



Metropolitan Council

Affirmative Action Plan for July 1, 2024 – June 30, 2026

Metropolitan Council
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As requested by Minnesota Statute 3.197: This report cost approximately \$3,120 to prepare, including staff time, printing, and mailing expenses.

To request an alternative format of this document, please contact **Ashanti Payne**,
Ashanti.payne@metc.state.mn.us

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Statement of Commitment

This statement reaffirms the Metropolitan Council (hereafter “the Council”) is committed to Minnesota’s affirmative action efforts and providing equal employment opportunity to all employees and applicants in accordance with all equal opportunity and affirmative action laws.

I affirm my personal and official support of these policies which provide that:

- No individual shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in programs, services, and activities, or subject to harassment, on the basis of race, sex (including pregnancy), color, creed, religion, age, national origin, sexual orientation, gender expression, gender identity, disability, marital status, familial status, status with regard to public assistance, or membership or activity in a local human rights commission.
- The prohibition of discrimination on the basis of sex precludes sexual harassment, gender- based harassment, and harassment based on pregnancy.
- The Council is committed to the implementation of the affirmative action policies, programs, and procedures included in this plan to ensure that employment practices are free from discrimination. Employment practices include, but are not limited to the following: hiring, promotion, demotion, transfer, recruitment or recruitment advertising, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation for employees and applicants with disabilities.
- The Council will continue to actively promote a program of affirmative action, wherever women, Black, Indigenous, Hispanic, Asian, and individuals with disabilities are underrepresented in the workforce, and work to retain all qualified, talented employees, including protected group employees.
- The Council will evaluate its efforts, including those of its directors, managers, and supervisors, in promoting equal opportunity and achieving affirmative action objectives contained herein. In addition, the Council will expect all employees to perform their job duties in a manner that promotes equal opportunity for all.

It is the Council’s policy to provide an employment environment free of any form of discriminatory harassment as prohibited by federal, state, and local human rights laws. I strongly encourage suggestions as to how we may improve. We strive to provide equal employment opportunities and the best possible service to all residents of Minnesota.

If an employee or job applicant believes that they have been discriminated against or harassed, employees/applicants have a right to file a complaint with the Director of the Office of Equity and Equal Opportunity:

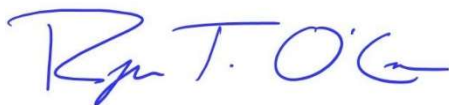
Cyrenthia Jordan

Director of the Office of Equity and Equal Opportunity

390 North Robert Street, St. Paul, MN 55101; 651-602-1085

Council employees: <https://tinyurl.com/MetCouncilEthicsPoint>

Retaliation against an individual for bringing an employment or public service discrimination complaint, for cooperating in a complaint inquiry, or otherwise engaging in protected activity is prohibited.



Regional Administrator: _____ **Date Signed:** 12-02-2024

Executive Summary

Minnesota Statutes 2023, section 473.143, subdivision 2, (a)

This Affirmative Action Plan (AAP) meets the requirements set forth in Statutes, in Administrative Rules, and by Minnesota Management and Budget (MMB). The AAP contains:

- Affirmative action workforce analysis.
- Goals, objectives, and timetables.
- Assertive hiring, recruitment, and retention methods for achieving goals and objectives.

This Affirmative Action review revealed underutilization of the following protected group(s) in the following job categories:

Table 1. Workforce Underutilization of Protected Groups

(x indicates the job categories and protected groups that have underutilization. A dash – indicates where there is no underutilization.)

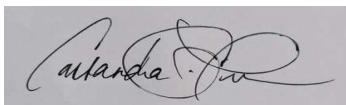
Job Category	Females	Persons with Disabilities	Racial or Ethnic Minorities
Officials and Managers	X	-	-
Professionals	X	-	-
Technicians	X	-	-
Protective Services: Sworn	X	-	-
Protective Services: Non-sworn	X	-	-
Paraprofessionals	X	-	X
Administrative Support	X	-	-
Skilled Craft	X	X	X
Service Maintenance	X	X	-

Affirmative Action Officer:

Cyrenthia Jordan

Date Signed: 11/21/2024

Chief Human Resources Officer:



Date Signed: 11/26/2024

Regional Administrator:

R. T. O'G

Date Signed: 12-02-2024

Organizational Profile

METROPOLITAN COUNCIL

The Metropolitan Council (Council) is the regional planning agency serving the Twin Cities seven-county metropolitan area and providing essential services to the region. The Council works with local communities to provide these critical services:

- operates the region's largest bus and light rail system, and collects and treats wastewater,
- engages communities and the public in planning for future growth,
- provides forecasts of the region's population and household growth,
- provides affordable housing opportunities for low- and moderate-income individuals and families,
- provides planning, acquisitions, and funding for a regional system of parks and trails, and
- provides a framework for decisions and implementation for regional systems including aviation, transportation, parks and open space, water quality and water management.

The Council is committed to environmental stewardship, sustainable solutions, and reduced energy use. The Council's *Thrive 2040* outcomes are Stewardship, Prosperity, Equity, Livability, and Sustainability.

GOVERNANCE

The 17-member Metropolitan Council has 16 members who each represent a geographic district and one chair who serves at large. They are all appointed by and serve at the pleasure of the Governor. The State Senate confirms Council member appointments. Thereafter, the Metropolitan Council chair selects the regional administrator.

MISSION

The mission of the Metropolitan Council is to foster efficient and economic growth for a prosperous metropolitan region.

FINANCE

The Council has an annual operating budget of just over \$1.6 billion: 73% of spending is for day-to-day operations; 12% is debt service for wastewater and transportation capital projects, 14% is pass-through grants to other agencies, and 1% for other post employee benefits. The Council's source of funding comes from federal, state, and local intergovernmental revenues; property tax levies; transit fare revenue; wastewater treatment service fees; and, Motor Vehicle Sales Tax. The Council distributes millions in grants to regional park operations, community development projects, suburban transit agency operations, and housing assistance for low-income families.

