23%	11.36%	40.91%							
Availability(A)	100%	47.30%	52.69%	27.04%	5.26%	16.19%							
Variance (Wf-A)		-37.08%	37.08%	8.19%	6.11%	24.72%							

Variance Analysis: Percentage by Job & Race Categories

Workforce(Wf)	100%	10.23%	89.77%
Availability(A)	100%	47.30%	52.69%
Variance (Wf-A)		-37.08%	37.08%

Ratio Analysis: Percentage by Job & Race Categories

Workforce(Wf)	10.23%	89.77%
Availability(A)	47.30%	52.69%
Utilization(Wf/A)	21.62%	170.38%

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

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

U>80%

* None

A<1%

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

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.

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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Administrative Support (Adm Sppt) Job Category

Table 5
 Adm Sppt

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%
---------------------------	-----------------------------	--------------------------	---------------------------------------	---------------------------	--------------------------	----------------------	-------------------------	--------------------------------	------------------------------	--------------------------------	-------------------------------	------------------------------	--------------------------------

Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	100%	11.31%	88.69%	45.07%	8.39%	33.39%
Availability(A)	100%	45.83%	54.17%	31.52%	10.71%	8.44%
Variance (Wf-A)		-34.51%	34.51%	13.55%	-2.32%	24.95%

Variance Analysis: % by Race/Ethnicity Category

Workforce(Wf)	11.31%	88.69%	45.07%	8.39%	33.39%
Availability(A)	45.83%	54.17%	31.52%	10.71%	8.44%
Utilization(Wf/A)	24.69%	163.70%	142.99%	78.36%	395.50%

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

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

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 * None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Skilled Craft EEO Job Category

Table 6
 Skilled Craft

Job Category / Race and Status	Col A	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%
Variance Analysis: % by Race Category													
Workforce(Wf)	100%	100%	23.51%	76.49%	38.16%	22.40%	11.96%						
Availability(A)	100%	100%	40.72%	59.28%	44.65%	7.10%	4.32%						
Variance (Wf-A)			-17.21%	17.21%	-6.49%	15.30%	7.64%						
Variance Analysis: % by Race Category													
Workforce(Wf)			23.51%	76.49%	38.16%	22.40%	11.96%						
Availability(A)			40.72%	59.28%	44.65%	7.10%	4.32%						
Utilization(Wf/A)			57.74%	129.03%	85.46%	315.47%	276.65%						

Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	Utilization >80%?		
	YES	None*	U>80%
# FTEs Needed (+ Only)	YES	None*	U>80%
Rationale	YES	None*	U>80%

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 * None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Service Maintenance (SvcceMaint) EEO Job Category

Table 7
 SvcceMaint

Job / Race Category / and Status	Column A	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%
Variance Analysis: % by Race Category													
Workforce(Wf)		100%	8.09%	91.91%	37.62%	5.81%	45.28%						
Availability(A)		100%	24.88%	75.12%	58.48%	7.98%	6.11%						
Variance (Wf-A)			-16.79%	16.79%	-20.85%	-2.17%	39.17%						
Variance Analysis: % by Race Category													
Workforce(Wf)			8.09%	91.91%	37.62%	5.81%	45.28%						
Availability(A)			24.88%	75.12%	58.48%	7.98%	6.11%						
Utilization(Wf/A)			32.52%	122.35%	64.34%	72.80%	740.95%						
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?													
Utilization >80%?			YES	NO	YES	NO	YES						
# FTEs Needed (+ Only)			None*	U>80%	553.43	34.73	None*						
Rationale					FTE	FTE	U>80%						

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 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) 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%
<u>Variance Analysis: % by Race Category</u>													
Workforce(Wf)		100%	15.04%	84.96%	35.73%	11.38%	34.46%						
Availability(A)		100%	44.54%	55.46%	34.72%	10.82%	6.76%						
Variance (Wf-A)			-29.50%	29.50%	1.01%	0.56%	27.70%						
<u>Ratio Analysis: % by Race Category</u>													
Workforce(Wf)			15.04%	84.96%	35.73%	11.38%	34.46%						
Availability(A)			44.54%	55.46%	34.72%	10.82%	6.76%						
Utilization(Wf/A)			33.77%	153.19%	102.92%	105.22%	509.44%						
<u>Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?</u>													
Utilization >80%?				YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
# FTEs Needed (+ Only)				None*	None*	None*	None*	None*	None*	None*	None*	None*	None*
Rationale				U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%	U>80%

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 * None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Male Officials and Managers (O&M) Category

