# 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 Transpiration 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, martial 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.

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### **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 nondiscriminatory 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
Equipment Maintenance Supervisor
Document Production Supervisor
Equipment Engineering Supervisor
Equipment Maintenance Supervisor
Equipment Service Supervisor Instructor

Rail Transit Operations Supervisor Revenue Equipment Supervisor Schedule Checking Supervisor Schedules Supervisor Senior Cash Counting Supervisor 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**

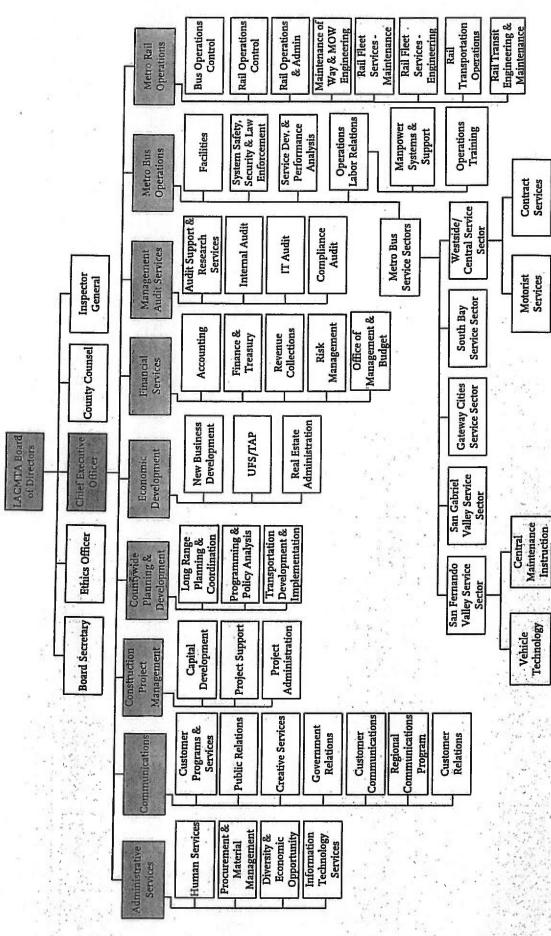
Ruthe Holden Chief Auditor

### **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



# 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.



### 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. <u>Semi-Annual Meetings At Which Managers And Supervisors Review The EEO Program And Discuss Its Implementation.</u>

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. <u>Dissemination to Recruiting Sources</u>

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. <u>Dissemination by Notice on Applications for Employment</u>
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 polices 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 entitles;
- 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.

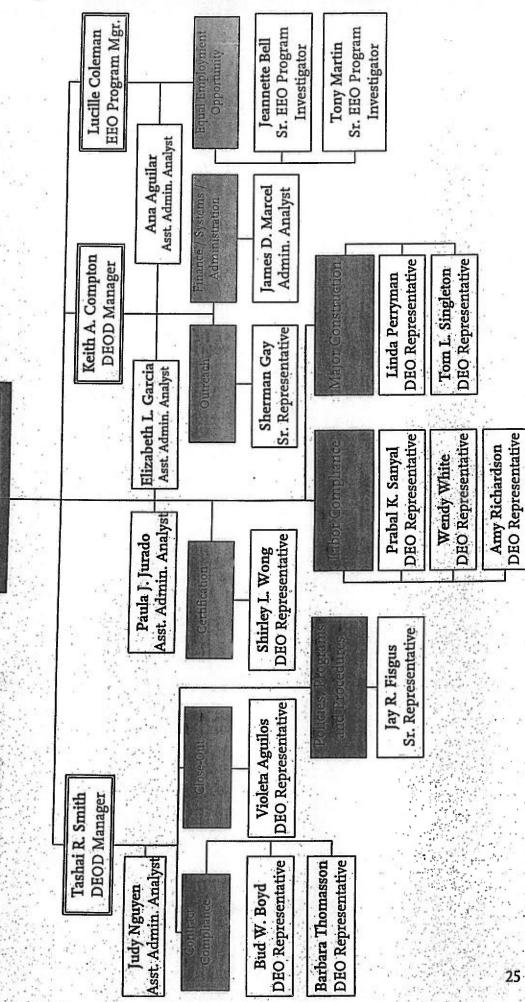
The Metro Diversity & Economic Opportunity Department (DEOD) organizational chart:

# Attachment B

# Diversity & Economic Opportunity

Deputy Executive Officer

Linda B. Wright



Department 6955 ~ Cost Center 2130

PROCUREMENT

### **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 that 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 Mangers - 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)

<u>Technicians – Females (Table # 19)</u>

### 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  $\underline{\text{Males}} = 6,981$   $\underline{\text{Females}} = 2,850$   $\underline{\text{Total}} = 9,831$ 

### 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.

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

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



## 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

- 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.
- 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 C** 

Attachment

### 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 and White	
7	Asian and White	
8	Black or African American and White	
9	American Indian or Alaska Native and Black or African American	
10	> 1 percent: Fill in if applicable <sup>(1)</sup>	
11	> 1 percent: Fill in if applicable	
12	Balance of individuals reporting more than one race	
13	Total	

II. Allocation Guldance: 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 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 Admistration 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%
1.00	Availability	52.69%
Administrative Support	Workforce	89.84%
	Availability	54.17%
Skilled Craft	Workforce	73.08%
9	Availability	59.28%
Service Maintenance	Workforce	91.29%
5 5 50 50	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 o 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 underrepresented 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%

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%

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
, i orectife ocifice.	july 1, 2000

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%

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.

July 1, 2005

exceed the availability with respect to Hispanic, Asian, and Black males.

White Males

Workforce 7.12% Availability 14.53%

Service Maintenance

Hispanic Males

Workforce 29.44% Availability 36.37%

Asian Males

Workforce 5.40% Availability 4.04%

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 flowing 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)

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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 underrepresented. 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 underrepresented 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%

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 availably 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 sprit 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	27	38
		28.95%	71.05%	
Asian and Caucasian (White)		0	1	1
Black or African American	40.8	22	22	44
		50.00%	50.00%	
Hispanic or Latino (all other races)		0	2	2
Hispanic or Latino (White race only)		16	51	67
1.0		23.88%	76.12%	
HL African American (Black)		0	1	1
HL Amer Indian or Alaskan Native		0	2	2
Vhite		2	28	30
		6.67%	93.33%	
	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%	23A & 85 A
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
<u> </u>	55.02%	44.98%	
Caucasian (White) and Amer Indian or Alaskan Native	0	1	1
dispanic or Latino (White race only)	25	115	140
	17.86%	82.14%	
lative Hawaiian or Other Pacific Islander	0	1	1
Other	0	2	2
Vhite	6	22	28
£ 5	21.43%	78.57%	
Total	189	281	470
Percer	nt 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 Alaskar Native	1	0	1
Asian	0	1	1
Asian and African American (Black)	1	0	1
Black or African American	12	22	34
	35.29%	64.71%	
Hispanic or Latino (all other races)	0	3	3
Hispanic or Latino (White race only)	5	6	11
	45.45%	54.55%	
Other	1	0	1
White	3	1	4
	75.00%	25.00%	
Total	23	33	56
Perci	ent 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 Alas Native	skan	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	te)	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%	20.00
Vhite	47	6	12	18
		33.33%	66.67%	
10	otal	61	129	190

# 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	1	2
	50.00%	50.00%	
American Indian or Alaskan Native	1	0	1
Asian	3	13	16
	18.75%	81.25%	
Asian and African American (Black)	1	2	3
	33.33%	66.67%	
Asian and Caucasian (White)	0	1	1
Black or African American	35	29	64
	54.69%	45.31%	
Hispanic or Latino (all other races)	0	1	1
Hispanic or Latino (White race only)	10	45	55
	18.18%	81.82%	
HL African American (Black) and Caucasian (White)	0	1	1
Native Hawaiian or Other Pacific Islander	0	5	5
Other	0	4	4
Vhite	3	20	23
	13.04%	86.96%	
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
	-			Section Committee Committee	
	3)	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%	0.00
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
dL Asian	0	1	1
Vhite	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	Femal	e Male	Total
		1 0	1
African American (Black) and Amer Indian or Alasi Native	kan	1 0	1
African American (Black) and Caucasian (White)		) 1	1
American Indian or Alaskan Native	•	1 0	1
Asian	(	) 1	1
Black or African American	15	5 12	27
	55.56%	44.44%	
Hispanic or Latino (all other races)		2 1	3
117	66.67%	33.33%	
Hispanic or Latino (White race only)	3	3 13	16
1 12 2 3 3	18.75%	81.25%	
White	1	4	5
	20.00%	80.00%	
То	tal 24	32	56
Pe	rcent 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 Native	n or Alaskan	1	0	1	42.0
American Indian or Alaskan Native		0	1	1	
Asian		1	7	8	
		12.50%	87.50%		
Asian and Caucasian (White)		1	0	1	
Black or African American	Si	35	26	61	
		57.38%	42.62%		
Hispanic or Latino (all other races)		4	19	23	11.577
	*	17.39%	82.61%		
Hispanic or Latino (White race only)		8	27	35	
		22.86%	77.14%		
HL African American (Black)		2	0	2	
Other		1	2	3	3
		33.33%	66.67%		
White		2	14	16	
		12.50%	87.50%		
	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	20	21
			4.76%	95.24%	
Black or African American			18	21	39
			46.15%	53.85%	
Hispanic or Latino (all other races)			0	2	2
Hispanic or Latino (White race only)			6	41	47
2017			12.77%	87.23%	
HL African American (Black)	-,*		0	1	1
HL Asian and African American (Black)		· · · · · · · · · · · · · · · · · · ·	0	1	1
White		-	3	15	18
			16.67%	83.33%	
		Total	28	102	130
60		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	6	7	
		14.29%	85.71%		
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
10 20 10 10 10 10 10 10 10 10 10 10 10 10 10	22.22%	77.78%	
dL African American (Black)	0	1	1
HL African American (Black) and Caucasian (White)	2	0	2
IL Amer Indian or Alaskan Native	0	1	1
lative Hawaiian or Other Pacific Islander	0	.1	1
Vhite	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 In Native	dian or	Alaskan	1	2	3
		0.20	33.33%	66.67%	
Asian			0	3	3
Black or African American			19	18	37
			51.35%	48.65%	
Caucasian (White) and Amer Indian o	r Alask	an Native	0	1	1
Hispanic or Latino (all other races)	2		1	2	3
			33.33%	66.67%	
Hispanic or Latino (White race only)			4	14	18
	- 11		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
Secretary Secretary	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

1	7	AA	AB	AC	AD	av	1,						• 7	
- 68	EEO Report Based on Data From Metro HRFR0011	sed on Data	From Metr	O HRFR00	11	1	¥	AG	¥	¥	A	AK	AL.	AM
1			Non-Hisp	Total	ΔII	Mar III								06 Pg 7-1
4 10		ALL	7	Minority	Hispanic	Asian (A)	Non-Hisp Black (B)	A+W	AI/AN	+ W	+ HO	. W + B	AI/AN+	H & NonH
9	M&F O&M	615	284	254									0	Other
7 N	M&F Prof	630		YUY				3	5	0	3	6	6	T
8	M&F Tech	149		448			94	-	4	4	5	1 60	1	2.4
8	M&F Prt S	88		77		1		3	2	-	-	0	-	
10 N	A&F AdSpt	537	54	100	SZ CO			0	1	0	-	0	0	
11	M&F Sk Crft	1,648		4 248	235	45		-	-	-	-	-	6	
12 N	M&F Sv Mnt	5 833		1,210	COO	1	-	14	12	2	24	2	4	1
13	Total Metro	9 500	-	7,077	2,135		7	12	38	10	25	14	47	25
14		20012	0701	7 7 077	3,285			34	63	18	9	22	58	51
15 N	fale O&M	356	103	1,511	0									
16 N	Male Prof	376	155	224	10	45	42	2	3	0	-	0	-	2
17 N	Male Tech	119	20	00	00			0	2	2	. 2	3	-	88
18 N	Male Prt S	84	44	200	44			9	-	1	-	0	0	0
19 N	Male AdSpt	210	28	184	21			0	0	0	1	0	0	0
20 N	Male Sk Crft	1,612	424	1 188	200	270		-	-	0	0	0	-	0
21 M	Male Sv Mnt	4.034	403	2 621	1 740		1	14	12	2	24	2	4	7
22	Male Total	6.788	1 241	5 547	047			11	21	8	22	9	27	16
23			1	1100	2,003	9/9	1,846	31	9	13	54	11	34	33
24								1						
25 F	Female O&M	259	71	188	R4	37	20	1	0	1				
	Female Prof	254	71	183	47	2 2	2 2	-	7 0	0	2	2	-	8
	Female Tech	30	2	28	9	7	2 4	- 0	7	7 0	0	0	0	0
	Female Prt S	7	0	7	2	c	2	0	1	0	5	0	-	0
_	Female AdSpt	327	28	299	150	19	124	0	- 0	> -	7	0	0	0
150	Female Sk Crft	36	8	28	14	100	0	0	0	- 0	- 0	- 0	7	
_	Female Sv Mnt	1,799	102	1,697	396	13	1 228	-	17	0	0 0	0	0 00	0
32	Female Total	2,712	282	2,430	676	161	1 503	- 6	23	7 4	2 0	0	07	5
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m -			Male									7-16100
4 rc			Officers &	Profis	Techs	Protective	Para-	Office	Skilled	Condoda		
9	Ethnicity	Kace	Admin's			Service	Profs	Clerks	Craff	One One	Non One	Total
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=		11M-AI/AN + B	0	C							0	8
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2 5	or Launo (NH)	19M-Black(B)	39	37	20	31	3	202	-	1 149	340	1 848
3 3		20M-White(W)	168	155	29		25				00	1 244
7		21M-B + A	0	2	0	0	0				0	144
7 8		22M-AI/AN + B	1	1	0					18	10	1 70
3		23M-AI/AN + W	0	2	-			0			000	40
24		24M-B + W	0	3	0	0	0		0	0	7 0	2 :
2		25M-A + W	2	0	3						7	- 2
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77		27M-Asian(A)	29	108	20	11	16	6	345	250	74	900
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-	2-Total Non-Hisp		243	321	75	54	46	125	-	1,700	010	2,009
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-										2176	770	0,788
	Female											
_	1-Total Hispanic		14	47	9	2	47			317	70	878
-	Z-I otal Non-Hisp		106	207	24	5	92	177		1 148	255	9000
SS S	LACM I A Total Females	es	120	254	30	7	139		38	1 188	207	2,740
_									3	2011	400	7117
4	LACMTA Total		409	630	149	88	208	537	1 8/8	A 877	7 450	002.0
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Strategic Business Unit: Cost Center:

# L. A. County Metropolitan Transportation Authority HR / Payroll System

# EEO Status By SBU / Cost Center / Section Report

Section:	ע		1 10 70
Ehrifeh Number of Employees - Not Employees	Nation 1	OFF A. NO IEC TOBARA OFFICE SAGNACTION OF SACRED TO SACR	Pour SVO 1806 190 ED TO 1907
Hisp / Latino	HL AmerindnAlaskNatv	6 5 2 15 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	ar OPS Non OPI Code
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8	H. Black and White	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Alexander of the same
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	HL Asien Hi Americanian Mah	Total - Ora	1 2 2 2 670 670 2000 6700
	HL WhiteAmerindnalask Natv		
	Ht. Bleck and Asian	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	Banda banda sara sara sara sara sara sara sara sa
	HL White and Asian	LOOP STRUCK TRANS STORES TO CONTRACT TO CONTRACT STORES ST	popular apia do presenta de la como de la co
	H. White	15.00 14.00 0.00 100.00 100.00 0.00 0.00	00001 0000 0000 0000 0000 0000
Hisp / Latino Totals:		55 44 27 21 85 691 4422 4418 0100 918 0.4 117 015 0.00 140	307 76 949 234 0.00
Not Hisp / Latino	HL Other	edis shibration	14 317 79 676 3285 041 955 240 000 2018 000 100.00
	Amer Indian or Alastra Natu	960 1000 1000 0000 1000 0000	0000 - 0000 - 0000 - 0000 - 0000 - 0000
			16 1 23 63 030 2320 159 030 3451 F 000 700 100
	Black	39 37 20 31 3 70 187 1149 310 1846 38 57 16 4 27 124	218 1503



EEO Status By SBU / Cost Center / Section Report

Strategic Business Unit: Cost Center: Section:

- Carrier	
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Black and White	3 3 5 6 100 0.00 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1
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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 Category

Metro Utilization: Officials and Managers (O&M) EEO Job Category

Table 1 O&M

Col N

Col K Col L Col H-OPI B & W ALANS NHSp NHSp NHSp NHSp NHSp Act		Ð	
Coll ColJ AIAN AIANSW N NHISP NHISP A<1% A<1%		5)	
Col G Black(B) Aslan&W NHisp NHisp	17.40% 5.12% 12.28%	17.40%	339.61%
Col F Asian NHisp	14.80% 12.45% 2.35%	14.80% 12.45%	
Col E Hispanic (Hisp)	20.81% 17.91% 2.90%	20.81%	116.19% 118.85%
Col D Minorities Total	57.07% 38.73% 18.35%	57.07% 38.73%	147.38%
Col B Col C All Races Welliew Total Nelse	100% 61.28%	O Race Categories 42.98% 61.28%	14.105%
Column A Job / Race Category / Category / and Status	Variance Analysis: % by EEO Race Categories Workforce(Wf) 100% 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Ratio Analysis: % by EEO Race Categories Workforce(Wf) 42.9 Availability(A) 61.2	Utilization(Wf/A)

THE STREET PRINCIPLE PRODUCTION OF THE PRODUCTION OF THE PROPUCTION OF THE PROPUCTIO			100	
Utilization >80%?	YES	YES	YES	YES
# FTEs Needed (+ Only)	None*	None*	None*	None
Rationale	%08 <n< td=""><td><b>0&gt;80%</b></td><td><b>%08&lt;</b>0</td><td>U&gt;80%</td></n<>	<b>0&gt;80%</b>	<b>%08&lt;</b> 0	U>80%

Not in Plan U>80% A<1% None

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

Table 2 Profs Col N

Col M Al-AN&B NHISD

Coll NHisp
Col K NH-OFI
Col J Al-AN&W NHisp
Col I Al-AN NHisp
Col H MalensW NHisp
Col G Black(B) A: NHisp
Col F Asian NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
Col B Col C All Races White(W) Total Not in Plant
Column A Job / Race Category / Category / and Status

Avallability(A) /ariance (Wf-A)	Workforce(Wf) 100% 55 87% Availability(A) 100% 61 02% Variance (Wf-A) 25 15%	64.13% 38.97% 25.15%	16.19% 13.56% 2.63%	28.89% 15.59% 13.29%	14.92% 6.54% 8.39%
Ratio Analysis: % by Race Categories Workforce(Wf) Availability(A)	<u>e Categories</u> 35.87% 61.02%	64.13% 38.97%	16.19% 13.56%	28.89% 15.59%	14.92% 6.54%
filization(Wf/A)	58,78%	164.54%	119.43%	185.25%	119.43% 185.25% 228.30%

Do FIES Currently Exhibit Proportion	inate Representation Co	insistent wi	th the 80%	le 80% Rule?
Julization >80%?	YES	YES	YES	YES
FIES Needed (+ Only)	None*	None*	None*	None*
kationale	N>80%	<b>08&lt;0</b>	U>80%	U>80%