Website: www.metrocouncil.org

Online newsletter: www.metrocouncil.org/NEWS-EVENTS.aspx

Metro Transit www.metrotransit.org

24-Hour Transit Information 612-373-3333

Metro HRA 651-602-1428

Street Address Metropolitan Council 390 N. Robert Street Saint Paul MN 55101

Phone: 651-602-1000 • **TTY:** 651-291-0904 • **Public**

Information: 651-602-1140

E-mail: public.info@metc.state.mn.us

Individuals Responsible for Directing and Implementing the Affirmative Action Plan

Minnesota Statutes 2023, section 473.143, subdivision 2, (b)

A. Regional Administrator

Responsibilities

The Regional Administrator is responsible for establishing an Affirmative Action Plan, including goals, timetables, and compliance with all federal and state laws and regulations. Quarterly, the Regional Administrator reports the Metropolitan Council's progress in meeting its affirmative action goals and objectives to the Commissioner of Minnesota Management & Budget (MMB). The Regional Administrator, through the Commissioner of MMB, will report annually to the Governor and the Legislature the Metropolitan Council's progress in meeting its affirmative action goals and objectives.

Duties

The duties of the Regional Administrator include, but are not limited to:

- Appoint the Affirmative Action Officer and include accountability for the administration of the Metropolitan Council's Affirmative Action Plan in his or her position description.
- Take action, if needed, on complaints of discrimination and discriminatory harassment.
- Issue a statement affirming the Metropolitan Council's commitment to affirmative action and equal employment opportunity and ensure the statement is shared with all employees.
- Make decisions and changes in policies, procedures or physical accommodations as needed to implement effective affirmative action in the Metropolitan Council.
- Actively promote equal employment opportunity and incorporate diversity and inclusion principles in annual business plans, strategic plans, and the Metropolitan Council mission.
- Notify all contractors and sub-contractors with the Metropolitan Council of their affirmative action responsibilities.
- Enforce equal employment opportunity in affirmative and non-affirmative hiring decisions reviewed in the hiring process.
- Require that all Metropolitan Council general managers, officers, directors, managers, and supervisors include responsibility statements to support affirmative action, equal opportunity, diversity, and cultural responsiveness in their position descriptions and annual objectives.
- Comply with state-wide and Metropolitan Council anti-discrimination and anti-harassment policies.

Accountability

The Regional Administrator is accountable directly to the Council Chair and indirectly to the Governor and/or Commissioner of MMB for affirmative action matters.

Name of individual(s) responsible

Name: Ryan O'Connor

Email: Ryan.OConnor@metc.state.mn.us

Title: Regional Administrator

Phone: 651-602-1359

B. Affirmative Action Officer

Responsibilities

The Affirmative Action Officer is directly responsible for developing, coordinating, implementing, and monitoring the agency's affirmative action plan. The Affirmative Action Officer oversees the administration of the Americans with Disabilities Act, as Amended (ADA), Title II, and manages diversity, access, and inclusion initiatives, and other equal opportunity related matters.

Duties

The duties of the Affirmative Action Officer include, but are not limited to:

- Develop and administer the Metropolitan Council's Affirmative Action Plan.
- Develop and set Council-wide affirmative action hiring goals.
- Monitor Council compliance and fulfill all affirmative action reporting requirements.
- Disseminate the affirmative action policy to employees in the Council.
- Inform the Regional Administrator of progress on affirmative action and equal opportunity goals and report potential concerns.
- Act as the affirmative action liaison between the Council, MMB, and the Governor's Office.
- Determine the need for affirmative action training within the Council. Develop training goals and content with internal and external resources.
- Review and recommend changes in policies, procedures, programs, and physical accommodations to implement affirmative action and equal opportunity.
- Develop innovative programs to attract and retain individuals from protected groups in the Council.
- Support the recruitment of females, persons with disabilities, and racial or ethnic minorities for employment, promotion, and training opportunities.
- Manage the Council's pre-hire review process.
- Review requests for non-affirmative hires in the Concur to Hire process and refer unresolved issues to the Regional Administrator for final decision.
- Ensure supervisors and managers are making good faith efforts to recruit and retain qualified candidates and employees from protected groups.
- Oversee the administration of the Americans with Disabilities Act Title II.
- Comply with state-wide and Council anti-discrimination and anti-harassment policies.

Accountability

The Affirmative Action Officer is accountable to the Regional Administrator for program impacts and for ongoing program activities and direction. The Affirmative Action Officer oversees the administration of ADA Title II, manages diversity and inclusion initiatives, and other equal opportunity related matters. In addition, the AAO ensures that aggregate data and trends of complaints of illegal discrimination in hiring are provided and shared with the Human Resources Director on a quarterly basis.

Name of individual responsible

Name: Cyrenthia Jordan

Email: Cyrenthia.Jordan@metc.state.mn.us

Title: Director, Office of Equity and Equal Opportunity

Phone: 651-602-1085

C. Affirmative Action Officer Designee(s): OEEO Assistant Directors and Enterprise Equity Senior Manager

Responsibilities

Designees are responsible for the implementation of the department's Affirmative Action Plan. Each designee is directly accountable to the agency's Affirmative Action Officer for matters relating to affirmative action.

Duties

The duties of Affirmative Action Designees include, but are not limited to:

- Fulfill all affirmative action reporting requirements by submitting standard reports.
- Ensure dissemination of all relevant affirmative action information to appropriate staff.
- Serve as ex-officio member of the Employee Resource Group (ERG) diversity committee at their work and/or participate in the agency's diversity or equity committee.
- Determine the need for diversity training and recommend training at their respective work location.
- Review policies, procedures, and practices to recommend changes to the Affirmative Action Officer.
- Partner with the agency's recruitment team at their work locations.
- Comply with statewide and agency anti-discrimination and anti-harassment policies.

Accountability

The Affirmative Action Designee is accountable to the Director, Office of Equity and Equal Opportunity.

D. Chief Human Resources Officer or Designee

Responsibilities

The Human Resource (HR) Office is responsible for ensuring equitable and uniform administration of all personnel policies.

The HR Director is responsible, in conjunction with the agency ADA Coordinator Title I, for ensuring timely responses to all Americans with Disabilities Act (ADA) requests for reasonable accommodations to remove barriers to equal employment opportunity with the agency. The HR Director is responsible for assisting managers and supervisors in human resources management activities.