Table 9 Male
 O&M

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
Race	All Races	White(W)	Minorities	Hispanic (Hisp)	Asian	Black(B)	Asian&W	AI-AN	AI-AN&W	NHisp	NH-OPI	B & W	AI-AN&B
Category	Total	NHsp	Total	(Hisp)	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp	NHisp
and Status	Not in Plan												

Variance Analysis: % by Race Categories

Workforce(Wf)	57%	28.00%	28.92%	12.00%	8.77%	6.62%							
Availability(A)	61%	38.81%	22.60%	10.50%	7.71%	2.44%							
Variance (Wf-A)		-10.81%	6.33%	1.50%	1.06%	4.18%							

Ratio Analysis: % by Race Categories

Workforce(Wf)	28.00%	28.92%	12.00%	12.00%	8.77%	6.62%							
Availability(A)	38.81%	22.60%	22.60%	10.50%	7.71%	2.44%							
Utilization(Wf/A)	72.15%	128.00%	114.26%	113.73%	271.47%								

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

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

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 * None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Male Professionals (Prof) EEO Job Category

Table 10 Male
 Profs

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
	All Races Total	White(W) Total	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	Col M A<1%
Workforce(W)	57%	22.41%	34.60%	9.60%	16.92%	5.03%							
Availability(A)	50%	31.95%	18.29%	6.11%	7.96%	2.57%							
Variance (W-A)		-9.54%	16.31%	3.49%	8.96%	2.46%							

Variance Analysis: % by Race Categories

Workforce(W)	34.60%
Availability(A)	18.29%
Variance (W-A)	16.31%

Variance Analysis: % by Race Categories

Workforce(W)	34.60%
Availability(A)	18.29%
Variance (W-A)	16.31%

Utilization(W/A)	157.11%	212.58%	196.05%
------------------	---------	---------	---------

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

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

U>80%
 * None
 A<1%

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Male Technicians (Techs) EEO Job Category

Table 11 Male
 Techs

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
	Race	All Races Total	White(W) NHsp 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%

Variance Analysis: % by Race Categories

Workforce(W)	81.68%	18.32%	63.36%	31.30%	14.50%	12.98%
Availability(A)	50.47%	23.58%	26.88%	12.03%	9.39%	3.60%
Variance (W-A)		-5.26%	36.48%	19.27%	5.12%	9.38%

Ratio Analysis: % by Race Categories

Workforce(W)	18.32%	63.36%	31.30%	14.50%	12.98%
Availability(A)	23.58%	26.88%	12.03%	9.39%	3.60%
Utilization(W/A)	77.68%	235.68%	260.27%	154.48%	360.97%

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

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

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 * None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Male Administrative Support (Adm Sppt) EEO Job Category

Table 13 Male
 Adm Sppt

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%
---------------------------	------------------	-----------------------------	--	------------------------------	-----------------------------	-------------------------	----------------------------	-----------------------------------	---------------------------------	-----------------------------------	----------------------------------	---------------------------------	-----------------------------------

Variance Analysis: % by Job & Race Categories

Workforce(Wf)	40.69%	5.29%	35.40%	17.70%	4.93%	11.86%
Availability(A)	35.82%	16.29%	19.52%	11.32%	4.21%	2.69%
Variance (Wf-A)	-11.00%		15.88%	6.38%	0.71%	9.17%

Ratio Analysis: % by Job & Race Categories

Workforce(Wf)	5.29%	35.40%	17.70%	4.93%	11.86%
Availability(A)	16.29%	19.52%	11.32%	4.21%	2.69%
Utilization(Wf/A)	32.48%	181.32%	156.35%	116.92%	440.43%

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

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

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 * None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Male Skilled Craft EEO Job Category

Table 14 Male
 Skilled Craft

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
	All Races	White(W)	Minorities	Hispanic (Hisp)	Asian	Black(B)	Asian&W	AI-AN	AI-AN&W	NHisp	NHisp	B & W	AI-AN&B
	Total	NHisp	Total	(Hisp)	NHisp	NHisp	NHisp	NHisp	AI-AN	NHisp	NHisp	NHisp	NHisp
		Not in Plan					A<1%	A<1%	A<1%	A<1%	A<1%	A<1%	A<1%

Variance Analysis: % by Race Categories

Workforce(Wf)	97.43%	23.16%	74.27%	37.11%	22.05%	11.14%							
Availability(A)	92.38%	38.52%	53.87%	41.27%	5.77%	3.90%							
Variance (Wf-A)		-15.35%	20.40%	-4.17%	16.29%	7.25%							

Ratio Analysis: % by Race Categories

Workforce(Wf)	23.16%	74.27%	37.11%	22.05%	11.14%								
Availability(A)	38.52%	53.87%	41.27%	5.77%	3.90%								
Utilization(Wf/A)	60.14%	137.88%	89.90%	382.34%	286.07%								

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

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

U>80%

* None

A<1%

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

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.