Color Key to Cells

Not in Plan A<1%

\* None

Not In Plan

Metro Utilization: Technicians (Techs) EEO Job Category

Table 3 Techs

Col N Others

AL-AN&B NHISD Col ⋈

NHISD

Coll

Colk

Col G Col H Col I Col J Black(B) Asianaw Al-An Al-Anaw Ni NHisp NHisp NHisp NHisp
Col F Aslan Bla NHisp
Col E Hispanic A (Hisp) N
Col D Minorities Total
Col B Col C All Races White(W) Total Net in Plan
Column A Job / Race Category / Category / and Status

	24.16% 9.68% 14.48%		24.16%	10 67%
	16.11% 18.48% -2.37%		16.11%	87 17% 249 67%
	33.56% 22.79% 10.77%		33.56% 22.79%	147.25%
	79.19% 54.92% 24.27%		79.19% 54.92%	144.19%
Race/Ethnicity Category	100% 20.81% 100% 45.07% -24.28%	9/Ethnicity Category	20.81°d 45.07%	46,16%
Variance Analysis: % by Race/Ethnicity Categor	Workforce(Wf) Availability(A) Variance (Wf-A)	Ratio Analysis: % by Race/Ethnicity Categor	Workforce(Wf) Availability(A)	Utilization(Wf/A)

Do FTEs Currently Exhibit Propo	rtionate Representation Cor	nejetant wit	14 the one	California year
Utilization >80%?	YES	VEC	VIO DIN	Aller
# ETEN NOCHOLING	}	21	C L	
# LIES Meeded (+ Only)	None*	None*	None*	None*
Rationale	%08 <n< td=""><td>U&gt;80% U&gt;80%</td><td>11&gt;80%</td><td>1&gt;80% 11&gt;80%</td></n<>	U>80% U>80%	11>80%	1>80% 11>80%

144.19% 147.25% 87.17% 249.67%

	means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Fthnic
_	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 DMB

Not in Plan A<1%

icity Category.

eans 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 Utilization: Protective Service (ProtSvce) EEO Job Category

Table 4 ProfSvce Col N

ColM

잉디

CO 지

Col

B & W ALANSE

Col I Al-AN Al-A NHSp	
Col H Asian&W NHisp A<1%	
Col G Black(B) As NHisp	39.77%
Col F Asian NHisp	12.50%
Col E Hispanic (Hisp)	32.95%
Col D Minorities Total	87.50%
Col B Col C All Races White(W) Total NHSp	Percentage by Job & Race Categorie 100% 12 50% 87,50°
Column A Job / Race Category / Category / and Status	Variance Analysis: Perce Workforce(Wf) Availability(A)
	25.05)

39.77% 16.19% 23.59%	39.77%	45.73%
12.50% 5.26% 7.24%	12.50%	(V
32.95% 27.04% 5.92%	32.95% 27.04%	121.89%
87.50% 52.69% 34.81%	ories 87.50% 52.69%	166.06%
100% 47.30% 34.80%	by Job & Race Categ 12 50% 47 30%	26 42%
Availability(A) Variance (Wf-A)	Ratio Analysis: Percentage by Job & Race Categories Workforce(Wf) 87. Availability(A) 52.	Utilization(Wf/A)

Do FTEs Currently Exhibit Proportio Utilization >80%? # FTEs Needed (+ Only)	nate Representation Co YES None*	YES None*	YES None*	e 80% Rule? YES YES one* None*
וימוטומוס	%08 <n< td=""><td>7×80%</td><td>1580%</td><td>11&gt;PO0%</td></n<>	7×80%	1580%	11>PO0%

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.
* None Not in Plan 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

(3) (a) (a) (b) (1)

Metro Utilization: Administrative Support (Adm Sppt) Job Category

Adm Sppt Table 5

ColN

Col M

100 100

Colk NH-OP

B & W ALAN&B

NHISD

Col G Black(B) NHisp
Col F Asian NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
Col C White(W) NHspi lot in Plani
Col B All Races Total
Column A Job / Race Category / Category / and Status

Asianaw Al-AN Al-ANE NHisp NHisp NH A<1% A<1% A<		lif
Col G Black(B) As NHisp	36.13% 8.44% 27.68%	36.13% 8.44%
Asian NHisp	8.38% 10.71% -2.33%	8.38%
Hispanic (Hisp)	43.76% 31.52% 12.24%	43.76% 31.52%
Minorities Total	89.94% 54.17% 35.77%	89.94% 54.17%
All Races White(W) Total NHSp Not in Plan	100% 10.08% 100% 45.83% -35.77%	v Race/Ethnicity Category 10 06% 45 83%
Job / Race Category / Category / and Status  Variance Analysis: % by	Workforce(Wf) Availability(A) Variance (Wf-A)	Variance Analysis: % by Workforce(Wf) Availability(A)

Do FTES Currently Exhibit Proportio	nate Representation Cor	nsistent wi	th the 80%	the ROW, Dules
Utilization >80%?	YES	YES	No.	YES
#FIES Needed (+ Only)	None*	None*	1.02	None*
Kationale	%08 <n< td=""><td><b>%08&lt;0</b></td><td>U&lt;80%</td><td>U&gt;80%</td></n<>	<b>%08&lt;0</b>	U<80%	U>80%

166.03% 138.83% 78.23% 427.86%

Utilization(Wf/A)

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.	tans availability of workers in the category is lose than 40, of the population of the category of the categor
a	A<1% mean

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

Col N Others

Coll ColM B&W Al-AN&B NHisp NHisp A<1% A<1%	The state of the s
Col K NH-OPI NHisp Ac1%	
Col J Al-AN&W NHISP A<1%	
Coll Al-AN NHisp A<1%	
Col H Asian&W NHisp A<1%	
Col G Black(B) NHisp	
Col F Asian NHisp	
Col E Hispanic (Hisp)	
Col D Minorities Total	
Col B Col C All Races White(W) Total NHSp	Race Category
Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Catego

100% 26 21% 73.79% 36.71% 21.24% 100% 40.72% 59.28% 44.65% 7.10% 7.10% 14.51% -7.94% 14.14%	**************************************	64.37% 124.47% 82.22% 299.05% 275.10%
Vorkforce(Wf) (vailability(A) fariance (Wf-A)	ariance Analysis: % by Race Cater Workforce(Wf) Availability(A)	ilization(Wf/A)

Do FIES Currently Exhibit Proportionate Re	iate nepieselliation consistent	1010101	DIN'1 0/ 00 0111	
Utilization >80%?	YES	YES	YES	YES
# FIES Needed (+ Only)	None*	None*	None*	None*
Kationale	%08 <n< td=""><td>%08<n< td=""><td><b>0&gt;80%</b></td><td><b>%08&lt;</b>0</td></n<></td></n<>	%08 <n< td=""><td><b>0&gt;80%</b></td><td><b>%08&lt;</b>0</td></n<>	<b>0&gt;80%</b>	<b>%08&lt;</b> 0

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
* None	A<1%

sans 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. category is not a Minority.

Color Key to Cells

Not in Plan

	Col N Others	HAN YO
	L COLM W ALANSB IP INHISP	97 140
ŧ	K Coll P B W	
Table 7 SvceMaint	Col K NH-OPI NHISD	
	Col J Al-ANSW NHisp	TOTAL PROPERTY.
	Col I ALAN NHisp A<1%	The Paris Section Section 1
	Col H Asian&W NHisp A<1%	A CONTRACTOR OF THE PERSON NAMED IN
rt Job Categor	Col G Black(B) Asii NHisp	
tion Repo aint) EEO	Col F Asian NHisp	
vice Maintenance (SvceMaint) EEO	Cof E Hispanic (Hisp)	
vice Mainten	Col D Minorities Total	
Metro Utilization: Service Maintenance (SvceMaint) EEO Job Category	Col B Col C All Races White(W) Total NHsp	
, , ,	Column A Job // Race Category // Category / and Status	The second secon
	Job Catego	

Metro 2006 Affirmative Action Report

Variance Analysis: % by Race Category	Race Category					
Workforce(Wf) Availability(A) Variance (Wf-A)	100% 8.88% 100% 24.88%	91.34% 75.12% 16.22%	36.62% 58.48% -21.86%	5.73% 7.98% -2.25%	46.07% 6.11% 39.95%	
Variance Analysis: % by Race Cat	Race Category					
Workforce(Wf) Availability(A)	8,66%	91.34% 75.12%	36.82% 58.48%	5.73% 7.98%	46.07% 6.11%	
Utilization(Wf/A)	34,80%	121.60%	62,62%	71 78%	753.73%	

+ Only)	lization >80%?	YES	No	YES
	FTEs Needed (+ Only)	None* 592.72	38.58	None.

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. 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 the given race/ethnicity category is not a Minority.

Color Key to Cells

Not in Plan %08<N

A<1%

\* None

Metro Utilization: Total Workforce in All EEO Job Categories

Table 8 Total Workforce Col N

Sol M

Col

B&W ALANSB

NHISD

A<13%

G Col H Col J Col K Col Maisp NHisp
Col H ilaneW NHisp
<u>බ දී පි</u>
Col G Black(B) A
Col F Asian NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
Col C White(W) NHsp Not in Plan
Col B All Races Total
Column A Job / Race Category / Category / and Status

Variance Analysis: % by Race Category	Race Category					
Workforce(Wf) Availability(A) Variance (Wf-A)	100% 16.03% 100% 44.54%	83.97% 55.46% 28.51%	34.58% 34.72% -0.14%	10.92% 10.82% 0.10%	35.25% 6.76% 28.49%	
Ratio Analysis: % by Race Cate	ce Category			X	i i	
Workforce(Wf) Availability(A)	16.03%	83.97% 55.46%	34.58% 34.72%	10.92% 10.82%	35.25% 6.76%	
Utilization(Wf/A)	35,99%	151.41%	99.59%	100.91%	99.59% 100.91% 521.12%	

C 7000 - 111-11				
IIIZBIION >80%?	YES	VEC	VEC	VEC
TTT- Name of the Control of the Cont		31	n u	בות
LIES INGEGED (+ ONIV)	*enoN	None*	Nono	None
			200	
anoliare	%08 <n< td=""><td>1&gt;80%</td><td>11&gt;80%</td><td>115A00%</td></n<>	1>80%	11>80%	115A00%

	means no additional FTEs in that job category are need	/ are needed for Metro to meet the utilization layer of the
--	--	---

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.

nat Race/Ethnicity Category.

Color Key to Cells

A<1%

Not in Plan

Metro 2006 Affirmative Action Report

Metro Utilization: Male Officials and Managers (O&M) Category

Colc

Col B All Races Total

Category Race Column A

ColM AL-AN&B ColL B & W NHISD O&M SON NHISD Col NHISD ALAN ALANSW NHisp 200 COL NHisp Black(B) Asian&W NHisp NHisp Sol G Asian NHisp Col F Col E Hispanic (Hisp) ColD Total Minorities

COL Others

Table 9 Male

	10.89% 10.50% 0.39%	10 80%
	26.50% 22.60% 3.91%	26.50%
Race Categories	58% 31.38% 61% 38.81% -7.42%	se Categories
Variance Analysis: % by Race Categories	Workforce(Wf) Availability(A) Variance (Wf-A)	Ratio Analysis: % by Race Catego

6.83% 2.44% 4.39%	6.83%	280.24%
7.32% 7.71% -0.39%	7.32%	94.90% 28
10.89% 10.50% 0.39%	10.89% 10.50%	103.73%
26.50% 22.60% 3.91%	26.50% 22.60%	117.30%
31 38% 38 81% 7 42%	31.38%	80.87%
61% 61%	Categories	
Availability(A) Variance (Wf-A)	atio Analysis: % by Race Categorie Workforce(Wf) Availability(A)	Utilization(Wf/A)

one needed for Metro to meet the Hillschild not be to the party of contract of the party of the	Consocial Meno to Ineer and Zanori level of that Race/Emmight Of	Minority	
means no additional FTEs in that job category ar		illeans the given race/ethnicity category is not a	
*None	Mot in Dlan	NOT ILL TIGHT	

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

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Renort	44
Action	rofe \ E
Metro 2006 Affirmative Action Report	Professionals (Profe) EEO Joh Co
2006	Profe
Metro	: Male
	Metro Utilization: Male P
	Metro

Table 10 Male	K ColL ColM PI B&W ALANSB sp NHisp NHisp Actor Actor
Metro Utilization: Male Professionals (Profs) EEO Job Category	Column A Col B Col C Col D Col E Col G Col H Col I Col J Col K Job / Race All Races White Willing Minorities Hispanic Asian Black(B) Asian Manay Alan Al-AN

Col N

Variance Analysis: % by Race Category	Race Categories					
Workforce(W) Availability(A) Variance (W-A)	60% 24 50% 50% 31 95% 47 35%	35.08% 18.29% 16.79%	8.73% 6.11% 2.62%	17.14% 7.96% 9.18%	5.87% 2.57% 3.31%	
Variance Analysis: % by Race	Race Categories					
Workforce(W) Availability(A)	24.50% 31.95%	35.08% 18.29%	8.73% 6.11%	17.14%	5.87%	
Utilization(W/A)	77.01%	191.79%	142.82%	142.82% 215.37%	228.88%	

Do FTEs Currently Exhibit Property	Contraction of the contraction o			
TOTO I STORY THE PARTY OF THE P	nolisie Representation Col	nsistent wi	th the 80%	3% Rule?
Utilization >80%?	YES	YES	YES	YES
# FIES Needed (+ Only)	None*	None*	None*	None*
Kationale	N>80%	U>80%	W-80% U-80% U-80%	U>80%

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.

Not in Plan

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

Table 11 Male Techs ColN Others

S Co Co AI-AN&B

Coll

Col J Col K -AN&W NB-@PI NHSp NHSp A<7% A<7%			
Col H Col I Asian&W Al-An Al NHisp NHisp A<1% A<1%			
Col G Black(B) NHisp	13.42% 3.60% 9.83%	13.42%	373.36%
Col F Asian NHisp	13.42% 9.39% 4.03%	13.42% 9.39%	245.57% 142.97%
Col E Hispanic (Hisp)	29.53% 12.03% 17.50%	29.53% 12.03%	245.57%
Col D Minorities Total	60.40% 26.88% 33.52%	60.40% 26.88%	224.69%
Col B Col C All Races White(W) Total NHsp	/ Race Categories 79.87% 19.46% 50.47% 23.58%	ce Categories 19.46% 28.58%	82,53%
Job / Race Category / Category / and Status	Variance Analysis: % by Race Categor Workforce(W) 79.87% Availability(A) 50.47% Variance (W-A)	Ratio Analysis: % by Race Categories Workforce(W) Availability(A)	Utilization(W/A)

entily exhibit Prop	ortionate Representation Consistent with the 80% Rule?	nsistent wil	the 80%	Rule?
Utilization >80%?	YES	YES	YES	YES
# FTEs Needed (+ Only)	None	None*	None*	None*
Rationale	%08 <n< td=""><td></td><td>U&gt;80%</td><td>11&gt;80%</td></n<>		U>80%	11>80%

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

Not in Plan A<1%

None

	0
lob Category	0 00
on Report ce) EEO J	ColF
mative Acti	Col
Metro 2006 Affirmative Action Report ale Protective Service (ProtSvce) EEO Job	ColD
Me tion: Male Pr	Col C
Metro Utilization: Male Protective Service (ProtSvce) EEO Job Category	Col B

Table 12 Male ProtSvce Col N Others

Col M Al-AN&B NHisp			
DESCRIPTION OF THE PARTY OF THE			
Col K NH.OPI NHISD A<1%			
Col J Al-AN&W NHisp A<7%			
Coll Alt-AN NHisp Ac.1%			
Col H Asian&W NHisp Act%			
Col G Black(B) NHisp	35.23% 11.40% 23.83%	35.23% 11.40%	309.04%
Col F Asian NHisp	12.50% 4.70% 7.80%	12.50%	
Col E Hispanic (Hisp)	30.68% 21.71% 8.98%	30.68%	141.35% 265.80%
Col D Minorities Total	79.55% 41.07% 38.47%	79.55% 41.07%	193.67%
Marin Plan	2 50% 39.32% 26.82%	12 50% 88.32%	-31,799°a
Col B All Races Total	Race Categ 92.05% 80.40%	e Categorie	
Job / Race Category / Category / and Status	ariance Analysis: % by F Workforce(Wf) Availability(A) Variance (Wf-A)	atio Analysis: % by Race Workforce(Wf) Availability(A)	Utilization(Wf/A)
	Col B Col C Col D Col E Col F Col G Col H Col I Col J Col K Col L All Races White(W) Minorities Hispanic Asian Black(B) Asian&W Al-AN&W NH-OPI B & W Al- Total NHsp Total (Hisp) NHisp NHisp NHisp NHisp NHisp NHisp NHisp NHisp NHisp A<1% A<1% A<1% A<1% A<1% A<1%	Col B   Col C   Col D   Col E   Col F   Col H   Col J   Col K     Total	Col C         Col F         Col F         Col G         Col H         Col J         Col J         Col K           Black (B)         Asian Black

Do FTEs Currently Exhibit Proportion	ate Representation Co	included with	44	0.1.0
	TO HOUSE HOUSE HOUSE	IM THE PROPERTY	=	Kuler
Utilization >80%?	YES	SHY.	VEC	VEC
A PTTT NOTAL A COLUMN		2	3	21
# LIES INGEGED (+ Only)	None*	None*	None.	None*
Rationale	2000			
	0.580%	%08<0	%08<0 %08<0	%08 <n< td=""></n<>

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.	iven race/ethnicity category is not a Minority.	bility of workers in the category is less than 1% of the population. It need not be reported. See OMB Bulletin No. 00-
means no additional FTE	means the given race/ethnici	means availability of workers

eans 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 Plan A<1%

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

ColB Column A Categor

Table 13 Male Adm Sppt Col Others

<u>S</u> 00 -AN&B NHISP

Col K Col L NH-OPI B & W All NHisp NHisp Act 7% Act 7%		×	Ē
Coll ColJ Al-AN Al-ANSW NHISP NHISP ACT 26 ACT 20			
Col G Col H Black(B) Asian&W A NHisp NHisp N	4% 19% 14%	4% 3%	5%
	13.04% 2.69% 10.34%	13.04% 2.69%	484.0
Col F Asian NHisp	4.84% 4.21% 0.63%	4.84%	114.90% 484.02%
Col E Hispanic (Hisp)	15.83% 11.32% 4.51%	15.83% 11.32%	139.82%
Col D Minorities Total	34.26% 19.52% 14.74%	34.26% 19.52%	175.50%
All Races White(W) Total NHSp	Variance Analysis; % by Job & Race Categories Workforce(Wf) 39.11% 4.842% Availability(A) 35.82% 16.29% Variance (Wf-A)	b & Race Categories 4 84%	29.72%
Job / Race Category / Category / and Status	Variance Analysis; % by Workforce(Wf) Availability(A) Variance (Wf-A)	Ratio Analysis: % by Job & Race Categories Workforce(Wf) 4.84 Availability(A)	Utilization(Wf/A)