Staff within HR who work on affirmative action and diversity issues are accountable to the HR Director or Designee.

Duties

The duties of HR Director include, but are not limited to:

- Maintain effective working relationships with the Council Affirmative Action Officer and designees.
- Provide leadership to HR staff and others to ensure personnel decision-making processes adhere to equal opportunity and affirmative action principles.
- Provide guidance in the development and use of selection criteria to ensure they are objective, uniform, and job related.
- Assist in recruitment and retention of protected groups and notify managers and supervisors of existing disparities.
- Ensure an Affirmative Action Pre-hire Review process is implemented and followed by hiring managers and supervisors in collaboration with the Affirmative Action Officer.
- Align and report on progress made with program objectives contained in the Affirmative Action Plan.
- Ensure that the reasonable accommodation process is implemented and followed by all employees and applicants in need of a reasonable accommodation.
- Assist supervisors, managers, and the Affirmative Action Officer in the recruitment of protected group members through career and job fairs and other efforts, as well as in selection and retention of protected group members.
- Request assistance from MMB to support diversity recruitment efforts, as well as the retention of protected group members in hard-to-fill or executive level positions.
- Include responsibility statements for affirmative action/equal employment opportunity in position descriptions and annual performance objectives.
- Comply with state-wide and Council anti-discrimination and anti-harassment policies.

Accountability

HR staff are accountable to the Chief Human Resources Officer or Designee.

Name of individual(s) responsible

Name: Cassandra Tabor

Email: Cassandra.Tabor@metc.state.mn.us

Title: Chief Human Resources Officer

Phone: 651-602-1417

Name: Sheri Chesness

Email: Sheri.Chesness@metc.state.mn.us

Title: Deputy Chief HR Officer

Phone: 651-602-1418

E. Americans with Disabilities Act Title I Coordinator

Responsibilities

The Americans with Disabilities Act (ADA) Title I Coordinator is responsible for ensuring the Council's compliance with the ADA Title I – Employment, in accordance with the ADA - as amended, and the Minnesota Human Rights Act.

Duties

The duties of the ADA Title I Coordinator include, but are not limited to:

- Provide guidance, coordination, and direction to Council management on the ADA Title I services. The Council develops and implements policies, procedures, and practices to ensure Council employment practices and programs are accessible and nondiscriminatory.
- Provide training, technical guidance, and consultation to Council management and staff on compliance and best practices for hiring and retaining persons with disabilities, as well as the provision of reasonable accommodations to employees and job applicants.
- Track and facilitate requests for reasonable accommodation for job applicants and employees.
- Research case law rules and regulation and update Chief Human Resources (HR) Officers on evolving ADA issues. Meet bi-annually with ADA Coordinators and provide updates on ADA.
- Ensure compliance with ADA reporting according to state and federal requirements.
- Assist the Affirmative Action Officer in designing and delivering specific ADA training for targeted groups.
- Receive requests for ADA accommodation and work with appropriate supervisors, unions, etc. to approve or deny the request, or provide alternative accommodation.
- Provide reasonable accommodations to qualified individuals (as defined by ADA) with known physical or mental disabilities, to enable them to compete in the selection process, perform essential functions of the job, and/or enjoy equal benefits and privileges. The ADA Coordinator, in consultation with the employee and supervisor, and other individuals involved must:
 - Discuss the purpose and essential functions of the job and complete a step-by-step job analysis;
 - Determine the precise job-related limitations;
 - Identify potential accommodations and assess the effectiveness each would have in allowing the employee to perform essential functions of the job; and
 - After discussion and review, select and implement the accommodations that are appropriate for both the employee and the employer.
- Comply with state-wide and agency anti-discrimination and anti-harassment policies.

Accountability

The ADA Title I Coordinator is accountable to Chief Human Resources Officer.

Name of individual(s) responsible

Name: Sheri Chesness

Email: Sheri.Chesness@metc.state.mn.us

Title: Deputy Chief HR Officer

Phone: 651-602-1418

F. Americans with Disabilities Act Title II Coordinator

Responsibilities

The Americans with Disabilities Act (ADA) Title II Coordinator or Designee is responsible ensuring the Council's compliance with the ADA Title II – Public Services, in accordance with the ADA as amended, and the Minnesota Human Rights Act.

Duties

The duties of the ADA Title II Coordinator or Designee include, but are not limited to:

- Provide guidance, coordination, and direction to Council management on the ADA Title II. The Council develops and implements policies, procedures, and practices to ensure Council employment practices and programs are accessible and nondiscriminatory.
- Provide training, technical guidance, and consultation to the Council's management and staff on compliance and best practices with regards and obligations to members of the public with disabilities, as well as the provision of reasonable modifications for visitors.
- Track and facilitate requests for reasonable modifications for members of the public accessing Council services.
- Research case law rules and regulation and update the Council's Affirmative Action Officer on evolving ADA issues. Meet bi-annually with ADA Coordinators and learn updates and provide updates on ADA Title II.
- Ensure compliance with ADA reporting according to state and federal requirements.
- Assist the Affirmative Action Officer in designing and delivering training for Council employees assisting ADA modifications for the public.
- Provide reasonable modifications to members of the public (as defined by ADA) with known physical or mental disabilities to ensure equal access and privileges to programming and services. The ADA Title II Coordinator or Designee will consult with the member of the public in need of a modification and:
 - Discuss the purpose and essential functions of the reasonable modification.
 - Identify the potential modifications and assess the effectiveness each request.
 - After discussion and review, select and implement the modifications that are appropriate for both the member of the public and the Council.
- Comply with state-wide and Council anti-discrimination and anti-harassment policies.

Accountability

The ADA Title II Coordinator is accountable to the Regional Administrator.