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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Male Service Maintenance (SM) EEO Job Category

Table 15 Male
 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
	All Races Total	White(W) NHsp 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%	
Variance Analysis: % by Job & Race Categories													
Workforce(Wf)	68.78%	6.45%	62.33%	30.61%	5.54%	24.26%							
Availability(A)	59.88%	14.53%	45.34%	36.37%	4.04%	3.45%							
Variance (Wf-A)		-8.08%	16.98%	-5.76%	1.50%	20.80%							
Ratio Analysis: % by Job & Race Categories													
Workforce(Wf)		6.45%	62.33%	30.61%	5.54%	24.26%							
Availability(A)		14.53%	45.34%	36.37%	4.04%	3.45%							
Utilization(Wf/A)		44.39%	137.46%	84.16%	137.13%	702.56%							

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

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

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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 U<=80%

Metro 2008 Affirmative Action Report
 Metro Utilization: Total Male Workforce Category

Table 16 Male
 Total Male Workforce

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
	All Races Total	White(W) Total	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	A<1% NHisp
Variance Analysis: % by Race Category													
Workforce(Wf)	71.01%	11.98%	59.03%	28.41%	9.53%	18.79%							
Availability(A)	55.09%	24.50%	30.60%	20.15%	5.61%	3.14%							
Variance (Wf-A)	-12.51%		28.43%	8.26%	3.92%	15.65%							
Ratio Analysis: % by Race Category													
Workforce(Wf)		11.98%	59.03%	28.41%	9.53%	18.79%							
Availability(A)		24.50%	30.60%	20.15%	5.61%	3.14%							
Utilization(Wf/A)		48.92%	192.92%	140.98%	169.99%	598.81%							

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

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

U>80% means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market
 * None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Female Technicians (Techs) EEO Job Category

Table 19 Female Techs

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
	All Races Total	White(W) NHsp	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%	
Variance Analysis: % by Job & Race Categories													
Workforce(Wf)	18.32%	1.53%	16.79%	5.34%	3.05%	7.63%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%
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%	0.06%
Variance (Wf-A)	-31.20%	-19.96%	-11.25%	-5.42%	-6.04%	1.55%	-0.24%	0.51%	-0.20%	-0.12%	-0.07%	-0.06%	-0.06%
Ratio Analysis: % by Job & Race Categories													
Workforce(Wf)	18.32%	1.53%	16.79%	5.34%	3.05%	7.63%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%
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%	0.06%
Utilization(Wf/A)	36.99%	7.11%	59.89%	49.64%	33.59%	125.51%	0.00%	306.1%	0.00%	0.00%	0%	0%	0.0%
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?													
Utilization >80%?	No	No	No	No	No	Yes	No	Yes	No	No	No	No	No
# FTEs Needed (+ Only)	27.90	20.52	7.38	4.28	5.53	None*	0.25	None*	0.20	0.12	0.07	0.07	None*
Rationale	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Female Protective Service (ProfSvcce) EEO Job Category

Table 20 Female
 ProfSvcce

Job Category / and Status	Column A All Races Total	Column B White(W) NHsp	Column C Minorities Total	Column D Hispanic (Hisp)	Column E Asian NHisp	Column F Black(B) NHisp	Column G Asian&W NHisp A<1%	Column H AI-AN NHisp A<1%	Column I AI-AN&W NHisp A<1%	Column J NH-OPI NHisp A<1%	Column K B & W NHisp A<1%	Column L Col M AI-AN&B NHisp A<1%
Variance Analysis: % by Race Category												
Workforce(Wf)	9.09%	0.00%	9.09%	3.41%	0.00%	4.55%	0.00%	1.14%	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%	0.06%	0.08%
Variance (Wf-A)	-10.51%	-7.98%	-2.53%	-1.92%	-0.55%	-0.24%	-0.05%	0.95%	-0.15%	-0.09%	-0.06%	-0.08%
Ratio Analysis: % by Race Category												
Workforce(Wf)	9.09%	0.00%	9.09%	3.41%	0.00%	4.55%	0.00%	1.14%	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%	0.06%	0.08%
Utilization(Wf/A)	46.39%	0.00%	78.24%	63.95%	0.00%	94.96%	0.00%	606.84%	0.00%	0.00%	0.00%	0.00%
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	No	No	No	No	No	Yes	No	Yes	No	No	No	No
Utilization >80%?	5.80	5.62	0.18	0.75	0.39	-0.63	0.04	-0.87	0.11	0.07	0.04	0.06
# FTEs Needed (+ Only)	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Rationale												