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

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

Not in Plan

A<1%

None

Not in Plan

Metro Utilization: Male Skilled Craft EEO Job Category

Table 14 Male

Col Others Col K Col L Col M NHISD Skilled Craft NHISD NHISD Al-AN ALANSW NHISE NHISE -00 NHISD A<1% COLE Col G Col H Black(B) Asian&W Asian Col F Col E Hispanic (Hisp) 000 Minorities 00/00 White(W) All Races ColB Total Category / Category and Status / Race Column A

The state of the s	The state of the s				
Variance Analysis: % by Race Categories Workforce(Wf) 97.82% 25 Availability(A) 92.38% 38 Variance (Wf-A)	97.82% 25.73% 92.38% 38.52%	72.09% 53.87% 18.22%	35.86% 41.27% -5.41%	20.93% 5.77% 15.17%	11.35% 3.90% 7.45%
Ratio Analysis: % by Race Categor Workforce(Wf) Availability(A)	ace Categories 2673% 38 52%	72.09% 53.87%	35.86% 41.27%	20.93%	11.35%
Utilization(Wf/A)	9408-99	133.83%	86.89%	362.93%	291.29%

onsistent with the 80% Rule?	YES YES YES	None*	N>80% U>80% U>80%
rently Exhibit Proportionate Representation Co		ed (+ Only)	%08 <n< th=""></n<>
Do FTEs Curren	Utilization >8	# FIES Needed (+ On	Kationale

Stedony		
e/Ethnicity C		
el of that Rac		
s in that job category are needed for Metro to meet the utilization level of that Bace/Ethnicity Category		in the content to least them 40% at the content of
to meet the		Market 1
ed for Metro	>	40/ -511-
ory are need	not a Minorit	to loop than
at job catego	ty category is not a Minoril	the coteon
al FTEs in th	ace/ethnicity	
means no additional FTEs in t	means the given race/ethnicit	neans availability of workers
means	means	means

or 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 Plan

A<1%

Not n Slan

Metro Utilization: Male Service Maintenance (SM) EEO Job Category

Table 15 Male Service Maintenance

Others COL

Col L Col M B & W 在 AN&B

COLK

Colj

A<1%

Col G Col H Black(B) Asian&W NHisp N
Col F Asian NHisp
Cof E Hispanic (Hisp)
Col D Minorities Total
Col C White(W) NHsp of in Plan
Col B All Races Total
Column A Job / Race Category / Category / and Status

Col H Col I Asian&W Al-AN Al- NHISD NHISD - A<1% A<1%		=
Col G Black(B) R NHisp	25.01% 3.45% 21.56%	25.01% 3.45%
Col F Asian NHisp	5.50% 4.04% 1.46%	5.50%
Col E Hispanic (Hisp)	29.83% 36.37% -6.54%	28 83% 36.37%
Minorities Total	62.25% 45.34% 16.91%	62.25% 45.34%
All Races White(W) Total NHsp	% by Job & Race Categories 69.16% 5919% 59.88% 14.58%	N Job & Race Categories 6 91%
Job / Race Category / Category / and Status	Variance Analysis: % by Workforce(Wf) Availability(A) Variance (Wf-A)	Ratio Analysis: % by Joi Workforce(Wf) Availability(A)

Do FTEs Currently Exhibit Proportion	nate Representation Consistent		vith the 80% Rule?	Rules
Utilization >80%?	YES	YES	YES	YES
# FIES Needed (+ Only)	None*	None*	None*	None*
Rationale	%08 <n< td=""><td>U&gt;80%</td><td></td><td>11&gt;80%</td></n<>	U>80%		11>80%

82 02% 136.15% 724.50%

137.29%

Utilization(Wf/A)

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 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	Guldance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.
			20-02	90.

Color Key to Cells

Not in Plan **%08<0** 

A<1%

\* None

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

Table 16 Male Total Male Workforce

Col Others

Zoo Sol

ColL

B&W ALANSB

NHISD

Col G Col H Col Black(B) Asian&W Al-7
Col F Aslan NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
Col C White(W) NHsp lot in Plan
Col B All Races Total
Column A Job / Race Category / Category / and Status

Variance Analysis: % by Race Category

COLK NHLOPI NHISP
Col J Al-AN&W NHisp Acto
Col I Al-AN NHISP A<1%
Col H Asian&W NHisp A<1%
Col G Black(B) NHisp
Col F Asian NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
All Races White(W) Total NHsp
/ Race / Category and Status

9.22% 19.43% 5.61% 3.14% 3.61% 16.29%	9.22% 19.43% 5.61% 3.14%	200 200 700 700 700 800
27.46% 20.15% 7.31%	27.46% 20.15%	100 000
58.39% 30.60% 27.79%	58.39% 30.60%	100 83%
71.45% 13.08% 55.09% 24.50%	13.0694 13.0694 24.50%	5.9.23.00
Workforce(Wf) Availability(A) Variance (Wf-A)	atio Analysis: % by Race Categor Workforce(Wf) Availability(A)	Utilization(Wf/A)

Do FTEs Currently Exhibit Proportion	nate Representation Co	onsistent wi	th the 80%	& Rule?
tilization >80%?	YES	YES	YES	YES
# FI Es Needed (+ Only)	None*	None*	None*	None
ationale	%08 <n< td=""><td><b>%08&lt;</b>0</td><td>U&gt;80%</td><td>11&gt;80%</td></n<>	<b>%08&lt;</b> 0	U>80%	11>80%

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.

Not in Plan None

A<1%

	Z 10	a a			. 40 -0		in in in
	Col N	A	1.30%	0.77	1.30%	219.55%	<b>YES</b> -5.08
Female	Cof L Col M B & W Al-AN&B NHisp NHisp	0	0.16%	0.1270	0.04%	417.68%	<b>YES</b> -0.81 FTE
Table 17 Female	Coll B&W NHsp		0.33%	0.47.70	0.88%	36.11%	YES -1.72 FTE
	Col K NH-OPI NHISD		0.33% 0.09% 0.24%	2	0,48%	380.55% 566.11%	7 - 78 8 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	Col J ALANSW NHisp As 1%		0.00% 0.18% -0.18%		0.00%	0.00%	0.89 FTE
	Coll Al-AN NHisp Ac1%		0.33% 0.14% 0.18%		0.33%	230.6%	YES None* U>80%
lory	Col H Asianawi NHisp A<1%		0.16%		0.18%	82.33%	VES -0.03 FTE
Metro Utilization: Female Officials & Managers (O&M) EEO Job Category	Col G Black(B) NHisp		10.57% 2.69% 7.88%		10.57%	393.46%	YES YES None* U>80%
	Col F Asian NHisp		7.48% 4.74% 2.74%		7.48% 4.74%	157.80%	t with the 80% Rule?  S YES YE  Mone* None  TE U>80% U>80°
	Col E Hispanic (Hisp)		9.92% 7.41% 2.51%		9.92% 7.41%	133,86%	nsistent wit YES -24,54 FTE
	Col D Minorities Total		30.57% 16.13% 14.44%	85	30.57%	189.51%	YES None*
	Col C White(W) NHsp	2	11.54% 22.47% -10.93%		11.54% -22.47%	51.38%	ate Repres No 139.56 FTE
	Col B All Races Total	v Race Catego	42.11% 38.60% 3.51%	ace Category	42.11% 38.60%	409.10%	bit Proportion YES 6.69 FTE
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Category	Workforce(Wf) Availability(A) Variance (Wf-A)	Ratio Analysis: % by Race Category	Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exhibit Proportionate Representation Consisten Utilization >80%? # FTEs Needed (+ Only) Rationale FTE U>80%

Metro 2006 Affirmative Action Report

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. 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 the given race/ethnicity category is not a Minority. Not in Plan %08<N

Color Key to Cells

A<1%

\* None

	Col J FANRW
	Col I Al-AN A NHisp Ax1%
	Col H Asianaw NHisp
ort ob Category	Col G Col H Black(B) Asian&W NHisp NHIsp
ion Report	Col F Asian NHisp
ffirmative Act	Col E Hispanic (Hisp)
Metro 2006 Affirmative Action Report Metro Utilization: Female Professionals (Profs) EEO Job Category	Col D Minorities Total
	Col C White(W) Mir NHsp
Metro (	Col B All Races Total
	Column A / Race ory / Category / and Status

	Col N Officers		0.00%		0.00%	0:00%	3,74 11
Female	Col M A-ANSB NHsp	The state of the s	0.00% 0.05% -0.05%		0.00%	9/ <u>Д</u> его че	No 0.23 FTE
Table 18 F	12 A G 8	H	0.00% 0.08% 0.08%		0.00%	9/,010	No 0.41 FTE
	Col K NH-OP! NHisp Act %		0.00% 0.09% 0.09%		0.00%	0.00%	None*
	Col J (FAN&W NHISP A<1%		0.32% 0.21% 0.11%		0.32%	151.15%	YES None* U>80%
	Coll Al-AN NHisp Ax1%		0.32% 0.19% 0.13%		0.32%	189.2%	YES None* U>80%
ve Action Report (Profs) EEO Job Category	Col H Asian&W NHisp A<1%		0.16% 0.28% -0.12%		0.16%	57.48%	No 0.39 FTE
	Col G Col H Black(B) Asian&W NHisp Act %		9.05% 3.97% 5.08%		9.05%	227.92%	Rule? YES None*
tion Reports) EEO Jo	Col F Asian NHisp		11.75% 7.63% 4.11%		11.75% 7.63%	153.85%	h the 80% YES None* U>80%
sionals (Prof	Col E Hispanic (Hisp)		7.46% 7.44% 0.02%		7.46%	100.22%	YES None* U>80%
Metro Utilization: Female Professionals (Profs) EEO Job	Col D Minorities Total		29.05% 20.68% 8.36%		29.05% 20.68%	140.44%	ntation Cor YES None⁴ U>80%
filization, Fe	Col C White(W) NHsp	2	11.27% 29.07% -17.81%		11.27% 29.07%	15 7 6 V (i)	ate Represo
Metro U	Col B All Races Total	Race Catego	40.32% 49.76% -9.44%	Category	40.32%	81.03%	YES None*
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Category	Workforce(W) Availability(A) Variance (W-A)	Ratio Analysis: % by Race Category	Workforce(W) Availability(A)	Utilization(W/A)	Do FTES Currently Exhibit Proportionate Representation Consistent with the 80% Rule?         Utilization >80%?       YES       None*       None*       None*       None*       None*       None*       None*       U>80%       U>80%         Rationale       Chapter of the control

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

Color Key to Cells

Not in Plan %08<N A<1%

		Col N Offiners	0212	0.00%		0.00%	0.00%		是是
10	Female	Col M Al-AN8B NHisp		0.67% 0.06% 0.61%		0.67% 0.06%	0.Vol. 1046,46%	2	None*
:	Tache	Col L B. 8. W NHisp	Coll. B.8.W., NHisp Ac1%			0.00%		0.08	
		Col K NH-OPI NHisp A<1%		0.00% 0.12% -0.12%		0.00%	0.00%	2	None*
		Col J ALANSW NHISP A<1%	The second secon	0.00% 0.20% -0.20%		0.00%		Š	0.23 FTE
		Col I Al-AN NHisp Ac1%		0.67% 0.25% 0.42%		0.67%	269.1%	\(\frac{11}{2}\)	None*
	_	Col H Aslan&W NHisp Acri%		0.00% 0.24% -0.24%		0.00%	# 89.4819 L/G	No	0.28 FTE
t	(Techs) EEO Job Category	Col G Col F Black(B) Asian&M NHisp NHisp		10.74% 6.08% 4.66%		10.74% 6.08%	176.56%	Rule?	None*
ction Repo	ns) EEO Jo	Col F Asian NHisp		2.68% 9.09% -6.40%		2.68% 9.09%	29.54%	th the 80%	None*
firmative A	iclans (Tecl	Col E Hispanic (Hisp)		4.03% 10.76% -6.74%		4.03%	37.41%	Isistent wi	None* U>80%
Metro 2006 Affirmative Action Report	meno unization: remaie Technicians	Col D Minorities Total	72	18.79% <u>28.04%</u> -9.25%		18.79% 28.04%	67.02%	sentation Cor	None* U>80%
	Julization: P	Col C White(W) NHsp	Categories	1.34% 21.49% -20.14%	adories	1.34%	40.66% 6.25%	late Repres	23.61 FTE
Motor	Olimin	Col B All Races Total	Job & Race	20.13% 49.52% -29.39%	& Race Cat	20.13% 49.52%	40.66%	oft Proportion	None*
		Column A Job / Race Category / Category / and Status	Variance Analysis: % by Job & Race Categories	Workforce(Wf) Availability(A) Variance (Wf-A)	Ratio Analysis: % by Job & Race Categories	Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule? Utilization >80%? No No YE	# FTES Needed (+ Only)

Color Key to Cells

Not in Plan %08<N A<1%

\* None

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Colliners	0.00%	0.00%	0:00%	No 0.23 FTE
Col M I-AN&B NHISD	0.00% 0.08% 0.08%	0.00%	2.00%	- No 0.06 FTE
Col L B & W A	0.00 <u>800.0</u>	0.00% 0.06%	0,00%	0.04 FTE
Col K NH-OPI	0.00% 0.09% 0.09%	0.00% 0.09%	0:00%	NO.07 FTE
Col J I-ANSW NHisp A<1%	0.00% 0.15% -0.15%	0.00% 0.15%	0.00%	No 0.11 FTE
Col I Al-AN A NHisp A<1%	1.14% 0.19% 0.95%	1.14%	#####	Yes
Col H sian&W NHisp A<7%	0.00% 0.05% -0.05%	0.00% 0.05%	# %00.0	0.04 N
Col G ack(B) NHisp	4.55% 4.79% -0.24%	4.55% 4.79%	94,05%	Rule? YES None FTE
Col F Asian I NHisp	0.00% 0.55% -0.55%	0.00%	%;00:0	the 80%   0.39
Col E Hispanic (Hisp)	2.27% <u>5.33%</u> -3.06%	2.27% 5.33%	0/1/0-1/	No No 1.75 FTE
Col D Minorities Total	7.95% 11.62% -3.66%	7.95% 11.62%	Story Star	entation Cons No 1.18 FTE
Col C White(W) NHsp	0.00% 7.98% -7.98%	0.00%	1=0,4616,46=1	ate Repres No 5.62 FTE
Col B All Races Total	/ Race Catego 7.95% 19.60% -11.64%	ce Category 7.95% 19.60%		bit Proportion
Column A Job / Race Category / Category / and Status	Variance Analysis: % by Workforce(Wf) Availability(A) Variance (Wf-A)	Ratio Analysis: % by Ra Workforce(Wf) Avallability(A)	Utilization(Wf/A)	Do FTES Currently Exhibit Proportionate Representation Consistent with the 80% Rule?Do FTENoNoNoNoWe fill (+ Only)6.805.621.181.750.39NonRationaleFTEFTEFTEFTEFTE
	Column A Col B Col C Col D Col F Col G Col H Col I Col J Col L Col M  / Race All Races White(W) Minorities Hispanic Asian Black(B) Asian&W. Al-AN Al-AN&W. NH-OPI B & W. Al-AN&B Al-AN&W. NH-OPI B & W. Al-AN&W. Al-AN&	Column A         Col B         Col C         Col D         Col E         Col F         Col G         Col H         Col I         Col I	Col C Col D Col E Col F Col G Col H Col I Col J Col K Col L Col M Col I Col J Col K Col L Col M Col Minorities Hispanic Asian Black(B) Asian&W Al-AN&W NH-OPI B 3-W Al-AN&B NHisp NH	G Col H Col I Col J Col K Col L Col M Hisp NHisp

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.

> Not in Plan U>80% 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. means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market

Color Key to Cells

(4) = (4)

	emale	Coll B & W	0.19% 0.11% 0.08%	0.19%
	Table 21 Female	Col K NH-OP	0.19% 0.21% -0.02%	0.19%
	-	Col J Al-AN&W NHISD	0.19% <u>0.25%</u> -0.07%	0.19%
		Col I Al-AN NHisp A<1%	0.00% 0.29% -0.29%	0.00% 0.29%
		Col H Asian&W NHisp A<1%	0.00% 0.30% -0.30%	0.00%
	t Category	Col G Black(B) NHisp	23.09% 5.75% 17.34%	23.09% 5.75%
	tion Report) EEO Job	Col F Asian NHisp	3.54% 6.50% -2.96%	3.54% 6.50%
	ffirmative Ac	Col E Hispanic (Hisp)	27.93% 20.20% 7.73%	27.93% 20.20%
	Metro Metro 2006 Affirmative Action Report Administrative Support (Adm Sppt) EEO Job	Col D Minorities Total	55.68% 34.65% 21.03%	55.68% 34.65%
,	Metro Nale Administr	Col C White(W) NHsp	Categories 5.21% 29.53% -24.32%	8gories 5.21% 29.53%
	Metro Utilization: Female Administrative Support (Adm Sppt) EEO Job Category	Col B All Races Total	Job & Race 60.89% 64.18% -3.29%	& Race Cat 60.89% 64.18%
	Metro Util	Column A Job / Race Category / Category / and Status	Variance Analysis:% by Job & Race CategoriesWorkforce(W)60.89%5.21%Availability(A)64.18%29.53%Variance (W-A)-3.29%-24.32%	Ratio Analysis: % by Job & Race Categories Workforce(W) 60.89% 5.21 Avallability(A) 64.18% 29.53

ColN

So S

AI-AN&B

Others

A<1%

0.19% 0.98% 0.79%

0.37% 0.07% 0.30%

0.19%

0.37%

94.88%

Utilization(W/A)

19:00%	No 3.21 FTE
547.88% 19:00%	YES None* U>80%
172.2%	YES None* U>80%
d 160.69% 138.28% 元年中5% 401.56% 0.00% 0.00% 7.55% 89.89%	VES         No         No
160.69%	YES None*
94,88%	YES None* 88.87
Utilization(W/A)	Do FTEs Currently Exhibit Proportionate Representation Consist         Utilization >80%?       YES       No       YES         # FTEs Needed (+ Only)       None*       None*       None*         Rationale       U>80%       ETE       U>80%

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 the given race/ethnicity category is not a Minority. Not in Plan **%08<**0 None 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.