Name of individual(s) responsible:

Name of individual(s) responsible

Name: Cyrenthia Jordan

Title: Director, Office of Equity and Equal Opportunity

Email: Cyrenthia.Jordan@metc.state.mn.us

Phone: 651-602-1085

Name: Zecharias Hailu

Title: Assistant Director, Office of Equity and Equal Opportunity

Email: zecharias.hailu@metc.state.mn.us

Phone: 651-602-1778

H. General Managers, Officers, Directors, Senior Managers and Executive Team Leaders

Responsibilities

Council general managers, officers, directors, senior managers, and executive team leaders are responsible for implementing all aspects of the Metropolitan Council Affirmative Action Plan and the Council's commitment to affirmative action and equal opportunity.

Duties

The duties of general managers, officers, directors, senior managers, and executive team leaders include, but are not limited to:

- Identify problem areas and eliminate barriers that prevent equal employment opportunity within the Council.
- Communicate the equal opportunity employment policy and the affirmative action plan to all employees.
- Assist the Affirmative Action Officer in periodic audits of hiring and promotion patterns to remove obstacles to attaining affirmative action goals and objectives.
- Hold regular discussions with managers, supervisors, and employees to ensure the Council's equal employment opportunity policies are being followed.
- Evaluate the performance of each supervisory and managerial employee of the Council and include in the performance evaluation the individual's performance in implementing the Council's affirmative action plan, equal employment opportunity efforts, and in preventing forbidden discrimination in the workplace.
- Comply with statewide and Council anti-discrimination and anti-harassment policies.

Accountability

General managers, officers, directors, senior managers and executive team leaders are accountable indirectly and directly as appropriate to the Regional Administrator or the Deputy Regional Administrator.

I. All Employees

Responsibilities

All employees are responsible for conducting themselves in accordance with the Metropolitan council's policies on affirmative action, equal employment opportunity, and anti-discrimination and anti-harassment. This includes refraining from any actions that would subject any employee to negative treatment on the basis of race, creed, color, sex (including pregnancy), national origin, religion, age, marital status, familial status, disability, sexual orientation, gender expression, gender identity, reliance on public assistance, membership or activity in a local human rights commission. Employees who believe they have been subjected to such discrimination or harassment are encouraged to use the Council's complaint procedure.

Duties

The duties of all employees include, but are not limited to:

- Exhibit an attitude of respect, courtesy, and cooperation toward colleagues and the public.
- Refrain from any actions that would adversely affect a colleague on the basis of their race, creed, color, sex (including pregnancy), national origin, religion, age, marital status, familial status, disability, sexual orientation, gender expression, gender identity, reliance on public assistance, membership or activity in a local human rights commission, religion.
- Comply with state-wide and Council anti-discrimination and anti-harassment policies.

Accountability

Employees are accountable to their designated supervisor and indirectly to the Council's Regional Administrator. All employees are responsible for conducting themselves in accordance with the Affirmative Action Plan.

Communication of the Affirmative Action Plan

Minnesota Statutes 2023, section 473.143 subdivision 2, (c)

The following information describes the methods that the Council takes to communicate the Affirmative Action Plan to employees and the general public:

Internal Methods of Communication

- **Internal memorandum.** The Regional Administrator will sign the Policy Statement endorsing the Affirmative Action Plan and provide written communications regarding the equal employment opportunity (EEO) program and implementation. This message identifies the location of the Affirmative Action Plan and the employee's responsibility to read and understand it. It also indicates the employee's responsibility to support and implement equal opportunity and affirmative action.
- **Intranet.** A copy of the AAP, which includes the Policy Statement, will be posted on the Council's MetNet Office of Equity and Equal Opportunity webpage <https://metcmn.sharepoint.com/sites/AffirmativeAction/Pages/Home.aspx> . As requested, the Council will make the plan available in alternative formats.
- **Printed copy.** Copies of the Affirmative Action Plan will be available to all employees through their manager, or from the Office of Equity and Equal Opportunity, located at 390 N Robert Street, St. Paul, MN 55101.
- The Director of the Office of Equity and Equal Opportunity will provide a copy of the AAP and will meet with the Executive Management Team to discuss the plan and implementation at least semi-annually.
- The Council Division Directors and General Managers will review the AAP with their respective senior managers.
- Managers and supervisors will be responsible for providing opportunities for employees to review the AAP.
- Employees will be responsible for reviewing the AAP and have independent access available electronically and in hard copy, upon request.
- Managers, supervisors, and employees will receive periodic equal employment opportunity training which will include how to handle alleged acts of discrimination in the workplace and the complaint process.
- The Office of Equity and Equal Opportunity will meet with employees and affinity groups to seek input on program implementation.
- Office of Equity and Equal Opportunity provides reference material for and/or conducts equal opportunity/affirmative action training for new managers and supervisors after their hire, promotion, or appointment. Human Resources oversees the distribution of training materials to new managers and supervisors.

External Methods of Communication

- **Public website.** A copy of the AAP, which includes the Policy Statement, will be posted on the Council's, website:<https://metro council.org/About-Us/What-We-Do/Office-of-Equal-Opportunity.aspx>. Printed copies are available to anyone who requests it. As requested, the agency will make the plan available in alternative formats.
- **Equal opportunity employer language.** The Council's website homepage, letterhead, publications, and all job postings include the statement "The Metropolitan Council is an equal opportunity employer." The Council will also ensure marketing material reflects the organizations diversity and inclusion representation and values.
- A physical copy of the Council's Affirmative Action Plan is available to contractors, vendors, and members of the public, upon request, at the following address: **Office of Equity and Equal Opportunity, 390 N Robert Street, St. Paul, MN 55101**

Workforce Composition Analysis

Minnesota Statutes 2023, section 473.143, subdivision 2, (f)

Job Category Review

The Council conducted a Job Category Analysis to determine the percentage of protected group employees in each job category. The job category analysis lists job class titles in each Equal Employment Opportunity (EEO) job category at the Council. A job classification is a group of one or more positions with similar duties and responsibilities. These classifications help clarify positions within the class so the same schedules of pay can be applied with equity to all positions in the class that fall under the same, or substantially the same, employment conditions.

Determining Availability

The Council used the United States Census Bureau's EEO Tabulation 2014-2018 American Community Survey (ACS) statistical data for external availability. The feeder job statistics of employees are used for internal availability (refer to Appendix D. Feeder Jobs for details).