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Female Administrative Support (Adm Sppt) EEO Job Category

Table 21 Female
 Adm Sppt

Job Category / Race / 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 A<1%	Column H AI-AN NHisp A<1%	Column I NHisp A<1%	Column J AI-AN&W NHisp A<1%	Column K NH-OPI NHisp A<1%	Column L B & W NHisp A<1%	Column M AI-AN&B NHisp A<1%
Variance Analysis: % by Job & Race Categories													
Workforce(W)	59.31%	6.02%	53.28%	27.37%	3.47%	21.53%	0.00%	0.18%	0.00%	0.18%	0.18%	0.18%	0.18%
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%
Variance (W-A)	-4.88%	-23.51%	18.63%	7.17%	-3.03%	15.78%	-0.30%	-0.10%	-0.25%	-0.03%	-0.03%	0.07%	0.11%
Ratio Analysis: % by Job & Race Categories													
Workforce(W)	59.31%	6.02%	53.28%	27.37%	3.47%	21.53%	0.00%	0.18%	0.00%	0.18%	0.18%	0.18%	0.18%
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%
Utilization(W/A)	92.40%	20.39%	153.78%	135.50%	53.36%	374.46%	0.00%	63.6%	0.00%	87.60%	168.7%	268.44%	
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	YES	NO	YES	YES	NO	YES	NO	NO	NO	NO	YES	YES	YES
Utilization >80%?	None*	96.47	None*	None*	9.49	None*	1.31	0.26	1.10	-0.09	None*	None*	None*
# FTEs Needed (+ Only)	U>80%	FTE	U>80%	U>80%	FTE	U>80%	FTE	FTE	FTE	FTE	FTE	U>80%	U>80%
Rationale													

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Female Skilled Craft

Table 22 Female
 Skilled Craft

Job Category / Race 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
	All Races Total	White(W) NHisp	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%	Col M
Variance Analysis: % by Race Category													
Workforce(W)	2.57%	0.35%	2.22%	1.05%	0.35%	0.82%	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%	0.00%	0.01%
Variance (W-A)	-5.05%	-1.86%	-3.19%	-2.33%	-0.98%	0.39%	-0.03%	-0.04%	-0.03%	-0.03%	0.00%	0.00%	-0.01%
Ratio Analysis: % by Race Category													
Workforce(W)	2.57%	0.35%	2.22%	1.05%	0.35%	0.82%	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%	0.00%	0.01%
Utilization(W/A)	33.70%	15.86%	40.97%	31.10%	26.25%	190.90%	0.00%	0.0%	0.00%	0.00%	0.0%	0.00%	0.00%
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	No	No	No	No	No	YES	No	No	No	No	No	No	No
Utilization >80%?	105	24.26	36.20	28.30	12.29	None*	0.40	0.57	0.40	0.44	0.00	0.00	0.09
# FTEs Needed (+ Only)	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE	FTE
Rationale													

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Female Service Maintenance (SM)

Table 23 Female
 Service Maintenance

Job Category / Race 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 A<1%	Column H AI-AN NHisp A<1%	Column I AI-AN&W NHisp A<1%	Column J NH-OPI NHisp A<1%	Column K B & W NHisp A<1%	Column L AI-AN&B NHisp A<1%	Column M None* U>80%
Variance Analysis: % by Race Categories													
Workforce(Wf)	31.22%	1.64%	29.58%	7.02%	0.26%	21.03%	0.02%	0.31%	0.03%	0.05%	0.22%	0.36%	
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%	
Variance (Wf-A)	-8.90%	-8.71%	-0.19%	-15.09%	-3.67%	18.37%	-0.12%	0.17%	-0.09%	-0.04%	0.17%	0.33%	
Ratio Analysis: % by Race Categories													
Workforce(Wf)	31.22%	1.64%	29.58%	7.02%	0.26%	21.03%	0.02%	0.31%	0.03%	0.05%	0.22%	0.36%	
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%	
Utilization(Wf/A)	77.81%	15.83%	99.35%	31.74%	6.73%	790.79%	11.76%	223.4%	27.02%	56.90%	440.4%	1143.4%	
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	No	No	Yes	No	No	Yes	No	Yes	No	No	Yes	Yes	Yes
Utilization >80%?	1,239	401.27	None*	644.79	174.29	None*	5.80	None*	3.92	1.22	None*	None*	None*
# FTEs Needed (+ Only)	FTE	FTE	U>80%	FTE	FTE	U>80%	FTE	U>80%	FTE	FTE	U>80%	U>80%	U>80%
Rationale													