Report	d Craft
ve Action	nale Skill
<b>Affirmativ</b>	ilization: Female
Metro 2006 A	Aetro Utiliza
Se	Me

	Col N Others	2 1	0.00%	2	0.00%	0.00%		No.	H
	Col M Al-AN&B NHISD	D.	0.00%		0.00%	0.00%		0.09	里
emale	Col L B & W NHisp		0.00%		0.00%	0.40%		0.00	FE
Table 22 Female	COLK NH-COPI NHISD		0.00%		0.00%	10 TO 10 VO		0.42	H
<b>;</b> — 0.	Col J V-AN&W NHISP A<1%	Control of the land of the lan	0.00% 0.03% -0.03%		0.00%	TOTAL DAYS		N <del>o</del> 0.39	FTE
	Col I Al-AN / NHisp Ac 1%		0.00% 0.04% -0.04%		0.00%	- 0.09/h		Na 0.55	五
	Col H Indiangwi NHISD Ac1%		0.00% 0.03% -0.03%		0.00%	0.010%		No 0.39	H
<b>.</b> #	Col G Col H Black(B) Asianaw NHisp NHisp		0.55% 0.43% 0.12%		0.55%	127.64%	Rule?	YES None*	%08 <n< td=""></n<>
tion Kepor Skilled Cra	Col F Aslan NHisp		0.30% 1.33% -1.03%		0.30%	2/20/20/20	h the 80%	No 12.58	
on: Female	Col E Hispanic (Hisp)		0.85% 3.38% -2.53%		0.85% 3.38%	7.43.7.161.0	isistent wit	No 30.52	3
Metro Utilization: Female Skilled Craft	Col D Minorities Total		1.70% 5.41% -3.71%		1.70% 5.41%	2,00/417540	entation Cor	No 43.34	T
2	Col C White(W) NHsp	2	0.49% 2.21% -1.72%		0.49%		ate Repres	21.09	111
	Col B All Races Total	Race Catego	2.18% 7.62% -5.43%	e Category	2.18%		it Proportion	2 <del>-</del> [	1217
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Category	Workforce(W) Availability(A) Variance (W-A)	Ratio Analysis: % by Race Category	Workforce(W) Avallability(A)	Utilization(W/A)	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	# FTEs Needed (+ Only)	Tanoligie

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. Not in Plan **0>80%** 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. means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market

Metro 2006 Affirmative Action Report	-
	Σ

	Col N Others	0.15% 0.51% -0.35%	0.15%	30,53%	No 14.59 FTE
-	Col M Al-ANAB NHISD	0.34% 0.03% 0.31%	0.34%	1077.1%	YES None* U>80%
Female	Col L B.& W NHisp	0.14% 0.05% 0.09%	0.14%	280.8%	YES None* U>80%
Table 23 Female Service Maintenance	Col K NH-OPI NHISD A<1%	0.05% 0.09% -0.04%	0.05%	20.00	No.
F 07	Col J Al-AN&W NHisp A<1%	0.03% 0.12% -0.09%	0.03%	- 197/s	37.72 FTE
	Col I Al-AN NHisp Act %	0.29% 0.14% 0.15%	0.29%	207.1%	YES None* U>80%
	Col G Col H Black(B) Asiangewi	0.02% 0.14% -0.12%	0.02%	-7/488/A	5.57 5.57 FTE
r SM)	Col G Black(B) NHisp	21.05% 2.66% 18.39%	21.05% 2.66%	791.67% 72.18%	YES None*
Maintenance (SM)	Col F Asian NHisp	0.22% 3.94% -3.71%	0.22% 3.94%	5505 V	h the 80% No 170.65 作形
male Service Mair	Col E Hispanic (Hisp)	6.79% 22.10% -15.32%	6.79%		No No 635.48
Metro Utilization: Female Service	Col D Minorities Total	29.09% 29.78% -0.68%	29.09% 29.78%	97.70% 307.70	YES None*
fetro Utiliza	Col C White(W) NHsp	1.75% 10.35% -8.60%	1.75%	1-12-3-19-19-A	ate Repre No 380.80
2	Col B All Races Total	V Race Catego 30.84% 40.12% -9.28%	30.84% 40.12%	# ///.www.	bit Proportion No 1,212 FTE
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Categories Workforce(Wf) 30.84% 1 Availability(A) 40.12% 10 Variance (Wf-A) -9.28% -8	Ratio Analysis: % by Race Categories Workforce(Wf) 30.84% Availability(A) 40.12%	Utilization(Wf/A)	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?  Utilization >80%?  # FTEs Needed (+ Only)  Rationale  Rationale

Not in Plair %08<N 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 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 2006 Affirmative Action Report Metro Utilization: Total Female Workforce

Table 24 Female

ColN Officers 0.19% A<1% 0.66% 0.19% 570.02% 28.57% ColM ALANSE 0.25% 0.04% 0.25% 0.04% Total Female Workforce B&W 133.0% 30,110% 54.775% 17.013% Col 0.12% 0.07% 0.05% 0.12% NH-OPI NHIS COK 0.06% 0.12% -0.05% 0.06% 0.12% AI-AN&W 500 0.05% 0.17% -0.12% 0.05% A -AN NHISD 0.18% 0.24% 200 0.24% 0.18% 1612 0.03% 0.21% -0.17% COLE Black(B) Asianaw UHISD. 0.03% 0.21% 436.16% 15.36% SOI G NHisp 15.82% 3.63% 12.19% 15.82% 3.63% Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule? Asian NHisp SOF 1.69% 5.21% -3.52% 1.69% 48,85% 32,52% 5.21% ColE 7.12% 14.57% -7.45% 7.12% Hispanic (Hisp) 14.57% 102.90% ColD Minorities 25.58% 24.86% 0.72% 25.58% 24.86% Total NHsp ColC White(W) 2.97% 2.97% 20.05% 20.05% -17.08% Variance Analysis: % by Race Category Col B Ratio Analysis: % by Race Category All Races Total 28.55% 44.91% 28.55% 44.91% Category / Category and Status / Race Utilization(Wf/A) Variance (Wf-A) Column A Workforce(Wf) Workforce(Wf) Availability(A) Availability(A)

32.40 FTE

YES None\* U>80%

2.77 FTE

8.29 FTE

None\*

None\*

235,05 FTE

431.12 FTE

None\*

1,241,63

1,958

# FTEs Needed (+ Only)

Rationale

Utilization >80%?

J>80%

YES

U>80%

YES

Color Key to Cells

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AK	É	+ HN	OPI B	-	7 1	٥	2		1 2	52 52	62	-	0	4	2	1	0	25	23	55		c	7 +	0	6	1	0	3	7								
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AH		11	A+W	0	1 6	000	4 0	5 7	101	13	33		2	1	2	0	=	12	12	30		c	0	0	0	0	0	-	3								
AG		Non-Hisp	DIRCK (B)	110	85	26	34	188	203	2.767	3,413		42	34	17	30	99	189	1,487	1,805		88	51	6	4	122	14	1,280	1,548								
AF		Non-Hisp	(V)		187		44			351	-		43	109	17	11	27	356	339	302		44	78	4	0	16	9	12	160		+		+				
AE		All		125	113	47	29	243	623	2,206	3,386		71	56	40	77	08	000	1,804	4,034		54	57	7	2	153	171	402	692							•	
AD	Taallean	Total Minority		349	412	102	92	483	1,250	5,514	8,186	007	168	219	000	86	1 242	9 754	5,73	20010		181	193	22	7	296	37	1,763	2,499								
AC Alion Spread		Non-Hisp White (W)		268	220	29	6	09	407	508	1,501	007	130	27.0	77	0 0	R VO	440	1 214	1170		78	71	2	0	31	7	86	287								
AB 007 Transla		ALL		617	632	131	82	543	1,657	6,022	9,687	250	360	407	787	210	1813	7 464	6,001	2015		259	264	24	7	327	44	1,861	2,786								
Metro's July 1, 2007 Translation Spreadch	7		MAREOSHA	MASE Drof	MARCTON	Mar Jech	MAT THU	M&F AdSpt		Σ	l otal Metro	Male O&M			Male Prt S		Male Sk Crft	Male Sv Mnt	Male Total				Female Prof	Female Tech	Female Prt S	Female AdSpt	Female Sk Crft	Female Sv Mnt	Female Total					+			
1	7	041	ဂ ဖ	1	-   α	٥	D 5	2		12	2 5	15	16	17	18	10	20	21		23	24	25	26	27	28	53	က	31	32	33	34	35	36	37	38	39	



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

Table 1 O&M

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1	
COH	9
00 00	Black(B) NHisp
CO TT	Aslan NHisp
Col E	(Hisp)
Col D Minorities	Total
Col C	NHSp lot in Plan
Col B All Races	Total
Column A Job / Race	Category / Category / and Status

/ and Status	Not le Pleis		(dsiH)	NHisp	NHisp
Variance Analysis: % by Workforce(Wf) Availability(A) Variance (Wf-A)	Variance Analysis: % by EEO Race Categories Workforce(Wf) 100% 43.477 Availability(A) 100% 67.289 Variance (Wf-A)	56.56% 38.73% 17.84%	20.26% 17.91% 2.35%	14.10% 12.45% 1.65%	17.83% <u>5.12%</u> 12.71%
Ratio Analysis: % by EEO Race Categories Workforce(Wf) Availability(A)	O Race Categories	56.56%	20) 269%	14.10% 12.45%	17.83%

113.25% 348.00%

146.06%

Utilization(Wf/A)

stent with the 80% Rule?	YES YE	-36.58 None* None*	U>80% U>80%
I Hilly of the Consistent With	YES	None*	%08 <n< td=""></n<>
I Hilitation >000/2	A FTF Model 4	# r i Es Needed (+ Only)	valiolishe

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

Not in Plan

None

U>80% 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

Matife Plan

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

So S 응 S 지 Coo VHISD 8 COLH NHISD Black(B) NHisp Col G Aslan NHisp ColF Col E Hispanic (Hisp) ColD Minorities Total ColC ColB All Races Total Category Race Column A

ColN

Table 2 Profs

Workforce(Wf) 100% 61  Availability(A) 100% 61  Variance (Wf-A)	7 Race Categories 100% 34 8153 100% 61 0253	65.19% 38.97%	13.56%	29.59% 15.59%	13.45%	
Ratio Analysis: % by Race Categories	ice Categories		4.567		%L8.0	
Workforce(Wf) Availability(A)	2020 No.	65.19% 38.97%	17.88%	29.59%	13.45%	
Utilization(Wf/A)	37.649.76	167.27%	131 89%	131 89% 189 74% 206 79%	205 70%	

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. Not in Plan A<1% \* None

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

Table 3 Techs Z TOO

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SNA
Col I Al-AN A NHISP
Col H Asign&W
Col G Black(B) NHisp
Col F Aslan NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
Col B Col C All Races White(W) Total NH BD
Column A Job / Race Category / Category / and Status

	19.85% 9.68%
	16.03% 18.48%
	35.88% 22.79%
	77.86%
STEP IN ION	100% Section 100%
	ils: % by Racer f) 1 A)
	Variance Analysis: % by Race/Ethnicit Workforce(Wf) 100% Availability(A) 100% Variance (Wf-A)

workforce(Wf) Availability(A) Variance (Wf-A)	100% 82 14% 100% 45 07% -22 98%	77.86% 54.92% 22.94%	35.88% 22.79% 13.09%	16.03% 18.48% -2.45%	19.85% 9.68% 10.17%	
Ratio Analysis: % by Race/I	e/Ethnicity Category	77.86%	35.88%	16.03%	19.85%	
Availability(A)	762030	54.92%	22.79%	18.48%	9.68%	
Utilization(Wf/A)	6521-65	141.77%	157.43%	86.76%	205.09%	

Not in Plan A<1%

\* None

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

**ProtSvce** Table 4

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S ga ₹
Col F Asian NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
Col C White W Nesp votin Plan
Col B All Races Total
Column A Job / Race Category / Category / and Status

Col F Col G Col H Asian Black(B) Asian&W NHisp NHisp NHisp	4% 40.00% 5% 16.19% 9% 23.81%	4% 40.00% 3% 16.19%	128.19% 246.21% 247.14%
CALLED THE STATE OF THE STATE O	7.08% 7.69% 7.69%	34.12% 12.94% 27.04% 5.26%	9% 246 21
Î	60 CH		
Minorities	Categories 89.41% 52.69% 36.72%	89.41% 52.69%	169.69%
Total Not In Plan	Job & Kace	& Race Cat	22 38%
All Races y Total	100%	entage by Jok	
Job / Race Category / Category / and Status Variance Analysis: Der	Workforce(Wf) 100% 89.41% 89.41% Availability(A) 100% 52.69% 52.69% 36.72%	Ratio Analysis: Percentage by Job & Race Categories Workforce(Wf) Availability(A) 52.6	Utilization(Wf/A)

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

Not in Plan A<1%

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

Adm Sppt Table 5

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ColH BH&W NHISD

<u>a</u>
Col F Asian NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
Col C Write (V) NHsp Vot o Plan
Col B All Races Total
Column A Job / Race Category / Category / and Status
7 to 100

Variance Analysis: % by Race/Ethnicity Category

As
Col G Black(B) A NHisp
Col F Asian NHisp
Col E Hispanic (Hisp)
Col D Minorities Total
Col C Write (W) NHsp
All Races Total

Workforce(Wf) Availability(A) Variance (Wf-A)	100% 100% 45.83%	88.95% 54.17% 34.78%	44.75% 31.52% 13.23%	7.92% 10.71% -2.79%	34.62% 8.44% 26.18%
Variance Analysis: % b Workforce(Wf) Availability(A)	Variance Analysis: % by Race/Ethnicity Category Workforce(Wf) Availability(A)	88.95%	44.75% 31.52%	7.92%	34.62% 8.44%
Utilization(Wf/A)	24 T	164.19%	141.97%		73.93% 410.05%

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.

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

Table 6 Skilled Craft ColN

Col I Col J Col K Col L Col M Al-AN Al-ANSW NH-OPI B & W Al-ANSB NH isp NH isp NH isp NH isp A< 1% A<			
Col H Asian&W NHisp As 1%			
Col G Black(B) NHisp	12.25% 4.32% 7.93%	12.25% 4.32%	283 38%
Col F Asian NHisp	21.85% 7.10% 14.75%	21.85% 7.10%	84.21% 307.63% 283.38%
Col E Hispanic (Hisp)	37.60% 44.65% -7.05%	37.60% 44.65%	84.21%
Col D Minorities Total	75.44% 59.28% 16.16%	75.44% 59.28%	127.26%
All Races Waire War Total NHSp	59 Race Category 100% 24 56% 100% 4072%	ov Race Category	60.32%
Job / Race Category / Category / and Status	Variance Analysis: % by Race Category Workforce(Wf) 100% Availability(A) 100%	Variance Analysis: % by Race Category Workforce(Wf) Availability(A)	Utilization(Wf/A)

\* 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

New Flat

	Metro Utilization: Service Maintenance	rice Mainten	vice Maintenance (SvceMaint) EEO J	ction Repo faint) EEO	ative Action Report (SvceMaint) EEO Job Category	2	Tab	Table 7			
Column A Job / Race Category / Category / and Status	Col B Col C All Races Write CV Total Not in Plan	Col D Minorities Total	Col E Hispanic (Hisp)	Col F Aslan NHisp	Col G Col H Black(B) Asian&W NHisp NHisp	Col H Col I	Col J Al-ANSW N NHISD		ROUTE SHOW	Col M Al-AN&B NAISD	Col N
Variance Analysis: % by Race Category Workforce(Wf) 100% Availability(A) 100% Variance (Wf-A)	Race Category 100% 8 44% 100% 24 88%	91.56% 75.12% 16.45%	36.63% 58.48% -21.84%	5.83% 7.98% -2.15%	45.95% 6.11% 39.84%				7	9/4-2-X	As
Variance Analysis: % by Race Category Workforce(Wf) Availability(A)	Race Category 3.449%	91.56%	36,83% 38,439%	5.83%	45.95% 6.11%						,
Utilization(Wf/A)	329 90%	121.89%	62,65%	7'51018'9	751.81%						
Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?  VES No	it Proportionate Repres	YES None*	nsistent wi	th the 80%	YES None*	v v		13			

Metro 2007 Affirmative Action Report

Not in Plan **%08<0** 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. 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 the given race/ethnicity category is not a Minority.

Color Key to Cells

Utilization Analysis Spreadsheets Using Workforce 2007 Data

Table 8	Col J Col K Col L AN&W NHLOPI B & W NHISD NHISD ACTOR
	=
	Col I Al-AN NFISD Ac+1%
	Col H Natangw Nellsp Ac1%
r Categories	Col G Col H Col I Black(B) Asign&W ALAN NHisp NHisp Ac-1%
II EEO Job	Col F Asian NHisp
tilization: Total Workforce in All EEO Job Categories	Col E Hispanic (Hisp)
tion: Total W	Col D Minorities Total
Metro Utilizal	Col B Col C All Races White(W) Total
	Column A Job / Race Category / Category / and Status

Sol

Sol ≥ ALANZE

0/154			
		0 <b>10</b> 11 <b>10</b> 11	
	35.23% 6.76% 28.47%	35.23%	6.76%
	10.96% 10.82% 0.15%	10.96%	10.82%
	34.95% 34.72% 0.23%	34.95%	34.72% 10.82% 6.76% 100.68% 101.34% 520.83%
	84.51% <u>55.46%</u> 29.05%	84.51%	55.46% 152.38%
Cotonial Cotonial	100% 15 49% 100% 44 54%	Category 15.49%	0/450 CF2
Variance Analysis: % hy Dage Catagoria	Workforce(Wf) Availability(A) Variance (Wf.A)	Ratio Analysis: % by Race Category Workforce(Wf)	Utilization(Wf/A)
		127	

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.



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ariu Managers (O&M) Category Metro Sp Cate

Table 9 Male O&M

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	Col M Al-AN&B NHISD	Action		
	Coll. B 8 W	HSI %0		
•	Col K NH-OFF NHisp	5		
	Col J ANGW NHisp			
	Col.1 Al-AN Al NHisp Ac.19			
	Col H Asian&W NHisp Acr%			
	Col G Black(B) NHisp	6.81% 2.44% 4.37%	6.81%	70 020
	Col F Asian NHisp	6.97% 7.71% -0.74%	6.97%	1900 OFC 1900 OB
	Col E Hispanic (Hisp)	11.51% 10.50% 1.00%	11.51%	100 57%
	Col D Minorities Total	27.23% 22.60% 4.63%	27.23%	120.50%
	All Races While W. Total No. in Plan	58% 30 79% 61% 88 81%	ategories 80 79% 38 81%	7/5/3/6/0/
Collima	egory atus	Variance Analysis: % by Race Categories Workforce(Wf) 58% 58% Availability(A) 61% 88 Variance (Wf-A)	Ratio Analysis: % by Race Categories Workforce(Wf) Availability(A)	Utilization(Wf/A)

109.57% 90.39% 279.33%

120.50%

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.

Not in Plan \* None

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.



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(Prots) EEO Job Category Š

Table 10 Male

Column A         Col B         Col C         Col D         Col F         Col F         Col G           Job / Race         / Race         All Races         Withorities         Hispanic         Asian Black(B)           Category / Category         Total         (Hisp)         NHisp         NHisp           Variance Analysis: % by Race Categories         34.65%         8.86%         17.25%         5.38%           Variance Analysis: % by Race Categories         Workforce(W)         50%         34.65%         8.86%         17.25%         5.38%           Workforce(W)         Sandlability(A)         34.65%         8.86%         17.25%         5.38%           Workforce(W)         Sandlability(A)         34.65%         8.86%         17.25%         5.38%           Workforce(W)         Sandlability(A)         18.29%         6.11%         7.96%         2.57%           Utilization(W/A)         189.45%         144.96%         216.67%         209.66%	Col H Col I Col J Col K Col L Col M Asian&W ALAN ALAN&W NHIOPI B & W ALAN&B C NHISP NHISP NHISP NHISP ACTOR ACTOR ACTOR			
Sol C Col D Minorities Total Plan 34.65% 18.29% 18.29% 18.29% 18.29% 18.29% 18.29% 18.29% 189.45%	8	5.38% 2.57% 2.81%	5.38%	209.66%
Sol C Col D Minorities Total Plan 34.65% 18.29% 18.29% 18.29% 18.29% 18.29% 18.29% 18.29% 189.45%	Col F Asian NHisp	17.25% 7.96% 9.29%	17.25% 7.96%	216.67%
Sol C Min WH sp 18 34 955% 18	Col E Hispanic (Hisp)	8.86% 6.11% 2.75%	8.86% 6.11%	144.96%
Column A Col B Col C Job / Race All Races Wetterw Category / Category Total / and Status  Variance Analysis: % by Race Categories Workforce(W) Availability(A) Sariance Analysis: % by Race Categories Workforce(W) Availability(A) Sariance Analysis: % by Race Categories Workforce(W) Availability(A) Utilization(W/A)	Col D Minorities Total	34.65% 18.29% 16.36%	34.65% 18.29%	189.45%
Column A Job / Race Category / Category / and Status Variance Analysis: % by Workforce(W) Availability(A) Variance Analysis: % by Workforce(W) Availability(A) Utilization(W/A)	Whii		/ Race Categories 23.589%	78.79%
	Coli	Variance Analysis: % by Workforce(W) Availability(A) Variance (W-A)	Variance Analysis: % by Workforce(W) Availability(A)	Utilization(W/A)

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 A<1%

\* None

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.