These external and internal factors are weighted according to the Council's past hiring patterns and/or future recruitment focus to obtain the final availability (Refer to Appendix E. Determining Availability for details).

Progress Reports

The progress report examines hiring goals established in the prior Affirmative Action Plan. As a part of the Council's monitoring practices, the Council evaluated if it met the hiring goal(s) established in the prior Affirmative Action Plan (refer to [Appendix A. Progress Report](#)).

[Appendix A. Progress Report](#) includes only job categories that have hiring goal(s) established in the prior Affirmative Action Plan and it evaluates if the Council attained the hiring goal(s).

Where the indication of the "Goal Met?" column is:

- "Yes": the Council met the goal established in the prior Affirmative Action Plan.
- "No": the Council did not attain the goal established in the prior Affirmative Action Plan.
- "No Hire/Prom": there were no opportunities in the prior Affirmative Action Plan period.
- The Council established goals for females in each job category in the previous affirmative action plan (2022-2024). The Council met the goal in both the Protective Services: Sworn and Protective Services: Non-sworn job categories.
- The Council established goals for Racial or Ethnic Minorities in two job categories in the previous affirmative action plan (2022-2024). The Council was able to meet the established goal in the Technicians job category, but not the Skilled Craft job category.
- The Council established goals for Persons with Disabilities in four job categories in the previous affirmative action plan (2022-2024). The Council was able to meet the established goals in all but one job category (Service Maintenance).

Table 2. Progress Report from 2022-2024 Affirmative Action Plan

Job Category	Females	Persons with Disabilities	Racial or Ethnic Minorities
Officials and Managers	No	Yes	
Professionals	No		
Technicians	No		Yes
Protective Services: Sworn	Yes		
Protective Services: Non-sworn	No		
Paraprofessionals	No		
Administrative Support	No	Yes	
Skilled Craft	No	Yes	No
Service Maintenance	No	No	

Separations Analysis

[Appendix B. Separation Analysis](#) shows the results by separation type and the protected group during the prior affirmative action plan period to evaluate and identify potential action area(s) for retention strategies for the 2024-2026 plan year.

Table 3. Separation Analysis

Separation Type	Females	Persons with Disabilities	Racial or Ethnic Minorities
Dismissal or Non-Certification	59	5	98
Resignation	165	20	257
End Internship	57	4	36
Retirement	76	11	50
Death	6	1	2
Termination without Rights	49	6	148
Total Separations	412	47	591

Utilization and Comparison of Employees to Availability

Utilization is an analysis of affirmative action and equal opportunity employment data used to assess the available workforce for a given state.

Underutilization Analysis worksheets are attached in the appendices. Numbers less than 10 are indicated with “<10” in accordance with Minnesota Management and Budget’s guidance on data privacy.

Through the utilization and availability analysis, the Council has determined which job categories are underutilized for females, persons with disabilities, and racial or ethnic minorities in the Council and has set hiring goals for the next two years. Hiring goals are objective and used for making good faith efforts for all aspects of the affirmative action plan. Effective hiring goals are strategic, actionable, and measurable efforts the Council is committed to pursuing and implementing in 2024-2026.

The goals are not quotas, nor do they require protected group status-based hiring preferences. They are aspirational goals so that the Council makes good faith efforts to remove barriers to equal employment opportunity.

The Council used the whole person rule to establish a hiring goal. This means when the actual representation percentage of females, persons with disabilities, and racial or ethnic minorities is less than reasonably would be expected given the workforce participation in the labor market area or reasonable recruitment area and that difference is at least one whole person (more than 1), then a goal is established for that job category.

When a hiring goal for a job category is established, a percentage goal equals to the final availability percentage is calculated for females, persons with disabilities, and racial or ethnic minorities in that job category.

In Appendix F. the Utilization Goals indicates if a job category by protected group is underutilized.

Area(s) in the Council’s workforce that require further monitoring appear in the “Establish Goals?” column as:

- “Yes”: there is underutilization.
- “Monitor”: the Council needs to monitor the job it may be underutilized where employee movement occurs.

In Table 2. Hiring Goals by Job Category and Protected Group, if a protected group in a job category shows “Monitor,” the Council will proactively make good faith efforts to recruit external qualified protected groups. The Council will also train and retain employees in the job category to help prevent underutilization due to an employee move or attrition.

Refer to Appendix F. Utilization-Goals for details for underutilization and hiring goals.

The Council has a summary of hiring goals by job category and protected group. The actions the Council will take to address these hiring goals will be described in the goals, objectives, and timetables section.

Table 4. 2024-2026 Hiring Goals by Job Category and Protected Group

Job Category	Females	Persons with Disabilities	Racial or Ethnic Minorities
Officials and Managers	39.5%	-	-
Professionals	50.9%	-	-
Technicians		-	-
Protective Services: Sworn	19.6%	-	-
Protective Services: Non-sworn	28.6%	-	-
Paraprofessionals	76.3%	-	42.6%
Administrative Support	56.8%	-	-
Skilled Craft	15.5%	5.4%	34.2%
Service Maintenance	40.8%	8.5%	-

Goals and Timetables

Minnesota Statutes 2023, section 473.143, subdivision 2, (f)

Goals:

This Affirmative Action Plan shall establish goals for each goal unit by protected group. The goals are based on a comparison of the composition of the Council or Council division work force with the composition of the relevant civilian labor force in an identified labor market area. If the comparison shows that a goal unit underutilizes a protected group, the Regional Administrator shall establish a goal for that group in that goal unit.

Definition: Goal is a broad statement about the long-term expectation of what should happen as a result of your program (the desired result). Serves as the foundation for developing your program objectives.

Timetables:

This Affirmative Action plan also establishes timetables for meeting goals. Timetables are based on turnover and hire rates within each goal unit in the Council or within each Council division.