* None
 U>80%
 A<1%

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro 2008 Affirmative Action Report
 Metro Utilization: Total Female Workforce

Table 24 Female
 Total Female Workforce

Job Category / Race and Status	Column A All Races Total	Column B White(W) NHsp	Column C Minorities Total	Column D Hispanic (Hisp)	Column E Asian NHisp	Column F Black(B) NHisp	Column G Asian&W NHisp A<1%	Column H AI-AN&W NHisp A<1%	Column I NHisp A<1%	Column J NHisp A<1%	Column K NHisp A<1%	Column L B & W NHisp A<1%	Column M AI-AN&B NHisp A<1%
Variance Analysis: % by Race Category													
Workforce(Wf)	28.99%	3.06%	25.93%	7.32%	1.85%	15.67%	0.03%	0.26%	0.03%	0.08%	0.15%	0.24%	
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%	
Variance (Wf-A)	-15.92%	-16.99%	1.07%	-7.24%	-3.36%	12.05%	-0.18%	0.08%	-0.14%	-0.03%	0.08%	0.20%	
Ratio Analysis: % by Race Category													
Workforce(Wf)	28.99%	3.06%	25.93%	7.32%	1.85%	15.67%	0.03%	0.26%	0.03%	0.08%	0.15%	0.24%	
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%	
Utilization(Wf/A)	64.56%	15.27%	104.30%	50.28%	35.53%	432.13%	14.84%	145.2%	17.45%	70.55%	224.4%	550.83%	
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	No	No	Yes	No	No	Yes	No	Yes	No	No	No	Yes	Yes
Utilization >80%?													
# FTEs Needed (+ Only)	1,970	1,275.71	None*	425.69	227.84	None*	13.17	None*	10.75	1.07	-9.65	None*	None*
Rationale	FTE	FTE	U>80%	FTE	FTE	U>80%	FTE	U>80%	FTE	FTE	FTE	FTE	U>80%

* None means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.
 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.

Metro Workforce Description: Numbers of Persons Employed by Metro by Job, Race & Gender
 Metro 2008 Affirmative Action Report

Table W-10
 Workforce Data

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
Job / Race Category / Category	All Races Total	White(W) NHsp	Total Minorities Col E-N	Ethnicity: 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
Metro Workforce: Data by Job & Race Categories													
Metro M&F O&Ms	650	262	388	135	113	117	0	4	0	3	1	3	12
Metro M&F Professionals	656	228	428	124	192	83	3	6	2	5	2	1	10
Metro M&F Technicians	131	26	105	48	23	27	2	2	1	2	0	0	0
Metro M&F Protect Svce	88	9	79	31	10	36	0	1	0	1	0	0	0
Metro M&F Adm. Sppt	548	62	486	247	46	183	1	2	0	2	1	2	2
Metro M&F Skilled Craft	1,714	403	1,311	654	384	205	12	13	2	26	2	4	9
Metro M&F Svce Maint.	6,044	489	5,555	2,274	351	2,737	9	42	9	24	23	45	41
Metro M&F Employees	9,831	1,479	8,352	3,513	1,119	3,388	27	70	14	63	29	55	74
Metro Male Workforce: Data by Job & Race Categories													
Metro Male O&Ms	370	182	188	78	57	43	0	2	0	1	0	2	5
Metro Male Professionals	374	147	227	63	111	33	1	4	1	3	2	1	8
Metro Male Technicians	107	24	83	41	19	17	2	1	1	2	0	0	0
Metro Male Protect Svce	80	9	71	28	10	32	0	0	0	1	0	0	0
Metro Male Admin Sppt	223	29	194	97	27	65	1	1	0	1	0	1	1
Metro Male Skilled Craft	1,670	397	1,273	636	378	191	12	13	2	26	2	4	9
Metro Male Svce Maint*	4,157	390	3,767	1,850	335	1,466	8	23	7	21	10	23	24
Metro Male Workforce	6,981	1,178	5,803	2,793	937	1,847	24	44	11	55	14	31	47
Metro Female Workforce: Data by Job & Race Categories													
Metro Female O&Ms	280	80	200	57	56	74	0	2	0	2	1	1	7
Metro Female Profs	282	81	201	61	81	50	2	2	1	2	0	0	2
Metro Female Techs	24	2	22	7	4	10	0	1	0	0	0	0	0
Metro Fem Protect Svce	8	0	8	3	0	4	0	1	0	0	0	0	0
Metro Fem Adm Sppt	325	33	292	150	19	118	0	1	0	1	1	1	1
Metro Fem Skilled Craft	44	6	38	18	6	14	0	0	0	0	0	0	0
Metro Fem Svce Maint*	1,887	99	1,788	424	16	1,271	1	19	2	3	13	22	17
Metro Female Workforce	2,850	301	2,549	720	182	1,541	3	26	3	8	15	24	27