Table 11 Male	Coll Cold ColK ColL Al-AN Al-ANRW NHISP NHISP	ACT		
ort ob Category	Col G Col H Black(B) Asign&W NHisp NHisp	12.98% 3.60% 9.38%	12.98% 3.60%	360.97%
ction Reposs) EEO Jo	Col F Asian NHisp	12.98% 9.39% 3.59%	12.98% 9.39%	138.22%
Male Technicians (Techs) EEO Job	Col E Hispanic (Hisp)	30.53% 12.03% 18.51%	30.53% 12.03%	253.92% 138.22% 360.97%
Male Techr	Col D Minorities Total	61.07% <u>26.88%</u> 34.19%	61.07% 26.88%	227.16%
Metro Utilization: Male Techniclans (Techs) EEO Job Category	Col B Col C All Races White(W) Total NHSp	Aace Categories 81.68% 20.68% 50.47% 23.58%	ce Categories 20 61% 23 58%	87, 35%
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Categories Workforce(W) 81.68% 20.47% 20.47% 20.47% 20.47%	Ratio Analysis: % by Race Categories Workforce(W) Availability(A)	Utilization(W/A)

Metro 2007 Affirmative Action Report

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.



Table 12 Male	Col I Col J Col K Col L Col M Col M ALANAB OIN NHISP NHISP NHISP NHISP NHISP NHISP	A<176	
ob Category	Col H Free N MHisp N	35.29% 11.40% 23.90%	35.29% 11.40%
tion Report	Col F Asian E NHisp	12.94% 4.70% 8.24%	12.94%
firmative Ac	Col E Hispanic (Hisp)	31.76% 21.71% 10.06%	31.76% 21.71%
Metro 2007 Affirmative Action Report Protective Service (ProtSvce) EEO J	Col D Minorities Total	81.18% 41.07% 40.10%	81.18% 41.07%
Metro Utilization: Male Protective Service (ProtSvce) EEO Job Category	Col B Col C All Races White(W) Total Not in Flan	Race Categories 91.76% 10.59% 80.40% 29.52%	2e Categories 10,59% 39,32%
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Categories Workforce(Wf) 91.76% 10 Availability(A) 80.40% 89	Ratio Analysis: % by Race Categories Workforce(Wf) Availability(A)

146.34% 275.18% 309.63%

197.65%

Utilization(Wf/A)

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. Not in Plan

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

A<1%

None

Metro Utilization: Male Administrative Support (Adm Sppt) EEO Job Category

			AI:
lale		ColL	B.8.W NHisp
Table 13 Male	nddo IIIn	Col K Col L	NH-OP! NHISD
F <	C	ColJ	ALANBW NHISD
		Col	Al-AN NHISP
		COLH	NHISP AA10
>		Col G	NHisp
port ob Categor			NHisp
Sppt) EEO J		Hispanic	(Hisp)
pport (Adm		Minorities	Total
Metro Utilization: Male Administrative Support (Adm Sppt) EEO Job Category	Col B	White(Wd)	Total Not in Plan
Metro Utilization:	Column A	Job / Race	category / category / and Status

N 00

ColM

Variance Analysis: % E	Variance Analysis: % by Job & Race Categories Workforce/Wfl				
Availability(A) Variance (Wf-A)	35.82% 16.29%	34.44% 19.52% 14.91%	16.57% 11.32% 5.25%	4.97% 4.21% 0.76%	12.15% 2.69% 9.46%
Ratio Analysis: % by Job & Race Categories	ob & Race Categories				
Workforce(Wf) Availability(A)	5.34%	34.44% 19.52%	16.57%	4.97%	12.15% 2.69%
Utilization(Wf/A)	32.78%	176.39%	146.41%	146.41% 118.00% 451.32%	451.32%

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

Not in Plan A<1%



	COLK COLL COLM COLH-OPPI B & W ALANAB OTH	26 A<196 A<196 A<		
4O F-11-70	Col H Col I Col J states At 10 NHisp NHisp Actor			
ategory	Col G Black(B) N	11.41% 3.90% 7.51%	11.41% 3.90%	88.61% 372.47% 292.81%
1EC 700 C	Col F Asian NHisp	21.48% 5.77% 15.72%	36.57% 21.48% 41.27% 5.77%	372.47%
Similar Ciail EEO Job Category	Col E Hispanic (Hisp)	36.57% 41.27% -4.70%	36.57% 41.27%	88.61%
	Col D Minorities Total	73.20% 53.87% 19.34%	73.20% 53.87%	135.90%
	Col B Col C All Races White Whi Total NHSO	V. Race Categories 97.34% 24.43% 92.38% 38.52%	ice Categories 24.14% 38.55%	62.67%
4	Column A Job / Race Category / Category / and Status	Variance Analysis; % by Race Categories Workforce(Wf) 97.34% 24 Avallability(A) 92.38% 38 Variance (Wf-A)	Ratio Analysis: % by Race Categories Workforce(Wf) Availability(A)	Utilization(Wf/A)

Table 14 Male

Metro Utilization: Male Skilled Craft EEO Job Category

\* 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.



	8	Aer	gree to b		* *
	Col M trANSB NHIsp	Act %			
itenance	Col L B 8 W A NHisp	Astigo.			96 Vi
Service Maintenance	Col K NHLOPI NHISP	0			
ñ	Col J ANSW MHISD	9			
	Coll Col Alsa Alsa NHISO				
	Col H ASIBH&W NHIBD ASTO				
	Col G Black(B)	24.69% 3.45% 21.24%	24.69%	715.23%	Rule2 YES None* U>80%
	Col F Asian NHisp	5.63% 4.04% 1.59%	5.63%	2.36% 139.27% 715.23%	YES YeS None* U>80%
	Col E Hispanic (Hisp)	29.96% 36.37% -6.41%	23.19.6% 3E.1577%	82.36%	TSIStent With
	Col D Minorities Total	62.29% 45.34% 16.95%	62.29% 45.34%	137.37%	YES None*
Column A. Col B. Col B.	/ Race All Races White World Category Total Notarin Plan	Variance Analysis: % by Job & Race Categories Workforce(Wf) 69.10% 8888 Availability(A) 59.88% 4588%	Ratio Analysis: % by Job & Race Categories Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTES Currently Exhibit Proportionate Representation Consistent with the 80% Rule?         Utilization >80%?       YES       YES       YES       YES       YES       YES       YES       YES       YES       None*       None*       None*       None*       None*       None*       None*       None*       U>80%         Rationale       U>80%       U>80%       U>80%       U>80%
Ö	Job Category	Variance Workft Availat Varian	Ratio Ans Workfo Availab	Utilizati	Do FTEs Current Utilization >80%? # FTEs Needed (Rationale

Service Maintenance

Table 15 Male

Metro Utilization: Male Service Maintenance (SM) EEO Job Category

Metro 2007 Affirmative Action Report

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. 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 the given race/ethnicity category is not a Minority. Not in Plan U>80% None A<1%

	Solumn A Job / Race Category / Category / and Status	Variance Analysis: % by Race Category Workforce(Wf) 71.24% Availability(A) 55.09% Variance (Wf-A)	Ratio Analysis: % by Race Category Workforce(Wf) Availability(A)	Utilization(Wf/A)
	Col B Col C All Races Whitelery Total Not R Field	ace Category 71.24% 12 53% 55.09% 24 50%	Category 12/55%	571 1893
manage of the state of the stat	Col D Minorities Total	58.71% 30.60% 28.11%	58.71% 30.60%	191.87%
IVICIE VY OF KI	Col E Hispanic (Hisp)	27.81% 20.15% 7.66%	27.81% 20.15%	138.00% 166.08% 613.64%
orce Cate	Col F Aslan NHisp	9.31% 5.61% 3.70%	9.31%	166.08%
Jory	Col G Col F Black(B) Asian&W NHisp NHisp	19.25% 3.14% 16.12%	19.25%	613.64%
٠				
	Coll ALAN AL		* =	
ToT	Col J NN 8.W N NH 8p			
Total Male Workforce	Col K Col L			
orkforce				
	Col M ANSB NHISD	% D.H.		
	O	Đị.		

Table 16 Male

Metro Utilization: Total Male Workforce Category

Metro 2007 Affirmative Action Report

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

Utilization Analysis Spreadsheets Using Workforce 2007 Data



L. A. County Metropolitan Transportation Authority HR / Payroll System

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EEO Status By SBU / Cost Center / Section Report

Strategic Business Unit: Cost Center. Section:

Ethnicity		MALES		FEMALES	<b>S3</b>	
Number of Employees/ % of Employees	Race	OFF & PROT PARA Office	SVC SVC	EEO CATI	Y Skilled SVC SVC NO EED Total	Acceptance of the Park Street,
Hisp / Latino	HL AmerindnAlaskNatv		S 6 4	ADMIN PROFS TECHS SVC PROF CIT	Craft OPS Non OP Code	uwolnu mwolnu
	H. Black	0.0 00.0 00.0	7.14	0.00 12.00 0.00 0.00 4.00	0.00 4.00 8.00 0.00 6 2	
	HL Black and White	0.00 0.00	50.00 0.00 0.00	0.00 0.00 0.00 0.00	0.00 0.00 0.00 0.00 0.00 0.00	00.0
	HL Natv-lawinPacistand	0.00 0.00 0.00 0.00 0.00	0.00 0.00 50.00 0.00	0.00 0.00 0.00 0.00	1 00.00 0.00 0.00	000
13	H, Asian	10.00 0.00 0.00 0.00 0.00 0.00	7 70.00 0.00 0.00 0.00 90.00	0,00 10.00 0.00 0.00 0.00	1 0.00 10.00 0.00 0.00	000
51/	H. AmerindnAlaskNatv	0.00 0.00 0.00 0.00 0.00	00.0 00.0 00.0 00.0	00.00 0.00 0.00 0.00	0.00 0.00 0.00	0.00
	HL WhiteAmerIndnAlaskNatv	0.00 0.00 14.29 0.00 28.57 0.00	28.57 28.57 0.00 0.00 100.00	0.00 0.00 0.00 0.00 0.00	0 00 0 00 00 00 00 00 00 00 00 00 00 00	90.0
	H. Black and Asian	0.00 0.00 0.00 0.00 0.00 25.00	50.00 25.00 0.00 0.00 100.00	000	100 000 DV 00 UV U	
	HL White and Aslan	200	3 1 75.00 25.00 0.00	000 Web 000 000	0000 0000 0000	00'0
	HL White	61 39 27 27 5 1.78 1.14 (0.79 0.79 2.8	614 1501 319 17,30 43.75 9.30	57 7 3 39	18 329 82 0 53 9 60	8 1
Hisp / Latino Totals:		63 41 28 29 1,79 1,17 (680 0.83	636 1523 327 18.10 43.35 9.31 0.00	61 7 3 41	18 333 86	00.0
Not Hisp / Latino	H. Other	0.00 0.00 0.00	0.00 0.00 0.00	00.0 00.0 00.0 00.0	0.00	00.0
	Amer Indian or Alaska Natv	2 4 1 1. 2.86 5.71 1.43 6.00 0.00 1.43	13 20 3 44 18.57 28.57 4.29 0.00 62.86	1.43 2.86 1.43 1.43 1.43	19 0.00 27,14 0.00 0.00	
	Black	39 33 17 32 4 65	191 1162 304 1847	42 50 10 4 32	228	

## L. A. County Metropolitan Transportation Authority HR / Payroll System

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EEO Status By SBU / Cost Center / Section Report

Section: Strategic Business Unit: Cost Center:

0.00 714 0.00 0.00 0.00 0.00 714 7.14 0.00 21.43 0.00 100.00 16.26 0.00 100.00 0,00 0.00 32.61 0.00 100.00 0.00 33.71 2 1 8 200 317 1.59 0.00 12.70 546 0.1 0.00 2.03 2.23 0.41 5.27 1.42 0.00 2.038 0.00 0.00 0.00 0.00 0.00 0.00 3234 734 0.00 4286 13 0.00 0.00 51.72 0.00 0.00 3.70 0.00 0.00 11.11 OFF & PROF PROT PARA Office Skilled SVC SVC NO EEO Total ADMIN PROFS TECHS SVC PROF Cleric Craft OPS Non OP Gode 0,00 0.80 266 0.54 0.63 0.00 13.04 26 1197 0.41 18.95 1,59 19 6,00 0,00 0,00 0,00 3,45 3,45 175 2.77 2.17 EEO CATEGORY 1.59 1,58 2.58 0.00 0.00 10.87 0.00 170 444 22.22 7.41 0.00 80.88 0.00 7.47 0.00 0.00 0.27 3.17 0.00 7.24 0,36 17 4.35 3.50 요 3,57 77 1,95 1.59 2.17 0.00 87,30 1178 0.00 79.65 0.00 56.36 0.00 7.14 0.00 0.00 0.00 0.00 10.71 32.14 7.14 0.00 57.18 0.00 7.14 7.14 0.00 0.00 0.00 14.29 42.86 7.14 0.00 78.57 0.00 6.90 20.69 13.79 0.00 48.28 0.00 83,74 4168 0.00 67,39 Total OFF & PROT PARA Office Skilled SVC SVC ING EEO ADMIN PROFS TECHS SVC PROF Cleric Craft OPS Non OP Code 24 9 24 29 397 301 69 3,62 0.61 1.62 1.96 26.84 20,35 6.02 1.82 1.82 0.00 0.00 1.82 1.82 7.27 28.09 12.73 6.35 7.82 2.17 13.04 26.09 2.17 241 33,78 23.06 1.59 41,27 25,98 126 1034 1813 1.99 16.37 28.70 EEO CATEGORY 0.00 6.90 0.00 0.00 0.00 1.59 1.52 00.0 0.89 00'0 52 00.0 3.17 62 07.1 8 4 0,00 3,70 0.00 4.76 4.92 158 3.57 8.70 3.86 Black AmerindnAlaskNatv White Amerindn Alask Natv Natwhawin or Pacisland Race Black and Asian Black and White White and Asian Other, Not HIL White Asian xxx LACMTA TOTALS xxx: Number of Employees! Not Hisp / Latino Totals: % of Employees Ethnicity Not Hisp / Latino

0.00 100.00 0.00 100.00 0.00 100.00

Known TOTAL

0,00 100,00

0,00 100,00

0.00 100.00

0,00 100.00

2850 9831 0,00 2889 0.00 100.00

352

44 1535

141

80.0

24 0.24

139 282

16.99 33.93 8.35 0.00 71.01

223

107

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

Table 1 O&M

Col M Al-AN&B NHisp A<1%				
Coll B & W NHisp A<1%				
Col K NH-OPI NHisp A<1%				
Col J Al-AN&W NHisp A<1%				
Col I Al-AN NHisp A<1%				
Col H Asian&W NHisp A<1%				
Col G Black(B) NHisp	18.00% 5.12% 12.88%	18.00%	351.35%	VES None* U>80%
Col F Asian NHisp	17.38% 12.45% 4.93%	17.38% 12.45%	139.63%	th the 80% YES None* U>80%
Col E Hispanic (Hisp)	20.77% 17.91% 2.86%	20.77%	115.95% 139.63%	YES YES None*
Col D Minorities Total	59.69% 38.73% 20.97%	59.69% 38.73%	154.14%	YES YES None* U>80%
Col C White(W) NHsp Not in Plan	ategories 40.31% 61.28% -20.97%	40.31% 61.28%	65.78%	nate Repres
Col B All Races Total	v EEO Race C 100% 100%	EO Race Cate		bit Proportion
Column A Job / Race Sategory / Category / and Status	Variance Analysis: % by EEO Race Categories Workforce(Wf) 100% 40.31% Availability(A) 100% 61.28% Variance (Wf-A) -20.97%	<u>Ratio Analysis: % by EEO Race Categories</u> Workforce(Wf) 40.3 Availability(A) 61.2	Utilization(Wf/A)	Oo FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule? Jtilization >80%? FTEs Needed (+ Only) None*

**%08<**0 A<1% None

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. 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

**Solor Key to Cells** 

N<=80%

Utilization Analysis Spreadsheets Using Workforce 2008 Data

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

Table 2 Profs Col M Al-AN&B NHisp A<1%

ColL B & W NHisp A<1%				
Col K NH-OPI NHisp A<1%				
Col J Al-AN&W NHisp A<1%				
Col I Al-AN NHisp A<1%				
Col G Col H Black(B) Asian&W NHisp A<1%				
Col G Black(B) NHisp	12.65% 6.54% 6.12%	12.65% 6.54%	193.59%	*Rule? YES None* U>80%
Col F Asian NHisp	29.27% 15.59% 13.67%	29.27% 15.59%	187.68%	YES YES None* U>80%
Col E Hispanic (Hisp)	13.56% 5.35%	18.90% 13.56%	139.44% 187.68%	yes Yes None* U>80%
Col D Minorities Total	65.24% 38.97% 26.27%	65.24% 38.97%	167.40%	YES YES None* U>80%
Col C White(W) NHsp Not in Plan	34.76% 61.02% -26.27%	34.76% 61.02%	26.95%	late Repres
Col B All Races Total	/ Race Catego 100% 100%	ice Categorie		bit Proportion
Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Categories Workforce(Wf) 100% 34. Availability(A) 100% 61. Variance (Wf-A) -26.	Zatio Analysis: % by Race Categories Workforce(Wf) Availability(A)	Utilization(Wf/A)	Jo FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?YES YES YES YES YES YES YES YES YES YES

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

**%08<0** 

None A<1%

Utilization Analysis Spreadsheets Using Workforce 2008 Data

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

Table 3 Techs

Col M Al-AN&B NHisp A<1%	2
Col L B & W NHisp A<1%	
Col K NH-OPI NHisp A<1%	
Col J Al-AN&W NHisp A<1%	
Col I Al-AN NHisp A<1%	
Col H Asian&W NHisp A<1%	
Col G Black(B) NHisp	20.61% 9.68% 10.93%
Col F Asian NHisp	17.56% 18.48% -0.92%
Col E Hispanic (Hisp)	36.64% 22.79% 13.85%
Col D Minorities Total	и 80.15% <u>54.92%</u> 25.23%
Col C White(W) NHsp Not in Plan	ity Categor 19.85% 45.07% -25.22%
Col B Col C All Races White(W) Total NHsp Not in Plan	<u>/ Race/Ethnic</u> 100% 100%
Column A Job / Race Sategory / Category / and Status	Variance Analysis: % by Race/Ethnicity Category Workforce(Wf) 100% 19.85% Availability(A) 100% 45.07% Variance (Wf-A) -25.22%