Goals and Timetables by Protected Group

Females:

Goal	Time
Continue and increase Pathway programs that allow individuals with low or no technical skills to begin employment as a Trainee or Apprentice employee. Pathway programs have yielded new employees that are 75+% minorities and female.	May 30, 2025
Partner with women organizations, community organizations and trade associations to establish relationships to develop talent pipelines to positions in this job category. Evaluate the success of these activities at the end of this plan year.	December 31, 2024
Review Council exit survey data and conduct an analysis. Develop a plan to address any significant issues.	February 28, 2025

Persons with Disabilities:

Goal	Time
Continue to collect feedback from interns with disabilities to improve curriculum and better understand pathways to employment for individuals with disabilities.	September 30, 2025
Partner with organizations that serve individuals with disabilities to establish relationships to develop talent pipelines to positions within the Council. Evaluate the success of these activities at the end of this plan year.	May 30, 2025
Continue to recruit individuals with disabilities through our Met Scholars internship program to develop pathways for employment.	May 30, 2025

Racial or Ethnic Minorities:

Goal	Time
Continue and increase Pathway programs in the skilled craft job category that allow individuals with low or no technical skills to begin employment as a Trainee or Apprentice employee. Pathway programs have yielded new employees that are 75+% minorities and female.	May 30, 2025
Grow and maintain connections with metro area CBOs. This effort includes periodic in-person and virtual interactions with over 30 organizations. These organizations include faith based, non-profit and cultural organizations.	May 30, 2025
Continue to support and work with Employee resource groups to gather feedback and inform recruitment and retention strategies.	February 28, 2025

Barriers to Achieving Goals and Timetables:

The Council has constraints on addressing underutilization and areas for monitoring identified in the previous section.

- The tight labor market remains a barrier to recruitment and employment.
- A disproportionate number of women left the labor market during the pandemic, and many have not returned.
- There are a low number of specialized technical training schools in the metro area.
- Unwillingness of employees to self-identify, including persons with disabilities. This will affect the representation of employees in this protected group.

Recruitment, Retention, and Training

Minnesota Statutes 2023, section 473.143, subdivision 2, (d), (g), and (i)

Recruitment

The Council will demonstrate a good faith effort to build a coordinated plan to recruit and retain qualified females, persons with disabilities, and racial or ethnic minorities.

- Continue to consider females, persons with disabilities, and racial or ethnic minorities applicants for all positions for which they qualify.
- With support from OEEA the Council's Workforce Development department leads the effort to grow and maintain connections with metro area CBOs. This effort includes periodic in-person and virtual interactions with over 30 organizations. These organizations include faith based, non-profit and cultural organizations. The purpose of these engagements is to share information about current Council/Transit career opportunities and Pathway programs.
- To address the underutilization of minorities and females in the Skilled Craft area, the Council's Workforce Development department leads Pathway programs. Pathway programs are either registered apprentices or training programs that offer paid training experience to individuals with low or no technical experience. These programs are focused on supporting the Skilled Craft positions including but not limited to Revenue Equipment, Bus, Electro Mechanic (Rail) and Signal Technicians. More than 75% of successful Pathway program graduates are female and/or minorities.
- Continue with the Week Zero programming led by our Workforce Development department that supports Metro Transit Bus and Rail Operator hiring. Currently more than 75% of newly hired Operators are new to the Bus Operator industry and do not have a CDL credential. Week Zero is a paid week of intensive learning for non-CDL Operators so they can successfully obtain their Commercial Learners Permit (CLP), a required credential before they begin their behind-the-

wheel training. Over 90% of Operator successfully obtain their CLP during Week Zero and advance to CDL and Operator training.

- Continue monitoring results from our Equity Recruitment Scorecard. In 2023 the overall score was 92%. Stats are reported out at year end.
- Continue with the work of the Met Scholars and Ability Intern programs. It is a leadership and professional development internship program providing college students with various abilities, from diverse racial and ethnic backgrounds with distinctive professional experience. The program focuses on essential leadership skills and creating resume-building career pathways, training the next generation of leaders. These internships are offered annually and run from May through August.
- Use LinkedIn job posting feature to search for applicants, which we have been successful in obtaining qualified protected candidates.
- Continue to use the equal employment opportunity (EEO) tag line on all job postings and advertisements.
- Continue to publish recruitment materials and media depicting individuals representing protected groups.
- Active Dashboards that track progress on AAP Program Plan goals and provide current data on recruitment, employment, and Council workforce data. The workforce dashboards are accessible to all Council employees.
- Review/evaluate job postings to eliminate non-inclusive language.

Name of individual(s) responsible

- **Name:** Cyrenthia Jordan

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- **Title:** Director, OEEO

- **Phone:** 651-602-1085

- **Name:** Cassandra Tabor

Email:

Cassandra.Tabor@metc.state.mn.us

- **Title:** Chief Human Resources Officer

- **Phone:** 651-602-1417

Retention

The Council will take the following actions to improve retention of females, persons with disabilities, and racial or ethnic minorities:

- The service maintenance category has significant separation of females and black employees during the last plan year. To mitigate separations of females and black employees, we will:
 - Conduct exit interviews, analyze the data, and address identified concerns.
 - Track recruitment, employment and retention data to understand where in the process these protected groups are falling out of the process and develop strategies that impact retention rates for the groups.
- Encourage all new hires to receive applicable trainings for their career development.
- Ensure an inclusive work environment and equal opportunities for all employees.
- Encourage use of the Council's Mentoring Works programs. There are eight career paths published on MetNet.
- Provide workshops on career ladder and mentoring works to mentor and support career development.
- Continue to promote Employee Resource Groups and obtain feedback from these affinity groups to inform retention strategies.
- Advance the Council's culture blueprint.

Name of individual(s) responsible

- **Name:** Cassandra Tabor
- **Title:** Chief Human Resources Officer
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- **Phone:** 651-602-1417

Training

The Council will take the following actions to promote a diverse set of training opportunities to advance the recruitment, hiring, promotion, and retention of females, persons with disabilities, and racial or ethnic minorities.

- Implement cross-learning programs to develop employees' skills and competencies.
- Provide quality on-boarding orientations.
- Announce training opportunities to all employees.
- Broadly announce all promotion and transfer opportunities.
- Provide unconscious bias training to all employees.
- Require unconscious bias training for all employees participating in the interview process.