Metro Workforce Description in Race, Ethnicity and Gender Categories by Percentage of Job Category
 Metro 2008 Affirmative Action Report

Table W-20
 Workforce by Percentage
 of Job Category

Job / Race Category / Category	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	
Metro Workforce: Percentage by Job & Race Categories														
Metro M&F O&Ms	100%	40.31%	59.69%	20.77%	17.38%	18.00%	0.00%	0.62%	0.00%	0.46%	0.15%	0.46%	1.85%	
Metro M&F Professionals	100%	34.76%	65.24%	18.90%	29.27%	12.65%	0.46%	0.91%	0.30%	0.76%	0.30%	0.15%	1.52%	
Metro M&F Technicians	100%	19.85%	80.15%	36.64%	17.56%	20.61%	1.53%	1.53%	0.76%	1.53%	0.00%	0.00%	0.00%	
Metro M&F Protect Svce	100%	10.23%	89.77%	35.23%	11.36%	40.91%	0.00%	1.14%	0.00%	1.14%	0.00%	0.00%	0.00%	
Metro M&F Adm. Sppt	100%	11.31%	88.69%	45.07%	8.39%	33.39%	0.18%	0.36%	0.00%	0.36%	0.18%	0.36%	0.36%	
Metro M&F Skilled Craft	100%	23.51%	76.49%	38.16%	22.40%	11.96%	0.70%	0.76%	0.12%	1.52%	0.12%	0.23%	0.53%	
Metro M&F Svce Maint.	100%	8.09%	91.91%	37.62%	5.81%	45.28%	0.15%	0.69%	0.15%	0.40%	0.38%	0.74%	0.68%	
Metro M&F Employees	100%	15.04%	84.96%	35.73%	11.38%	34.46%	0.27%	0.71%	0.14%	0.64%	0.29%	0.56%	0.75%	

Metro Male Workforce: Percentage by Job & Race Categories														
Metro Male O&Ms	56.92%	28.00%	28.92%	12.00%	8.77%	6.62%	0.00%	0.31%	0.00%	0.15%	0.00%	0.31%	0.77%	
Metro Male Professionals	57.01%	22.41%	34.60%	9.60%	16.92%	5.03%	0.15%	0.61%	0.15%	0.46%	0.30%	0.15%	1.22%	
Metro Male Technicians	81.68%	18.32%	63.36%	31.30%	14.50%	12.98%	1.53%	0.76%	0.76%	1.53%	0.00%	0.00%	0.00%	
Metro Male Protect Svce	90.91%	10.23%	80.68%	31.82%	11.36%	36.36%	0.00%	0.00%	0.00%	1.14%	0.00%	0.00%	0.00%	
Metro Male Admin Sppt	40.69%	5.29%	35.40%	17.70%	4.93%	11.86%	0.18%	0.18%	0.00%	0.18%	0.00%	0.18%	0.18%	
Metro Male Skilled Craft	97.43%	23.16%	74.27%	37.11%	22.05%	11.14%	0.70%	0.76%	0.12%	1.52%	0.12%	0.23%	0.53%	
Metro Male Svce Maint*	68.78%	6.45%	62.33%	30.61%	5.54%	24.26%	0.13%	0.38%	0.12%	0.35%	0.17%	0.38%	0.40%	
Metro Male Workforce	71.01%	11.98%	59.03%	28.41%	9.53%	18.79%	0.24%	0.45%	0.11%	0.56%	0.14%	0.32%	0.48%	

Metro Female Workforce: Percentage by Job & Race Categories														
Metro Female O&Ms	43.08%	12.31%	30.77%	8.77%	8.62%	11.38%	0.00%	0.31%	0.00%	0.31%	0.15%	0.15%	1.08%	
Metro Female Profs	42.99%	12.35%	30.64%	9.30%	12.35%	7.62%	0.30%	0.30%	0.15%	0.30%	0.00%	0.00%	0.30%	
Metro Female Techs	18.32%	1.53%	16.79%	5.34%	3.05%	7.63%	0.00%	0.76%	0.00%	0.00%	0.00%	0.00%	0.00%	
Metro Fem Protect Svce	9.09%	0.00%	9.09%	3.41%	0.00%	4.55%	0.00%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	
Metro Fem Adm Sppt	59.31%	6.02%	53.28%	27.37%	3.47%	21.53%	0.00%	0.18%	0.00%	0.18%	0.18%	0.18%	0.18%	
Metro Fem Skilled Craft	2.57%	0.35%	2.22%	1.05%	0.35%	0.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Metro Fem Svce Maint*	31.22%	1.64%	29.58%	7.02%	0.26%	21.03%	0.02%	0.31%	0.03%	0.05%	0.22%	0.36%	0.28%	
Metro Female Workforce	28.99%	3.06%	25.93%	7.32%	1.85%	15.67%	0.03%	0.26%	0.03%	0.08%	0.15%	0.24%	0.27%	