20.61%

17.56% 18.48%

36.64% 22.79%

80.15% 54.92%

Ratio Analysis: % by Race/Ethnicity CategoryWorkforce(Wf)Availability(A)45.07%

95.02% 212.98%

160.78%

145.94%

44.04%

Utilization(Wf/A)

with the 80% Rule?	* YES YES * None* None* % U>80% U>80%
onsistent	YES None* U>80%
FTEs Currently Exhibit Proportionate Representation C	YES Needed (+ Only)  I consider the control of the

U>80% None A<1%

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

ProtSvce Table 4

Col H Col I Col J Col K Col L Col M Asian&W Al-AN Al-AN&W NH-OPl B & W Al-AN&B NHisp NHisp NHisp NHisp NHisp A<1% A<1% A<1% A<1%			
Col G Black(B) NHisp	40.91% 16.19% 24.72%	40.91%	252.76%
Col F Asian NHisp	11.36% 5.26% 6.11%	11.36% 5.26%	16.20% th the 80% YES None* U>80%
Col E Hispanic (Hisp)	35.23% 27.04% 8.19%	35.23% 27.04%	130.29% 216.20%  nsistent with the 80  YES YES  None* None* U>80% U>80%
Col D Minorities Total	ategories 89.77% 52.69% 37.08%	30ries 89.77% 52.69%	rvc.38% entation Cc YES None* U>80%
Col C White(W) NHsp Not in Plan	10.23% 47.30% -37.08%	10.23% 47.30%	z I. 0270 nate Repres
Col B All Races Total	entage by Jo 100% 100%	age by Job &	bit Proportio
Column A Job / Race Category / Category / and Status	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% 89.7 Availability(A) 47.30% 52.6	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?  WES YES YES YES YES YES None* None

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 %08<N \* None 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: Administrative Support (Adm Sppt) Job Category

Table 5 Adm Sppt

Col M Al-AN&B NHisp A<1%			
Col L B & W NHisp A<1%			
Col K NH-OPI NHisp A<1%			
Col J Al-AN&W NHisp A<1%			
Col I Al-AN NHisp A<1%			
Col H Asian&W NHisp A<1%			
Col G Black(B) NHisp	33.39% <u>8.44%</u> 24.95%	33.39% 8.44% 395.50%	% Rule? YES None* U>80%
Col F Asian NHisp	8.39% 10.71% -2.32%	8.39% 10.71% 78.36%	th the 80° No None* U>80%
Col E Hispanic (Hisp)	45.07% 31.52% 13.55%	45.07% 31.52% 142.99%	vestent wire yes None*
Col D Minorities Total	X 88.69% 54.17% 34.51%	X 88.69% 54.17% 163.70%	YES YES None* U>80%
Col B Col C All Races White(W) Total NHsp Not in Plan	ity Categor 11.31% 45.83% -34.51%	2ity Categor 11.31% 45.83% 24.69%	nate Repres
Col B All Races Total	<u>y Race/Ethnic</u> 100% 100%	y Race/Ethnic	ibit Proportio
Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race/Ethnicity Category Workforce(Wf) 100% 11.31% Availability(A) 100% 45.83% Variance (Wf-A) -34.51%	Variance Analysis: % by Race/Ethnicity Category Workforce(Wf) 11.31% Availability(A) 45.83% Utilization(Wf/A) 24.69%	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?         Utilization >80%?       YES       YES       No       YE         # FTEs Needed (+ Only)       None*       None* <t< td=""></t<>

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. 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

%08<N

\* None A<1% Metro Utilization: Skilled Craft EEO Job Category

Table 6 Skilled Craft

Col M Al-AN&B NHisp A<1%								
Col L B & W NHisp A<1%								
Col K NH-OPI NHisp A<1%								
Col J Al-AN&W NHisp A<1%								
Col I Al-AN NHisp A<1%								
Col H Asian&W NHisp A<1%								
Col G Black(B) NHisp	11.96% 4.32% 7.64%		11.96% 4.32%	276.65%	6 Rule?	YES	None*	<b>N&gt;80%</b>
Col F Asian NHisp	22.40% 7.10% 15.30%		22.40% 7.10%	315.47%	th the 80%	YES	None*	<b>%08&lt;</b> 0
Col E Hispanic (Hisp)	38.16% 44.65% -6.49%		38.16% 44.65%	85.46%	nsistent wi	YES	None*	<b>%08&lt;</b> 0
Col D Minorities Total	76.49% 59.28% 17.21%		76.49% 59.28%	129.03%	sentation Co	YES	None*	%08 <n< td=""></n<>
Col C White(W) NHsp Vot in Plan	23.51% 40.72% -17.21%	210	23.51% 40.72%	57.74%	nate Repres			
Col B All Races Total	v Race Catego 100% 100%	v Race Catego			ibit Proportio			
Column A Job / Race Category / Category / and Status	Variance Analysis: % by Workforce(Wf) Availability(A) Variance (Wf-A)	Variance Analysis: % b	Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exh	Utilization >80%?	# FTEs Needed (+ Only)	Rationale
	Column A Col B Col C Col D Col E Col F Col G Col H Col I Col J Col K Col L / Race All Races White(W) Minorities Hispanic Asian Black(B) Asian&W Al-AN Al-AN&W NH-OPI B & W igory / Category Total NHsp Total (Hisp) NHisp A<1% A<1% A<1% A<1% A<1% A<1% A<1% A<1%	Column A         Col B         Col C         Col D         Col E         Col F         Col G         Col H         Col J         Col J         Col K         Col L           ' Race         All Races         White(W)         Minorities         Hispanic         Asian         Black(B)         Asian&W         Al-AN         Al-AN&W         NH-OPI         B & W           'gory / Category         I and Status         Not in Plan         Total         (Hisp)         NHisp         N	Col C         Col B         Col F         Col G         Col H         Col J         Col J         Col K         Col L           NHsp         Total         (Hisp)         NHisp         NHi	Column A Col B Col C Col D Gol E Gol F Race / Race / Race All Races White(W) Gol D Gol E Gol F Gol G Gol D Gol E Gol F Gol G Gol Hisp / Act Minorities Hispanic Asian Black(B) Asian&W Al-AN Al-AN&W NH-OPI B & W Gol D Gol Gol D Gol Gol D	Col C         Col B         Col F         Col G         Col H         Col J         Col J         Col K         Col L         Col J         Col J <th< td=""><td>Col C Col D Col E Col F Col G Col H Col J Col J Col K Col L Nitsp NHisp NHisp</td><td>Col C Col D Col E Col F Col G Col H Col I Col J Col K Col L Without the spanic Asian Black(B) Asian&amp;W Al-AN Al-AN&amp;W NH-OPI B &amp; W NHisp In Plan Total (Hisp) NHisp NHisp</td><td>Col C Col D Col E Col F Col G Col H Col I Col J Col K Col L Nite Minorities Hispanic Asian Black(B) Asian&amp;W Al-AN&amp;W NH-OPI B &amp; W NHisp In Plan Total (Hisp) NHisp NHisp</td></th<>	Col C Col D Col E Col F Col G Col H Col J Col J Col K Col L Nitsp NHisp	Col C Col D Col E Col F Col G Col H Col I Col J Col K Col L Without the spanic Asian Black(B) Asian&W Al-AN Al-AN&W NH-OPI B & W NHisp In Plan Total (Hisp) NHisp	Col C Col D Col E Col F Col G Col H Col I Col J Col K Col L Nite Minorities Hispanic Asian Black(B) Asian&W Al-AN&W NH-OPI B & W NHisp In Plan Total (Hisp) NHisp

means Metro's Utilization is greater than 80% of the level of Availability in the Labor Market **%08<**0

\* None 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 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.

Utilization Analysis Spreadsheets Using Workforce 2008 Data

Metro 2008 Affirmative Action Report	o Utilization: Service Maintenance (SvceMaint) EEO Job Categor
Metro 20(	zation: Service Mair
	Metro Utilization

Col M Al-AN&B NHisp A<1%

	Col L B & W NHisp A<1%				
Table 7 SvceMaint	Col K NH-OPI NHisp A<1%				
<b>-</b> w	Col J Al-AN&W NHisp A<1%				
	Col I Al-An NHisp A<1%				
lony	Col G Col H Black(B) Asian&W NHisp A<1%	ε			
rt Job Categ	Col G Black(B) NHisp	45.28% 6.11% 39.17%	45.28% 6.11%	72.80% 740.95%	% Rule? YES None* U>80%
tion Reportaint) EEO	Col F Asian NHisp	5.81% 7.98% -2.17%	5.81% 7.98%	72.80%	th the 80% No 34.73 FTE
ffirmative Ac ance (SvceN	Col E Hispanic (Hisp)	37.62% 58.48% -20.85%	37.62% 58.48%	64.34%	nsistent wi No 553.43 FTE
Metro Utilization: Service Maintenance (SvceMaint) EEO Job Category	Col D Minorities Total	91.91% 75.12% 16.79%	91.91%	122.35%	YES YES None* U>80%
Niization: Sen	Col C White(W) NHsp Not in Plan	8.09% 24.88% -16.79%	8.09% 24.88%	32.52%	nate Repres
Metro Ut	Col B All Races Total	Race Categ 100% 100%	Race Categ		oit Proportio
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Category Workforce(Wf) 100% Availability(A) 100% Variance (Wf-A)	Variance Analysis: % by Race Category Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule? Utilization >80%?  # FTEs Needed (+ Only) Rationale  U>80% FTE FTE U>80%

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. 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

> U>80% A<1%

\* None

Table 8

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. 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

**%08<0** \* None A<1%

W>80%

**N>80%** 

**N>80%** 

Rationale

Utilization Analysis Spreadsheets Using Workforce 2008 Data

Metro Utilization: Male Officials and Managers (O&M) Category

Table 9 Male O&M

Col M Al-AN&B NHisp A<1%				
Col L B & W A NHisp A<1%				*
Col K NH-OPI NHisp A<1%				
Col J Al-AN&W NHisp A<1%				
Col I Al-AN NHisp A<1%				
Col H Asian&W NHisp A<1%				
Col G Black(B) NHisp	6.62% 2.44% 4.18%	6.62%	271.47%	Keule? YES None* U>80%
Col F Asian NHisp	8.77% 7.71% 1.06%	8.77%	113.73%	th the 80% YES None* U>80%
Col E Hispanic (Hisp)	12.00% 10.50% 1.50%	12.00% 10.50%	114.26%	rsistent wi YES None* U>80%
Col D Minorities Total	28.92% 22.60% 6.33%	28.92% 22.60%	128.00%	rentation Co YES None* U>80%
Col C White(W) NHsp Not in Plan	28.00% 38.81% -10.81%	28.00% 38.81%	72.15%	nate Repres
Col B Col C All Races White(W) Total NHsp Not in Plan	61%	ce Categorie		bit Proportio
Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Categories Workforce(Wf) 57% 28 Availability(A) 61% 38 Variance (Wf-A) -10	Ratio Analysis: % by Race Categories Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?         Utilization >80%?       YES       YES

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

U>80% \* None 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.

Table 10 Male

G Col H Asian&W NHisp A<1% S S S S S S S S S S S S S S S S S S S	C		כ									
16.92%   34.60%   9.60%   16.92%   31.95%   18.29%   6.11%   7.96%   9.54%   16.31%   3.49%   8.96%   16.31%   3.49%   8.96%   3.49%   8.96%   3.49%   8.96%   3.49%   8.96%   3.49%   8.96%   3.49%   8.96%   3.49%   9.60%   16.92%   31.95%   18.29%   6.11%   7.96%   7.014%   189.19%   157.11%   2.12.58%   19.000   1	Col B All Races Total	_	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 Al-AN&W NHisp A<1%	NH-O	ㅈ드 끙%	K Col L PI B & W sp NHisp A<1%
Race Categories       22.41%       34.60%       9.60%       16.92%       5.03%         31.95%       18.29%       6.11%       7.96%       2.57%         70.14%       189.19%       157.11%       212.58%       196.05%         it Proportionate Representation Consistent with the 80% Rule?         YES       YES       YES         YES       YES         None*       None*       None*	Race Cate 57% 50%	egories 22.41% 31.95% -9.54%	34.60% 18.29% 16.31%	9.60% 6.11% 3.49%	-	5.03% 2.57% 2.46%						
70.14% 189.19% 157.11% 212.58% 196.05%  If Proportionate Representation Consistent with the 80% Rule?  YES YES YES  None* None* None*  1.500% 1.500% 1.500%	Race Cate	egories 22.41% 31.95%	34.60% 18.29%	9.60%		5.03%						
it Proportionate Representation Consistent with the 80% Rule?  YES YES YES  None* None* None*		70.14%	189.19%	157.11%	212.58%	196.05%	<u> </u>					
	it Proport	ionate Repre	Sentation Co YES None*	YES None*	yES YES None*	% Rule? YES None*						

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

**N>80%** \* None A<1%

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

Table 11 Male Techs

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 Asian Black(B) Asian&W Al-AN Al-AN Al-AN&W NH-OPI B & W Al-AN&B gory Total (Hisp) NHisp	5: % by Race Categories       31.30%       14.50%       12.98%         81.68%       18.32%       63.36%       31.30%       14.50%       12.98%         50.47%       23.58%       26.88%       12.03%       3.36%         -5.26%       36.48%       19.27%       5.12%       9.38%	by Race Categories 18.32% 63.36% 31.30% 14.50% 12.98% 23.58% 26.88% 12.03% 9.39% 3.60%	77.68% 235.68% 260.27% 154.48% 360.97%	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule?	YES YES YES YES Only)  None* None* None*
Column A C Job / Race All Ra Category / Category T	Variance Analysis: % by Race Categories Workforce(W) 81.68% 18 Availability(A) 50.47% 23 Variance (W-A) -5.	Ratio Analysis: % by Race Categories Workforce(W) Availability(A)	Utilization(W/A)	Do FTEs Currently Exhibit Prop	Utilization >80%? # FTEs Needed (+ Only)

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

**%08<0** \* None 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, means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category.

Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Metro Utilization: Male Administrative Support (Adm Sppt) EEO Job Category

Table 13 Male

NHisp So Co A<1% AI-AN&B B&W NHisp A<1% 양 Col K NH-OPI NHisp A<1% Adm Sppt NHisp A<1% AI-AN AI-AN&W -00 NHisp A<1% COLH NHisp A<1% Black(B) Asian&W Col G NHisp 11.86% 2.69% 9.17% 11.86% 2.69% 156.35% 116.92% 440.43% Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule? Asian ColF NHisp 4.21% 4.93% 4.21% Col E Hispanic 17.70% 17.70% (Hisp) 6.38% 11.32% 0 0 0 19.52% 15.88% 35.40% Minorities Total 19.52% 181.32% 35.40% Variance Analysis: % by Job & Race Categories Col C White(W) NHsp 16.29% 16.29% 32.48% 5.29% Not in Plan -11.00% Ratio Analysis: % by Job & Race Categories All Races Total Col B 35.82% 40.69% Category / Category and Status Race Variance (Wf-A) Utilization(Wf/A) Column A Workforce(Wf) Workforce(Wf) Availability(A) Availability(A) Utilization >80%?

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, 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

**U>80%** 

None A<1%

7>80%

**U>80%** 

**%08<0** 

None\*

# FTEs Needed (+ Only)

Rationale

None\*

None\*

None\*

Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

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

Table 14 Male Skilled Craft	Col K Col L Col M NH-OP! B & W Al-AN&B NHisp NHisp NHisp A<1% A<1% A<1%		
	Col J V Al-AN&W NHisp A<1%		
	Col I Al-AN NHisp A<1%		
	Sol F Col G Col H Col H Sian Black(B) Asian&W Al-AN Hisp NHisp NHisp A<1% A<1%		
ategory	Col G Black(B) NHisp	11.14% 3.90% 7.25%	3.90%
ction Repo EEO Job C	Odz	22.05% 5.77% 16.29%	22.05% 5.77%
killed Craft E	Col E Hispanic (Hisp)	37.11% 41.27% -4.17%	37.11% 41.27%
ration: Male Skilled Craft EEO Job Category	Col D Minorities Total	74.27% 53.87% 20.40%	74.27% 53.87%
Metro Utilization: Male	Col B Col C All Races White(W) Total NHsp Not in Plan	ories 23.16% 38.52% -15.35%	23.16% 38.52%
	Col B All Races Total	/ Race Categ 97.43% 92.38%	ce Categorie
	Column A Job / Race Category / Category / and Status	Variance Analysis; % by Race Categories Workforce(Wf) 97.43% 23. Availability(A) 92.38% 38.	Ratio Analysis; % by Race Categories Workforce(Wf) Avaliability(A)

None*	>80%;	YES	YES	YES	VEC
None* None* None*		110000000000000000000000000000000000000	2	2	1
	(+ Only)	None*	None*	None*	None*
	seded (+ Only)	None*	None*	None*	, e

89.90% 382.34% 286.07%

137.88%

60.14%

Utilization(Wf/A)

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. 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

**0>80%** \* None A<1%

Metro Utilization: Male Service Maintenance (SM) EEO Job Category

Table 15 Male Service Maintenance Col L Col M B & W Al-AN&B NHisp NHisp A<1% A<1%