- Ensure all new hires receive inclusive workplace e-learning training.
- Continue and increase Pathway programs that allow individuals with low or no technical skills to begin employment as a trainee or apprentice employee in the skilled craft worker category. Pathway programs have yielded new employees that are 75+% minorities and female.

Name of individual(s) responsible

- | | |
|---|--|
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Cassandra.Tabor@metc.state.mn.us • Phone: 651-602-1417 |
| <ul style="list-style-type: none"> • Name: Cyrenthia Jordan • Title: Director, OEE0 | <ul style="list-style-type: none"> • Email:
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Methods of Auditing, Evaluating, and Reporting Program Success

Minnesota Statutes 2023, section 473.143, subdivision 2, (h)

Pre-Employment Review Procedure or Concur to Hire Process

The Council will evaluate its selection process to determine if its requirements unnecessarily screen out a disproportionate number of females, persons with disabilities, and racial or ethnic minorities. The Council will track the number of females, persons with disabilities, and racial or ethnic minorities in each stage of the selection process. Directors, managers, and supervisors will work closely with human resources in reviewing the requirements for the position, posting the position, and interviewing and selection to ensure that equal opportunity and affirmative action are carried out. Directors, managers, and supervisors must document their hiring decisions, and the Office of Equity and Equal Opportunity will review for bias.

The hiring process begins when the hiring manager initiates a business case form for approval of a personnel requisition for a job opening. The hiring managers in coordination with human resources will complete a written recruitment plan. The recruitment plan, when reasonable, may include an action for electronic notification to former applicants of similar job postings within the organization.

All applicants for employment must complete an application through NeoGov. The application provides information required to evaluate the potential match in skills and work history. An application secures authorization to check references, an applicant's background, and credentials. Employees who meet minimum qualifications and pass prescribed tests where applicable, and who compete for promotion and transfer opportunities are interviewed.

OEE0 will review the applicant pool data and demographics and recruitment plan, prior to release of the pool to the hiring manager.

The hiring manager and at least one additional Manager/Supervisor will conduct a Subject Matter Expert (SME) review of the applicants. When an extremely high number of applicants apply for a job opening where a single or relatively few positions are to be filled, the hiring manager in coordination with the HR Department may establish an interview cutoff score based on objective criteria.

The candidates that are invited to participate in the selection process will be contacted by an HR talent acquisition specialist who will describe the steps of the full selection process. For example, the candidate will be informed if interview questions are offered ahead of time or what technology may be used during a test. This allows for an individual with a disability to determine if there is a need to request a reasonable accommodation in advance.

The selection process results in a recommendation for hire. HR and hiring managers document hiring decisions at each step of the selection process. Prior to an offer of employment, OEE0

conducts a Concur to Hire review of all hires in job categories that indicate an affirmative action need. HR provides OEEEO with a justification form and final diversity report. In a non-affirmative hire, OEEEO may consult and request additional documentation as needed to review the justification for the missed opportunity.

After concurrence, reference checks, medical clearance, salary determination, orientation schedule, and start date must be finalized. HR representatives will communicate this information to the applicant. The HR Department will also notify those applicants who did not receive an interview opportunity and those who were interviewed but not hired of their status. This notification will include an invitation to continue expressing an interest in employment opportunities with the Council and an expression of appreciation for already having done so.

Upon notice of non-selection, all applicants may contact the HR's talent acquisition specialist with questions about their application status and may request a meeting to review their individual application/candidate determination. Where applicable former applicants may be notified electronically of similar job postings within the organization that are open for application.

Any hire through a non-competitive process or by appointment must have a written justification signed by the Regional Administrator. Human Resources will maintain all documentation regarding the justification.

Schedule for Review of Job Requirements: The Human Resources staff in coordination with OEEEO will regularly review all physical and mental job requirements to ensure that these requirements do not tend to screen out qualified individuals with disabilities. Staff will determine whether these requirements are job-related and are consistent with business necessity and the safe performance of the job and will remove any physical or mental requirements that do not meet these criteria. Any job descriptions or requirements changed after review will be available in an updated class specification available to hiring and supervising managers on the Council's NeoGov site.

Pre-Employment Medical Screening: If the Council requires medical screening or inquiries as a part of our selection process, all screening or inquiries will be conducted after a conditional offer of employment. Only job-related medical screenings and inquiries will be conducted, and the results of these screenings or inquiries will not be used to screen out qualified individuals with disabilities. Information obtained in response to such inquiries or screenings will be kept confidential except that: (a) Office of Equity and Equal Opportunity, Occupational Health, and officials of state or federal agencies investigating compliance will be informed if they request such information; and (b) supervisors and managers may be informed regarding restrictions on the work or duties of individuals with disabilities and regarding accommodations.

Pre-Review Procedure for Layoff Decisions

Adverse impact analyses are conducted by human resources to ensure that females, racial/ethnic minorities, and individuals with disabilities do not leave the Council at rates substantially dissimilar to those of males, non-racial/ethnic minorities, and employees without disabilities.

If it is determined that there is a disparate impact on protected groups, the Council will document the reasons why the layoff is occurring, such as positions targeted for layoff, applicable personnel policies or collective bargaining agreement provisions, or other relevant reasons. The Council will determine if other alternatives are available to minimize the disparate impact on protected groups.

Other Methods of Program Evaluation

The Director of Equity and Equal Opportunity will meet with the Metropolitan Council's Executive Management Team semi-annually and with the Regional Administrator at least semi-annually to review progress made toward meeting our affirmative action goals as well as identifying any problem areas that require additional agency attention. The Regional Administrator will review with the Director of Equity and Equal Opportunity the justification for approved non-competitive hires and appointments. The Director of Equity and Equal Opportunity will have monthly check-ins with the Regional Administrator to discuss discrimination complaints and results. In addition, the Office of Equity and Equal Opportunity communicates with management regarding hiring goals. The Office of Equity and Equal Opportunity reviews with Human Resources the hiring and selection practices and any adverse impact, including but not limited to promotions, disparate impact related to granting service credits, pay equity, and review of new job postings.