LM Availability: Numbers of Workers by Job, Race & Gender from the Metro Labor Market (Five County Southern California Counties)
 Metro 2008 Affirmative Action Report
 EEO Data File; Year 2000 US Census

Table A-10
 Availability Data

Job / Race Category / Category	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	
Availability of Male & Female Workers: Data by Job & Race Categories														
M&F O&M Workers	1,053,175	645,365	407,849	188,650	131,125	53,955	5,205	3,560	3,855	2,025	1,160	609	17,705	
M&F Prof Workers	1,359,335	829,525	529,784	184,275	211,980	88,840	7,490	4,550	5,390	2,265	2,040	1,149	21,805	
M&F Tech Workers	140,330	63,245	77,072	31,980	25,930	13,580	714	539	534	338	143	124	3,190	
M&F Prot Svce Workers	140,980	66,690	74,283	38,117	7,410	22,818	677	1,033	694	544	374	239	2,377	
M&F Adm Sppt Workers	1,941,785	889,840	1,051,950	612,080	208,005	163,955	9,625	7,925	6,980	5,970	3,135	1,925	32,350	
M&F Skill Craft Workers	660,265	268,880	391,393	294,810	46,890	28,545	1,984	2,965	2,780	1,895	585	364	10,575	
M&F Svc Maint Workers	2,057,530	511,940	1,545,585	1,203,160	164,140	125,750	6,255	6,930	5,595	4,740	2,095	1,395	25,525	
M&F Available in LM	7,353,400	3,275,485	4,077,916	2,553,072	795,480	497,443	31,950	27,502	25,828	17,777	9,532	5,805	113,527	
Availability of Male Workers: Data by Job & Race Categories														
Male O&M Workers	646,674	408,705	237,969	110,610	81,205	25,665	3,125	2,075	1,945	1,125	555	199	11,465	
Male Prof Workers	682,930	434,300	248,630	83,090	108,200	34,880	3,735	2,000	2,535	1,030	930	525	11,705	
Male Tech Workers	70,820	33,095	37,725	16,875	13,175	5,045	384	189	260	174	49	34	1,540	
Male Prot Svce Workers	113,343	55,440	57,903	30,602	6,630	16,070	605	769	479	411	289	124	1,924	
Male Adm Sppt Workers	695,495	316,385	379,110	219,830	81,825	52,295	3,835	2,355	2,090	1,925	1,035	605	13,315	
Male Skill Craft Workers	609,974	254,310	355,664	272,515	38,085	25,720	1,790	2,690	2,585	1,685	585	319	9,690	
Male Svc Maint Workers*	1,231,985	299,060	932,925	748,355	83,165	71,035	3,360	4,035	3,075	2,945	1,090	740	15,125	
Males Available in LM	4,051,221	1,801,295	2,249,926	1,481,877	412,285	230,710	16,834	14,113	12,969	9,295	4,533	2,546	64,764	
Availability of Female Workers: Data by Job & Race Categories														
Fem O&M Workers	406,540	236,660	169,880	78,040	49,920	28,290	2,080	1,485	1,910	900	605	410	6,240	
Fem Prof Workers	676,379	395,225	281,154	101,185	103,780	53,960	3,755	2,550	2,855	1,235	1,110	624	10,100	
Fem Tech Workers	69,497	30,150	39,347	15,105	12,755	8,535	330	350	274	164	94	90	1,650	
Fem Prot Svce Workers	27,630	11,250	16,380	7,515	780	6,748	72	264	215	133	85	115	453	
Fem Adm Sppt Workers	1,246,295	573,455	672,840	392,250	126,180	111,660	5,790	5,570	4,890	4,045	2,100	1,320	19,035	
Fem Skilled Craft	50,299	14,570	35,729	22,295	8,805	2,825	194	275	195	210	0	45	885	
Fem Svc Main Workers*	825,540	212,880	612,660	454,805	80,975	54,715	2,895	2,895	2,520	1,795	1,005	655	10,400	
Females Available in LM	3,302,180	1,474,190	1,827,990	1,071,195	383,195	266,733	15,116	13,389	12,859	8,482	4,999	3,259	48,763	