V = 0.0											
Col K NH-OPI NHisp A<1%											
Col J Al-AN&W NHisp A<1%		22									
Col I Al-AN NHisp A<1%											
Col H Asian&W NHisp A<1%											
Col G Black(B) NHisp		24.26%	20.80%		24 26%	3.45%	702.56%	6 Rule?	YES	None*	<b>U&gt;80%</b>
Col F Asian NHisp		5.54%	1.50%		5.54%	4.04%	137.13%	th the 80%	YES	None*	<b>N&gt;80%</b>
Col E Hispanic (Hisp)		30.61%	-5.76%		30.61%	36.37%	84.16%	nsistent wi	YES	None*	<b>%08&lt;</b> 0
Col D Minorities Total		62.33%	16.98%		62.33%	45.34%	137.46%	sentation Co	YES	None*	<b>N&gt;80%</b>
Col C White(W) NHsp Not in Plan	Categories	6.45% 14.53%	-8.08%	tegories	6.45%	14.53%	44.39%	nate Repres			
Col B All Races Total	Job & Race	68.78% 59.88%		b & Race Cal			•	oit Proportio			
Column A Job / Race Category / Category / and Status	Variance Analysis: % by	Workforce(Wf) Availability(A)	Variance (Wf-A)	Ratio Analysis: % by Jol	Workforce(Wf)	Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exhili	Utilization >80%?	# FTEs Needed (+ Only)	Rationale
	Col B Col C Col D Col E Col F Col G Col H Col I Col J All Races White(W) Minorities Hispanic Asian Black(B) Asian&W Al-AN Al-AN&W Total NHsp Total (Hisp) NHisp NHisp NHisp NHisp NHisp NHisp NHisp NHisp A<1% A<1% A<1%	Col D Col E Col F Col G Col H Col I Col J Minorities Hispanic Asian Black(B) Asian&W Al-AN Al-AN&W Total (Hisp) NHisp NHisp NHisp NHisp A<1% A<1% A<1%	Col B         Col C         Col D         Col E         Col F         Col G         Col H         Col I         Col J           All Races White(W) Ninorities Total NHsp Not in Plan         Total (Hisp) NHisp A<1% A<1% A<1% A<1% A<1% A<1% A<1% A<1%	Col D         Col E         Col F         Col G         Col H         Col I         Col J           Minorities Total         Hispanic Asian Black(B)         Asian Black(B)         Asian&W         Al-AN Al-AN&W           Total         (Hisp)         NHisp         NHisp         NHisp         NHisp         NHisp           62.33%         30.61%         5.54%         24.26%         A<1%	Col D         Col E         Col F         Col G         Col H         Col I         Col J           Minorities         Hispanic         Asian         Black(B)         Asian&W         Al-AN         Al-AN&W           Total         (Hisp)         NHisp         NHisp         NHisp         NHisp         NHisp         NHisp           62.33%         30.61%         5.54%         24.26%         A<1%	Col D         Col E         Col F         Col G         Col H         Col I         Col J           Minorities         Hispanic         Asian Black(B)         Asian&W         Al-AN Al-AN&W           Total         (Hisp)         NHisp         NHisp         NHisp         NHisp           62.33%         30.61%         5.54%         24.26%         A<1%	Col D         Col E         Col F         Col G         Col H         Col I         Col J           Minorities Total         Hispanic Asian Black(B)         Asian Black(B)         Asian&W         Al-AN Al-AN&W           For Sian (Hisp)         NHisp         NHisp         NHisp         NHisp         NHisp           62.33%         30.61%         5.54%         24.26%         A<1%	Col D         Col E         Col F         Col G         Col H         Col I         Col J           Minorities         Hispanic         Asian         Black(B)         Asian&W         Al-AN Al-AN&W           Total         (Hisp)         NHisp         NHisp         NHisp         NHisp           62.33%         30.61%         5.54%         24.26%         A<1%	Col D         Col E         Col F         Col G         Col H         Col J         Col J <th< td=""><td>Col D         Col E         Col F         Col G         Col H         Col J         <th< td=""><td>Col D         Col E         Col F         Col Gol H         Col I         Col J           Minorities         Hispanic         Asian         Black(B)         Asian&amp;W         Al-AN         Al-AN         Al-AN&amp;W           Total         (Hisp)         NHisp         NHisp</td></th<></td></th<>	Col D         Col E         Col F         Col G         Col H         Col J         Col J <th< td=""><td>Col D         Col E         Col F         Col Gol H         Col I         Col J           Minorities         Hispanic         Asian         Black(B)         Asian&amp;W         Al-AN         Al-AN         Al-AN&amp;W           Total         (Hisp)         NHisp         NHisp</td></th<>	Col D         Col E         Col F         Col Gol H         Col I         Col J           Minorities         Hispanic         Asian         Black(B)         Asian&W         Al-AN         Al-AN         Al-AN&W           Total         (Hisp)         NHisp         NHisp

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.
* None	N>80%	A<1%	

Color Key to Cells

Not In Plan

N<=80%

Report	Category
Metro 2008 Affirmative Action F	
	2

Table 16 Male

Total Male Workforce	Col 1 Al-AN Al-AN&W NHisp NHisp A<1% A<1%				60
	G Col H B) Asian&W sp NHisp A<1%	% % %	%%	%	<b>σ</b> *,
egory	Col G Black(B) NHisp	18.79% 3.14% 15.65%	18.79%	598.81%	% Rule? YES None* U>80%
rorce Cat	Col F Asian NHisp	9.53% 5.61% 3.92%	9.53% 5.61%	169.99%	ith the 80 YES None* U>80%
care canadam i otal male workforce Category	Col E Hispanic (Hisp)	28.41% 20.15% 8.26%	28.41% 20.15%	140.98%	onsistent will YES None*
וובמנוסווי. ו סונ	Col D Minorities Total	59.03% 30.60% 28.43%	59.03% 30.60%	192.92%	sentation Co YES None* U>80%
	Col C White(W) NHsp Not in Plan	lory 11.98% <u>24.50%</u> -12.51%	11.98% 24.50%	48.92%	nate Repre
	Col B All Races Total	y Race Categ 71.01% 55.09%	ace Category		ibit Proportio
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Category Workforce(Wf) 71.01% Availability(A) 55.09%	Ratio Analysis: % by Race Category Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule? Utilization >80%? # FTEs Needed (+ Only) Rationale U>80% U>80% U>80% U>80%

**%08<0** \* None 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. 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

Metro Utilization: Female Technicians (Techs) EEO Job Category

Table 19 Female

	Col M Al-AN&B NHisp A<1%	0.00% 0.06% 0.06%	0.00%
echs	Col L B & W NHisp A<1%	0.00% 0.07% -0.07%	0.00%
	Col K NH-OPI NHisp A<1%	0.00% 0.12% -0.12%	0.00%
	Col J Al-AN&W NHisp A<1%	0.00% 0.20% -0.20%	0.00%
	Col I Al-AN NHisp A<1%	0.76% 0.25% 0.51%	0.76% 0.25%
	Col H Asian&W NHisp A<1%	0.00% 0.24% -0.24%	0.00%
inform a	Col G Black(B) NHisp	7.63% 6.08% 1.55%	7.63%
,	Col F Asian NHisp	3.05% 9.09% -6.04%	3.05% 9.09%
	Col E Hispanic (Hisp)	5.34% 10.76% -5.42%	5.34%
	Col D Minoritles Total	16.79% <u>28.04%</u> -11.25%	16.79% 28.04%
	Col C White(W) NHsp	Categories 1.53% 21.49% -19.96%	egories 1.53% 21.49%
	Col B All Races Total	Job & Race 18.32% 49.52% -31.20%	2 & Race Cat 18.32% 49.52%
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Job & Race Categories Workforce(Wf) 18.32% 1.53% Availability(A) 49.52% 21.49% Variance (Wf-A) -31.20% -19.96%	Ratio Analysis: % by Job & Race Categories Workforce(Wf) 18.32% 1.53 Availability(A) 49.52% 21.49

%0.0

0.00%

%00.0

306.1%

%00.0

33.59% 125.51%

49.64%

59.89%

7.11%

36.99%

Utilization(Wf/A)

None\* U>80%

0.07 FTE

8.45 FIE

8 2 E

None\* U>80%

0.25 FTE

None\*

5.53 FTE

No 4.28

No 7.38

> 20.52 FTE

27.90

# FTEs Needed (+ Only)

Rationale

Utilization >80%?

**0>80%** 

YES

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

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, 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

> U>80% A<1%

\* None

Guidance on Aggregation & Allocation of Data on Race for Use in Civil Rights Monitoring & Enforcement, dated March 9, 2000.

Metro Utilization: Female Protective Service (ProtSvce) EEO Job Category

Table 20 Female

alve Service (ProtSvce) EEO Job Category	Ol Col D Col E Col F Col G Col H Col J Col K Col L Col M (W) Minorities Hispanic Asian Black(B) Asian&W Al-An Al-An&W NH-OPI B & W Al-An&B Total (Hisp) NHisp A<1% A<1% A<1% A<1% A<1% A<1% A<1% A<1%		0%     9.09%     3.41%     0.00%     4.55%     0.00%     1.14%     0.00%     0.00%     0.00%       8%     11.62%     5.33%     0.55%     4.79%     0.05%     0.05%     0.19%     0.15%     0.09%     0.06%     0.08%       8%     -2.53%     -0.55%     -0.24%     -0.05%     0.05%     0.05%     -0.05%     -0.05%     -0.05%		0%     9.09%     3.41%     0.00%     4.55%     0.00%     1.14%     0.00%     0.00%     0.00%       8%     11.62%     5.33%     0.55%     4.79%     0.05%     0.19%     0.15%     0.09%     0.06%     0.08%	0% 78.24% 63.95% 0.00% 94.96% 0.00% 606.84% 0.00% 0.00% 0.00% 0.00%	epresentation Consistent with the 80% Rule?	No No YES NO YES NO NO NO	0.18 0.75 0.39	
vice (ProtSvce) El							tation Consisten	No	4,336	
ale Prolective ser	Col C White(W) NHsp	dorv	0.00% 7.98% -7.98%	>	0.00% 7.98%	%00.0	onate Represen	No	5.62	The second second
meno omizanon. Pennale Profective service (P	Col B All Races igory Total	5: % by Race Cate	9.09% 19.60% (10.51%	by Race Categor	9.09% 19.60%	46.39%	y Exhibit Proporti	No	Only) 5.80	
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Category	Workforce(Wf) Availability(A) Variance (Wf-A)	Ratio Analysis: % by Race Category	Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exhibit Proportionate Representation	Utilization >80%?	# FTEs Needed (+ Only)	Date:

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

\* None U>80%

A<1%

Metro Utilization: Female Administrative Support (Adm Sppt) EEO Job Category

Table 21 Female

NHisp Sol M AI-AN&B A<1% 0.07% 0.07% 0.18% 0.18% YES None\* **N>80%** 268.44% 168.7% Coll B&W NHisp A<1% %08<N 0.18% 0.11% 0.07% 0.11% None\* Sol K NH-OP! NHisp 87.60% A<1% 0.18% 0.18% YES-0.09 .0.03% Adm Sppt NHisp A<1% 0.25% AI-AN&W %00.0 0.25% 0.00% 8 2 분 0.00% AI-AN NHisp A<1% -0.10% 0.18% 0.29% 0.18% 0.29% 63.6% 0.26 FTE COLH NHisp A<1% 0.30% -0.30% 0.00% %00.0 0.30% %00.0 1.31 **Asian&W** Sol G Black(B) NHisp 21.53% 5.75% 15.78% 21.53% YES **%08<**0 5.75% 374.46% None\* Do FTEs Currently Exhibit Proportionate Representation Consistent with the 80% Rule? Asian ColF NHisp 3.47% 6.50% 3.47% 53.36% -3.03% 9.49 6.50% FTE 135.50% ColE 27.37% 20.20% Hispanic (Hisp) 27.37% 20.20% None\* **%08<0** 34.65% ColD 53.28% YES N>80% Minorities Total 34.65% 153.78% None\* 53.28% 18.63% Variance Analysis: % by Job & Race Categories 000 6.02% White(W) 29.53% 6.02% 20.39% 96.47 29.53% -23.51% Ratio Analysis: % by Job & Race Categories Col B All Races Total 92.40% 64.18% -4.88% 64.18% None\* 7>80% 59.31% 59.31% # FTEs Needed (+ Only) Category / Category / and Status Race Variance (W-A) Utilization(W/A) Column A Utilization >80%? Workforce(W) Workforce(W) Availability(A) Availability(A) Rationale

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. 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

None U>80%

A<1%

Metro 2008 Affirmative Action Report Metro Utilization: Female Skilled Craft

Table 22 Female

	Col M Al-AN&B NHisp A<1%	0.00%	0.00%	0.00%	No 0.09 FTE
ب	Col L B & W NHisp A<1%	0.00% 0.00% 0.00%	0.00%	%0.0	0.00 FTE
Skilled Craft	Col K NH-OPI NHisp A<1%	0.00% 0.03% -0.03%	0.00%	0.00%	0.44 FTE
(O)	Col J Al-AN&W NHisp A<1%	0.00% 0.03% -0.03%	0.00%	0.00%	No 0.40 FTE
	Col I Al-AN NHisp A<1%	0.00% 0.04% -0.04%	0.00%	0.0%	No 0.57 FTE
	Col H Asian&W NHisp A<1%	0.00% 0.03% -0.03%	0.00%	0.00%	No 0.40 FTE
=	Col G Black(B) NHisp	0.82% 0.43% 0.39%	0.82%	190.90%	YES YES None* U>80%
ovilled City	Col F Asian NHisp	0.35% 1.33% -0.98%	0.35%	26.25%	h the 80% No 12.29 FTE
aron: I cinale ovilled clai	Col E Hispanic (Hisp)	1.05% 3.38% -2.33%	1.05%	31.10%	Consistent with the 80% Rule?  No No YE 28.30 12.29 None FTE FTE U>809
	Col D Minorities Total	2.22% 5.41% -3.19%	2.22% 5.41%	40.97%	No 36.20 FTE
	Col C White(W) NHsp	0.35% 2.21% -1.86%	0.35% 2.21%	15.86%	ate Repres No 24.26 FTE
	Col B All Races Total	Race Catego 2.57% 7.62% -5.05%	2.57% 7.62%	33.70%	it Proportion No 105 FTE
	Column A Job / Race Category / Category / and Status	Variance Analysis: % by Race Category Workforce(W) 2.57% Availability(A) 7.62% Variance (W-A) -5.05%	Ratio Analysis: % by Race Category Workforce(W) 2.57% Availability(A) 7.62%	Utilization(W/A)	Do FTEs Currently Exhibit Proportionate Representation  Utilization >80%?  # FTEs Needed (+ Only)  Rationale  FTE FTE  FTE

means no additional FTEs in that job category are needed for Metro to meet the utilization level of that Race/Ethnicity Category. U>80% A<1%

None

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

Metro Utilization: Female Service Maintenance (SM)

Service Maintenance Table 23 Female

	Col M Al-AN&B NHisp A<1%	0.36% 0.03% 0.33%		0.36%	1143.4%		YES None* U>80%
	Col L B & W NHisp A<1%	0.22% 0.05% 0.17%		0.22%	440.4%		YES None* U>80%
	Col K NH-OPI NHisp A<1%	0.05% 0.09% -0.04%		0.05%	26.90%		1.22 FTE
	Col J Al-AN&W NHisp A<1%	0.03% 0.12% -0.09%		0.03%	27.02%		3.92 FTE
	Col I Al-AN NHisp A<1%	0.31% 0.14% 0.17%		0.31%	223.4%		YES None* U>80%
	Col H Asian&W NHisp A<1%	0.02% 0.14% -0.12%		0.02%	11.76%		5.80 FTE
	Col G Black(B) NHisp	21.03% 2.66% 18.37%		21.03%	790.79%	6 Rule?	YES None* U>80%
	Col F Asian NHisp	0.26% 3.94% -3.67%		0.26%	6.73%	h the 80%	No 174.29 FTE
	Col E Hispanic (Hisp)	7.02% 22.10% -15.09%		7.02% 22.10%	31.74%	Consistent with the 80% Rule?	No 644.79 FTE
	Col D Minorities Total	29.58% 29.78% -0.19%		29.58% 29.78%	99.35%	sentation Co	None*
	Col C White(W) NHsp	1.64% 10.35% -8.71%	"	1.64%	15.83%	late Repres	401.27 FTE
	Col B All Races Total	Race Catego 31.22% 40.12% -8.90%	se Categories	31.22% 40.12%	77.81%	oit Proportion	1,239 FTE
S. T. T. C.	Job / Race Category / Category / and Status	Variance Analysis: % by Race Categories Workforce(Wf) 31.22% 1 Availability(A) 40.12% 10 Variance (Wf-A) -8.90% -8	Ratio Analysis: % by Race Categories	Workforce(Wf) Availability(A)	Utilization(Wf/A)	Do FTEs Currently Exhibit Proportionate Representation (	# FTEs Needed (+ Only)

\* None means I U>80% means I A<1% means a

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. 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

Metro 2008 Affirmative Action Report Metro Utilization: Total Female Workfo

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. 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

**%08<**0 \* None

A<1%

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

		200	Others			12	9	0	0	7	တ	4 2			CO.	ω .	0 0	<b>o</b> ,	- 0	D 5	47		1	٠ ,	ν c	o c	· -	- c	7	27
Table W-10 Workforce Data	Mico	5	AI-AN&B NHisp		•	က	<del>-</del> '	0	0	~	4	당 당	3		. 23	- (	<b>-</b>	<b>&gt;</b> •		4 5	3 15		*	- c	0 0	0 0	<b>-</b>	- c	20	24
	- 70	50	B & W NHisp		•	<b>.</b> (	2	0 (	<b>-</b>	<del>-</del> (	7 (	818	}	(	0 0	N	<b>5</b> 6	0	<b>&gt;</b> c	ν <del>ξ</del>	의 <b>수</b>		*	- c	o c	o c	· -	- c	<u>(</u>	5
	2		NH-OPI NHisp		•	י ני	ဂ ဂ	N -	- (	7 6	9 7	4188		•	- (	n (	V 7		- ac	2 6	35		C	40	4 C	0 0	~	- c	· "	0 00
	CO		AI-AN&W NHisp		C	<b>o</b> (	N 4	- 0	0 0	<b>o</b> (	V (	ม 4		c	<b>&gt;</b> •	- 1	- c	0 0	) c	4 1-	1=		c	·	- c	) C	o C	o C	0 0	10
	00		Al-AN NHisp		•	† a	0 0	V <del>-</del>	- c	л <u>с</u>	5 5	위온		c	V <	† +	- c	7	- 6	2 %	4		0	10	1 ~			. 0	9	56
	Col H		sian&W NHisp		C	, c	. c	4 0	7	- ¢	40	27		c	· •	- 0	1 C	· -	- 5	<u>i</u> «	24		C		ı c	0	0	0	•	l m
Gender	Col G	•	Black(B) Asian&W NHisp NHisp		117	8	200	38	183	20.5	2 737	3,388		13	3 5	7 2	32	65	191	1.466	1,847		74	20	10	4	118	14	1.271	1,541
by Job, Race & Gender	ColF		Asian NHisp		113	192	23 6	2 5	46	384	354	1,119		57	7 5	- 0	10	27	378	335	937		26	81	4	0	19	9	16	182
.Metro by Jo	Col	Ethnicity:	Hispanic (Hisp)		135	124	48	3 5	247	654	2274	3,513		78	63	4	28	97	636	1,850	2,793		22	61	7	က	150	18	424	720
Employed by	ColD	Total	Minorities Col E-N		388	428	105	79	486	1.311	5,555	8,352	Corion	188	227	83	71	194	1,273	3,767	5,803	itegories	200	201	22	80	292	38	1,788	2,549
of Persons	ColC		White(W) NHsp	e Categorie	262	228	26	6	62	403	489	1,479	Pare Cate	182	147	24	6	29	397	330	1,178	& Race Ca	8	81	8	0	33	9	66	301
on: Numbers on Report	Col B		All Kaces Total	Job & Rac	650	656	131	88	548	1,714	6,044	9,831	ta hy Joh &	370	374	107	80	223	1,670	4,157	6,981	Data by Jok	280	282	24	8	325	44	1,887	2,850
Metro 2008 Affirmative Action Report	Column A		Category / Category	Metro Workforce: Data by Job & Race Categories	Metro M&F O&Ms	Metro M&F Professnals	Metro M&F Technicians	Metro M&F Protect Svce	Metro M&F Adm. Sppt	Metro M&F Skilled Craft	Metro M&F Svce Maint.	Metro M&F Employees	Metro Male Workforce: Data hy Joh & Bace Categories	Metro Male O&Ms	Metro Male Professnals	Metro Male Technicians	Metro Male Protect Svce	Metro Male Admin Sppt	Metro Male Skilled Craft	Metro Male Svce Maint*	Metro Male Workforce	<u>Metro Female Workforce:</u> Data by Job & Race Categories	Metro Female O&Ms	Metro Female Profs	Metro Female Techs	Metro Fem Protect Svce	Metro Fem Admn Sppt	Metro Fem Skilled Craft	Metro Fem Svce Maint*	Metro Female Workforce
Me		40	Sa S	Me	Me	Me	Mei	Mel	Me	Mel	Me	Me	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met	Met