Availability of Workers: Gender, Race and Ethnicity Categories by Percentage of Each Job Category
 Metro 2008 Affirmative Action Report
 EEO Data File; Year 2000 US Census

Table A-20
 Availability of Workers by Percentage
 of Each Job Category

Job / Race / Category	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	
Availability of Male & Female Workers: Data by Job & Race Categories														
M&F O&M Workers	100.00%	61.28%	38.73%	17.91%	12.45%	5.12%	0.49%	0.34%	0.37%	0.19%	0.11%	0.06%	1.68%	
M&F Prof Workers	100.00%	61.02%	38.97%	13.56%	15.59%	6.54%	0.55%	0.33%	0.40%	0.17%	0.15%	0.08%	1.60%	
M&F Tech Workers	100.00%	45.07%	54.92%	22.79%	18.48%	9.68%	0.51%	0.38%	0.38%	0.24%	0.10%	0.09%	2.27%	
M&F Prot Svce Workers	100.00%	47.30%	52.69%	27.04%	5.26%	16.19%	0.48%	0.73%	0.49%	0.39%	0.27%	0.17%	1.69%	
M&F Adm Sppt Workers	100.00%	45.83%	54.17%	31.52%	10.71%	8.44%	0.50%	0.41%	0.36%	0.31%	0.16%	0.10%	1.67%	
M&F Skill Craft Workers	100.00%	40.72%	59.28%	44.65%	7.10%	4.32%	0.30%	0.45%	0.42%	0.29%	0.09%	0.06%	1.60%	
M&F Svc Maint Workers	100.00%	24.88%	75.12%	58.48%	7.98%	6.11%	0.30%	0.34%	0.27%	0.23%	0.10%	0.07%	1.24%	
M&F Available in LM	100.00%	44.54%	55.46%	34.72%	10.82%	6.76%	0.43%	0.37%	0.35%	0.24%	0.13%	0.08%	1.54%	
Availability of Male Workers: Data by Job & Race Categories														
Male O&M Workers	61.40%	38.81%	22.60%	10.50%	7.71%	2.44%	0.30%	0.20%	0.18%	0.11%	0.05%	0.02%	1.09%	
Male Prof Workers	50.24%	31.95%	18.29%	6.11%	7.96%	2.57%	0.27%	0.15%	0.19%	0.08%	0.07%	0.04%	0.86%	
Male Tech Workers	50.47%	23.58%	26.88%	12.03%	9.39%	3.60%	0.27%	0.13%	0.19%	0.12%	0.03%	0.02%	1.10%	
Male Prot Svce Workers	80.40%	39.32%	41.07%	21.71%	4.70%	11.40%	0.43%	0.55%	0.34%	0.29%	0.20%	0.09%	1.36%	
Male Adm Sppt Workers	35.82%	16.29%	19.52%	11.32%	4.21%	2.69%	0.20%	0.12%	0.11%	0.10%	0.05%	0.03%	0.69%	
Male Skill Craft Workers	92.38%	38.52%	53.87%	41.27%	5.77%	3.90%	0.27%	0.41%	0.39%	0.26%	0.09%	0.05%	1.47%	
Male Svc Maint Workers*	59.88%	14.53%	45.34%	36.37%	4.04%	3.45%	0.16%	0.20%	0.15%	0.14%	0.05%	0.04%	0.74%	
Males Available in LM	55.09%	24.50%	30.60%	20.15%	5.61%	3.14%	0.23%	0.19%	0.18%	0.13%	0.06%	0.03%	0.88%	
Availability of Female Workers: Data by Job & Race Categories														
Fem O&M Workers	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%	
Fem Prof Workers	49.76%	29.07%	20.68%	7.44%	7.63%	3.97%	0.28%	0.19%	0.21%	0.09%	0.08%	0.05%	0.74%	
Fem Tech Workers	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%	
Fem Prot Svc Workers	19.60%	7.98%	11.62%	5.33%	0.55%	4.79%	0.05%	0.19%	0.15%	0.09%	0.06%	0.08%	0.32%	
Fem Adm Sppt Workers	64.18%	29.53%	34.65%	20.20%	6.50%	5.75%	0.30%	0.29%	0.25%	0.21%	0.11%	0.07%	0.98%	
Fem Skilled Craft	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%	
Fem Svc Main Workers*	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%	
Females Available in LM	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%	