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

Mattor Workforche Description in Report   Report Carlegory   Calegory   Cal				-																										1122
Col E         Col G         Col H         Col I		tage	Others	~1		1.85%	1.52%	%00.0	0.00%	0.36%	0.55%	0.75%		41	0.77%	1.22%	%000	%00.0	0.18%	0.53%	0.40%			1.08%	0.30%	0.00%	0.00%	0.10%	0,00,0	0.27%
Col E         Col G         Col H         Col I	0:	by Percenegory	AI-AN&B NHisp		0.400	0.46%	0.15%	0.00%	0.00%	0.30%	0.23%	0.56%			0.31%	0.15%	0.00%	0.00%	0.18%	0.23%	0.32%			0.15%	0.00%	0.00%	0.00%	0.1070	0.00%	0.24%
Col E         Col F         Col G         Col H         Col J         Col J           Col E         Col F         Col G         Col H         Col J         Col J           Spanic         Asian         Black(B)         Asian&W         Al-AN Al-AN&W         NHisp           O.77%         17.38%         18.00%         0.062%         0.00%           B.90%         29.27%         12.65%         0.46%         0.91%         0.30%           B.90%         29.27%         12.65%         0.062%         0.00%           B.90%         29.27%         12.65%         0.46%         0.91%         0.00%           B.90%         29.27%         11.36%         0.01%         0.00%         0.14%         0.00%           B.90%         29.27%         11.36%         0.01%         0.00%         0.14%         0.00%           B.90%         29.27%         11.36%         0.00%         0.14%         0.00%         0.14%           B.16%         22.40%         11.36%         0.00%         0.01%         0.00%         0.01%           B.16%         22.40%         11.36%         0.05%         0.01%         0.00%         0.01%           B.16%         11.36%	Table W-2	Workforce of Job Cat Col L			0.450	0.13%	2000	0.00%	0.00%	0.10%	0.12/0	0.29%			0.00%	0.30%	0.00%	0.00%	0.00%	0.12%	0.14%			0.15%	0.00%	2000	0.00%	0.10%	0.00%	0.15%
Col E         Col F         Col G         Col H         Col I           Col E         Col F         Col G         Col H         Col I           Spanic         Asian Black(B)         Asian&W         Al-AN		S X	NH-OPI NHisp		0.46%	0.46%	4 520/	1.05%	0.35%	1.52%	0.40%	0.64%		200	0.15%	0.46%	1.53%	0.45%	0.10%	0.35%	0.56%		2000	0.31%	0.50%	0.00	0.00%	0000	0.05%	0.08%
col E         Col E         Col E         Col E         Col E         Col E         Col Hisp         NHisp		Col	AI-AN&W NHisp		%000	0.30%	0.26%	0000	0.00	0.12%	0 15%	0.14%		7000	0.00%	0.15%	0.70%	%00.0	0.00%	0.12%	0.11%		/0000	0.00%	0.00%	0.00%	%00.0	%00.0	0.03%	0.03%
ies by Percentage of Job Catego  Col E Col F Col G   Spanic Asian Black(B)   Asia (Hisp) NHisp NHisp   12.65%   6.64% 17.38% 18.00%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.61%   6.64% 17.56% 20.65%   6.64% 17.56% 20.28%   6.64% 17.56% 24.26%   6.60% 12.35% 18.79%   6.34% 3.05% 16.35%   6.34% 3.05% 16.35%   6.34% 3.05% 16.35%   6.34% 3.05% 16.35%   6.35% 0.35% 16.57%   6.35% 0.35% 16.67%   6.32% 1.85% 15.67%   6.32% 18.67%   6.32% 18.67%   6.32% 18.67%   6.32%		Col	Al-AN NHisp		0.62%	0.91%	153%	1.14%	0.36%	0.76%	0.69%	0.71%		0 240/	0.51%	0.01%	2000	0.00%	0.10%	0.38%	0.45%		0 240/	0.37%	0.20%	1 14%	0.18%	0.00%	0.31%	0.26%
ies by Percentage of February Col E Col February NHisp NHisp NHisp NHisp NHisp NHisp 17.38% 5.23% 11.36% 5.23% 11.38% 6.64% 12.35% 11.38% 6.07% 8.39% 8.16% 5.73% 11.38% 6.00% 14.50% 14.50% 14.50% 14.50% 14.50% 14.50% 14.50% 14.50% 14.1% 22.05% 6.34% 6.54% 6.34% 6.00% 6.35% 6.34% 6.05% 6.35% 6.35% 6.35% 6.35% 6.05% 6.25% 6.35% 6.05% 6.05% 6.35% 6.35% 6.35% 6.35% 6.05% 6.05% 6.35% 6.35% 6.35% 6.35% 6.05% 6.35% 6.	of Job Category	Col H	Asian&W NHisp		0.00%	0.46%	1.53%	0.00%	0.18%	0.70%	0.15%	0.27%		7000	0.00%	4 520%	%000	0.00%	0.10%	0.13%	0.24%		0000	0.00%	%00.0	%00.0	0.00%	0.00%	0.02%	0.03%
Spa		Col G	Black(B) NHisp		18.00%	12.65%	20.61%	40.91%	33.39%	11.96%	45.28%	34.46%		6 62%	5.02/8	12 08%	36.36%	11.86%	11 14%	24.26%	18.79%		11 38%	7.62%	7.63%	4.55%	21.53%	0.82%	21.03%	15.67%
Spa	ercentage	Col F	Asian NHisp		17.38%	29.27%	17.56%	11.36%	8.39%	22.40%	5.81%	11.38%	8	8 77%	16 92%	14 50%	11.36%	4.93%	22.05%	5.54%	9.53%		8 62%	12.35%	3.05%	0.00%	3.47%	0.35%	0.26%	1.85%
Metro Workforce Description in Race, Ethnicity and Gender Cate   Metro 2008 Affirmative Action Report   Job	egories by P	ColE	Hispanic (Hisp)		20.77%	18.90%	36.64%	35.23%	45.07%	38.16%	37.62%	35.73%	v.		9.60%	31.30%	31.82%	17.70%	37.11%	30.61%	28.41%	ries	8.77%	9.30%	5.34%	3.41%	27.37%	1.05%	7.02%	7.32%
Metro Workforce Description in Race, Ethnicity and Metro 2008 Affirmative Action Report  Column A  Metro Mar Professnals  Metro Mar Protect Svce  Metro Female Workforce: Percentage by Job & Ramero Female O&Ms  Metro Female Skilled Craft  Metro Female Workforce: Percentage by Job & Ramero Fem Skilled Craft  Metro Female Skilled Craft  Metro Female Skilled Craft  Metro Female O&Ms  Metro Female Skilled Craft  Metro Female Norkforce: Percentage by Job & Ramero Fem Skilled Craft  Metro Female Skilled Craft  Metro Female Skilled Craft  Metro Female Skilled Craft  Metro Female O&Ms  Metro Female Skilled Craft  Metro Female Skilled Craft  Metro Female Skilled Craft  Metro Female Skil	Gender Cate	ColD	Minorities Total	fedories	29.69%	65.24%	80.15%	89.77%	88.69%	76.49%	91.91%	84.96%	se Categorie	28.92%	34.60%	63.36%	80.68%	35.40%	74.27%	62.33%	29.03%	Race Catego	30.77%	30.64%	16.79%	9.09%	53.28%	2.22%	29.58%	25.93%
Metro Morkforce Description in Race, EMetro 2008 Affirmative Action Report  Column A Col B  Job / Race All Races Category / Category Total  Metro M&F Professnals 100% Metro M&F Professnals 100% Metro M&F Protect Svce 100% Metro M&F Skilled Craft 100% Metro M&F Skilled Craft 100% Metro M&F Skilled Craft 100% Metro Male Professnals 57.01% Metro Male Professnals 57.01% Metro Male Professnals 57.01% Metro Male Professnals 57.01% Metro Male Profess Svce 90.91% Metro Male Skilled Craft 97.43% Metro Female O&Ms 71.01% Metro Female Description 18.32% Metro Female Techs 18.32% Metro Female Techs 18.32% Metro Fem Admn Sppt 59.31% Metro Fem Skilled Craft 2.57% Metro Fem Skilled Craft 2.57% Metro Fem Skilled Craft 2.57% Metro Fem Skilled Craft 2.557% Metro Fem Skilled Craft 2.557% Metro Fem Skilled Craft 2.557%	Ethnicity and	Col C	White(W) NHsp	& Race Ca	40.31%	34.76%	19.85%	10.23%	11.31%	23.51%	8.09%	15.04%	/ Job & Rac	28.00%	22.41%	18.32%	10.23%	5.29%	23.16%	6.45%	11.98%	by Job & F	12.31%	12.35%	1.53%	%00.0	6.02%	0.35%	1.64%	3.06%
Metro Workforce Descripti Metro 2008 Affirmative Ac  Calumn A  Job / Race Category / Category Metro M&F Professnals Metro M&F Professnals Metro M&F Professnals Metro M&F Skilled Craft Metro M&F Skilled Craft Metro Male Workforce: P Metro Male Workforce: P Metro Male Professnals Metro Male Professnals Metro Male Profect Svce Metro Male Profect Svce Metro Male Skilled Craft Metro Female Profs Metro Female Techs Metro Female Craft Metro Female Workforce Metro Fem Skilled Craft Metro Female Workforce	on in Race, E tion Report	ColB	All Races Total	itage by Job	100%	100%	100%	100%	100%	100%	100%	100%	ercentage by	56.92%	57.01%	81.68%	90.91%	40.69%	97.43%	68.78%	71.01%	Percentage	43.08%	42.99%	18.32%	80.6	59.31%	2.57%	31.22%	28.99%
Metro	o Workforce Descripti o 2008 Affirmative Ac	Column A		o Workforce: Percer	M&F O&Ms	M&r Professnals	M&r lechnicians	M&F Protect Syce	M&F Adm. Sppt	M&r Skilled Craft	M&F SVCe Maint.	M&F Employees	Male Workforce: P	Male O&Ms	Male Professnals	Male Technicians	Male Protect Svce	Male Admin Sppt	Male Skilled Craft	Male Svce Maint*	Male Workforce	Female Workforce	Female O&Ms	Female Profs	Female Techs	Fem Protect Svce	Fem Admn Sppt	Fem Skilled Craft	Fem Svce Maint*	Female Workforce
	Metro		Job Cate	Metro	Metro	Metro	Menc	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro	Metro

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

Table A-10 Availability Data

ColN Others 17,705 21,805 3,190 2,377 32,350 25,525 113,527 10,575 15,125 64,764 11,465 11,705 1,540 1,924 13,315 9,690 19,035 10,400 453 885 6,240 1,650 ⊠ Co 609 1,149 124 239 1,925 364 1,395 5,805 AI-AN&B NHisp 115 124 605 319 2,546 8 45 655 1,259 B&W NHisp ColL 374 3,135 585 289 1,160 143 2,095 9,532 555 930 1,035 49 2,100 1,090 1,005 4,999 Colk NHisp 5,970 4,740 NH-OP 2,025 544 1,895 1,125 1,030 174 411 1,925 2,945 4,045 210 1,795 3,482 Coo 5,595 25,828 6,980 2,780 215 4,890 AI-AN&W 479 2,520 1,945 195 2,090 3,075 1,910 2,855 274 AI-AN 1,033 7,925 2,965 6,930 27,502 00 NHisp 3,560 4,550 2,075 2,355 4,035 1,485 350 264 5,570 275 2,895 13,389 14,113 CO T CO T 1,790 3,360 16,834 NHisp Black(B) Asian&W 714 677 9,625 1,984 6,255 31,950 3,835 5,205 7,490 2,895 3,125 5,790 2,080 NHisp| Col G 88,840 13,580 22,818 163,955 28,545 497,443 125,750 34,880 52,295 71,035 111,660 2,825 54,715 5,045 16,070 25,720 8,535 53,960 ColF Asian 131,125 25,930 NHisp 211,980 7,410 46,890 164,140 81,205 81,825 83,165 208,005 795,480 108,200 13,175 6,630 38,085 12,755 8,805 80,975 383,195 103,780 126,180 49,920 Availability of Male & Female Workers: Data by Job & Race Categories Col E 184,275 31,980 294,810 Hispanic (Hisp) 188,650 83,090 16,875 748,355 78,040 101,185 15,105 7,515 38.117 612,080 ,203,160 22,295 2,553,072 110,610 219,830 272,515 392,250 30,602 454,805 ,071,195 1,481,877 Availability of Female Workers: Data by Job & Race Categories Availability of Male Workers: Data by Job & Race Categories ColD Minorities 74,283 529,784 77,072 Total 407,849 37,725 57,903 672,840 545,585 4,077,916 281,154 ,051,950 391,393 237,969 248,630 379,110 355,664 932,925 2,249,926 169,880 612,660 ,827,990 16,380 35,729 NHsp 000 63,245 White(W) 069'99 33,095 316,385 254,310 645,365 329,525 889,840 511,940 55,440 299,060 1,801,295 30,150 11,250 14,570 212,880 268,880 ,275,485 434,300 236,660 395,225 573,455 1,474,190 Col B All Races 682,930 1,231,985 4,051,221 Total ,053,175 1,359,335 1,941,785 660,265 70,820 27,630 140,330 140,980 2,057,530 7,353,400 646,674 113,343 695,495 609,974 406,540 69,497 ,246,295 50,299 676,379 825,540 3,302,180 M&F Adm Sppt Workers M&F Prot Svce Workers M&F Skill Craft Workers M&F Svc Maint Workers Male Prot Svce Workers Male Adm Sppt Workers Male Skill Craft Workers Females Available in LM Male Svc Maint Workrs\* Fem Svc Main Workers\* Category / Category Fem Adm Sppt Workers Fem Prot Svc Workers Males Available in LM M&F Available in LM / Race M&F O&M Workers M&F Tech Workers Male O&M Workers Male Tech Workers Fem O&M Workers M&F Prof Workers Fem Tech Workers Male Prof Workers Column A Fem Prof Workers Fem Skilled Craft

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

			-	_					-					_				_		_	-	-		-				
ntage	Col	Others		1.68%	1.60%	2.27%	1.69%	1.67%	1.60%	1.24%			1.09%	%98.0	1.10%	1.36%	0.69%	1.47%	0.74%			0.59%	0.74%	1.18%	0.32%	0.30%	0.13%	%19.0 0.66%
Table A-20 Availability of Workers by Percentage of Each Job Category	Col	AI-AN&B NHisp		0.06%	0.08%	0.09%	0.17%	0.10%	%90.0	0.07%		0	0.02%	0.04%	0.02%	0.09%	0.03%	%50.0	0.03%		,070	0.04%	0.00%	0.00%	0.00%	20.0	0.00	0.04%
of Worker Category	ColL	B & W NHisp		0.11%	0.15%	0.10%	0.27%	0.16%	%60.0	0.10%		,610	0.05%	%,70.0	0.03%	0.20%	0.00%	0.03%	%90.0 0.06%		7000	200.0	0.000	20.0	0.00%	0,000	0.00%	0.07%
Table A-20 Availability of Workers of Each Job Category	Col	NH-OPI NHisp		0.19%	0.17%	0.24%	0.39%	0.31%	0.29%	0.24%		0 440	0.1.0	0.00%	0.12%	0.29%	0.10%	0.440	0.13%		/0000	0.00.0	0.00%	0.000	0.03%	0.03%	%60.0	0.12%
F 4 0	ColJ	AI-AN&W NHisp		0.37%	0.40%	0.38%	0.49%	0.36%	0.42%	0.35%		0 189/	0.10%	0.19%	0.13%	0.34%	0.30%	0.39%	0.18%		0 180/	0.10%	0.20%	0.20%	0.15%	0.52%	0.2%	0.17%
	Coll	Al-AN NHisp		0.34%	0.33%	0.38%	0.73%	0.41%	0.45%	0.37%		0.20%	0.50%	0.13%	0.13/0	0.55%	0.14%	0,20%	0.19%		0 140%	0 10%	0.15%	0.19%	0.29%	0.04%	0.14%	0.18%
, in	Col H	Asian&W NHisp		0.49%	0.55%	0.51%	0.48%	0.50%	0.30%	0.43%		0.30%	0.22%	0.27%	0.43%	%000	0.27%	0.16%	0.23%		0.20%	0.28%	0.24%	0.05%	0.30%	0.03%	0.14%	0.21%
Job Catego	ColG	Black(B) Asian&W NHisp NHisp		5.12%	6.54%	9.68%	0.19%	0.44%	6 11%	6.76%		2.44%	2 57%	3 60%	11 40%	2,69%	3 90%	3.45%	3.14%		2 69%	3 97%	6.08%	4 79%	5.75%	0.43%	2.66%	3.63%
e of Each	ColF	Asian NHisp		12.45%	15.59%	18.48%	0,070	7 10%	7.98%	10.82%		7.71%	7 96%	839%	4 70%	4.21%	5.77%	4.04%	5.61%		4.74%	7.63%	80.6	0.55%	6.50%	1.33%	3.94%	5.21%
y Percentag	ColE	Hispanic (Hisp)	ategories	17.91%	13.56%	27.04%	21 52%	44 65%	58.48%	34.72%		10.50%	6.11%	12.03%	21.71%	11.32%	41.27%	36.37%	20.15%	es	7.41%	7.44%	10.76%	5.33%	20.20%	3.38%	22.10%	14.57%
Categories b	ColD	Minorities Total	Job & Race (	38.73%	56.97%	52 60%	54 17%	59.28%	75.12%	55.46%	e Categories	22.60%	18.29%	26.88%	41.07%	19.52%	53.87%	45.34%	30.60%	ace Categori	16.13%	20.68%	28.04%	11.62%	34.65%	5.41%	29.78%	24.86%
nd Ethnicity	Col C	White(W) NHsp	S: Data by	64 02%	45,07%	47.30%	45.83%	40.72%	24.88%	44.54%	Job & Rac	38.81%	31.95%	23.58%	39.32%	16.29%	38.52%	14.53%	24.50%	y Job & R	22.47%	29.07%	21.49%	7.98%	29.53%	2.21%	10.35%	20.05%
inder, Race a tion Report US Census	Col B	All Races Total	nale Worker	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	ers: Data by	61.40%	50.24%	50.47%	80.40%	35.82%	92.38%	59.88%	25.09%	rkers: Data	38.60%	49.76%	49.52%	19.60%	64.18%	7.62%	40.12%	44.91%
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	Column A	Job / Race Category / Category	Availability of Male & Female Workers: Data by Job & Race Categories	M&F Prof Workers	M&F Tech Workers	M&F Prot Svce Workers	M&F Adm Sppt Workers	M&F Skill Craft Workers	M&F Svc Maint Workers	M&F Available in LM	Availability of Male Workers: Data by Job & Race Categories	Male O&M Workers	Male Prof Workers	Male Tech Workers	Male Prot Svce Workers	Male Adm Sppt Workers	Male Skill Craft Workers	Male Svc Maint Workrs*	Males Available in LM	Availability of Female Workers: Data by Job & Race Categories	Fem O&M Workers	Fem Prof Workers	Fem Tech Workers	Fem Prot Svc Workers	Fem Adm Sppt Workers	Fem Skilled Craft	Fem Svc Main Workers*	Females Available in LM
and .			1					1			115											9					73	3