Data and information will be collected and maintained for periodic evaluation of the results of the Affirmative Action/Equal Opportunity Plan. The data will be used for internal and external reports on the agency's progress. This evaluation process will be facilitated using active dashboards that track progress on AAP Program Plan goals and provide current data on recruitment, employment, and Council workforce data. The Affirmative Action/EEO Plan dashboard shows new hire data, promotion, separation, and turnover by level. A second workforce dashboard shows NEOGOV data (recruitment, application and hiring process) will be in the next phase. Data is disaggregated, broken down by Division and can be constructed based on Department needs. Dashboards are live and accessible to all Council employees. A publicly accessible dashboard is anticipated to be released in late 2024, early 2025.

The Council submits the following compliance reports to MMB as part of the efforts to evaluate the agency's affirmative action plan:

- Biannual Affirmative Action Plan
- Annual Agency Report

The Council also evaluates the Affirmative Action Plan in the following ways:

- Monitors progress toward stated goals by job category

- Analyzes employment activity (hires, promotions, and terminations) by job category to determine if there is disparate impact
- Analyzes compensation program to determine if there are patterns of discrimination
- Reviews the accessibility of online systems and websites, and ensures that reasonable accommodation can be easily requested
- Discusses progress with agency leadership on a periodic basis and makes recommendations for improvement

Policies, Procedures, and Notices

Minnesota Statutes 2023, section 473.143, subdivision 3

A. Affirmative Action And Equal Opportunity Policy

Affirmative Action and Equal Opportunity Policy

OEE0 2-1

• Category: Office of Equal Opportunity
• Business Unit Responsible: RA: Office of Equity and Equal Opportunity
• Policy Owner: Director of Equity and Equal Opportunity
• Policy Contact: Cyrenthia Jordan, Director of Equity and Equal Opportunity
• Synopsis: The Council will not discriminate against any job applicant, employee, Council member, Commission member, Council Advisory Board member, Council Task Force member, contractor, vendor, business partner, volunteer, or customer.

POLICY

The Council’s employment practices, and business operations will reflect a value and respect for the diversity among its employees and customers and the residents of the Twin Cities metropolitan area. The Council will provide a respectful work environment that appreciates and promotes the contributions of all employees.

The Council will provide equal opportunity in all areas of employment including recruitment, selection, compensation, benefits, promotion, transfer, training, and other terms, conditions and privileges of employment. The Council will not discriminate when making determinations as to demotion, disciplinary action, layoff, or termination.

SCOPE

To articulate the Council’s commitment to valuing diversity, providing equal access to public services, promoting equal opportunity in employment, and making efforts to correct historic under representation of women, people of color, people with disabilities, and veterans within its work force.

To identify the protected classes covered by federal, state, and local law against employment and public service discrimination.

To identify the protected classes for which the Council’s employment-related affirmative action steps will be implemented.

To ensure these goals will be met by evaluating the progress of managers and supervisors.

PURPOSE OF POLICY

The Council will not discriminate against any job applicant, employee, Council member, Commission member, Council Advisory Board member, Council Task Force member, contractor, vendor, business partner, volunteer, or customer. Any of these individuals has a right to file a discrimination complaint with the Office of Equal Opportunity.

The Council will actively promote equal opportunity in employment, and, to correct historic underrepresentation of women, people of color, people with disabilities, and veterans within its work force, will implement specific affirmative action steps.

The Council will provide equal opportunity in access to public services and will not discriminate in its provision of public services against any individual based on race, color, creed, religion, national origin, disability, sex, sexual orientation, or public assistance status.

Retaliation against an individual for bringing an employment or public service discrimination complaint or for cooperating in a complaint inquiry or investigation is prohibited.

BACKGROUND AND REASON FOR POLICY

The Council is dedicated to utilizing the diverse skills and insights of its employees and the public to further its organizational goals of providing equal opportunity in employment and public services.

Providing equal opportunity as outlined in this policy is required by state and federal law.

DEFINITIONS

Affirmative Action: Affirmative Action is an active effort to promote equal opportunity in employment and to correct the historic underrepresentation of certain groups in its work force.

CONFIDENTIALITY

During the complaint process, the confidentiality of the information and data received are protected by the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13.

ACCOUNTABILITY

The Director of the Office of Equity and Equal Opportunity is responsible for enforcing this policy.

All Council employees are expected to conduct themselves in accord with the spirit and requirements of this policy.

RESOURCES

Related Policies

- *OEE0 4-1 Discrimination, Harassment and Inappropriate Behavior Policy*
- *OEE0 3-1 Accessibility Policy*

Related Procedures

- *OEE0 4-1a Discrimination Complaint Investigation Procedure*
- *HR 5-1a Code of Ethics Procedure*
- *HR 5-1b Respectful Workplace Procedure*

Minnesota Statutes

- *Minnesota Government Data Practices Act, Chapter 13*

HISTORY

Version 5 – Template Update

10/12/2020 - Updated content into new template.

Version 4 – Approval Date

03/16/2018

Version 3 – Approval Date

03/14/2018

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12/19/2017

Version 1 – Approval Date

09/11/1998

Last Reviewed Date

03/16/2018

Next Content Review Date

08/07/2021

Former Reference

4-2

Version

5

B. Discrimination, Harassment And Inappropriate Behavior Policy

Discrimination, Harassment, and Inappropriate Behavior Policy

OEE0 4-1

• Category: Office of Equity and Equal Opportunity
• Business Unit Responsible: RA: Office of Equity and Equal Opportunity
• Policy Owner: Director of Equity and Equal Opportunity
• Policy Contact: Cyrenthia Jordan, Director of Equal Opportunity
• Synopsis: Establishes that the Council will provide a work atmosphere and deliver public services in a manner that is free of discrimination, harassment, and inappropriate behavior. Defines terms related to discrimination and different types of harassment.

POLICY

It is the policy of the Council to provide a work atmosphere and deliver public services in a manner that is free of discrimination, harassment, and inappropriate behavior.

Discrimination, harassment, or inappropriate behavior in all Council-related events based on the protected classes of race, color, creed, religion, national origin, sex, marital or public assistance status, sexual orientation (which includes gender identity), genetic information, disability, age, or membership or activity in a local human rights commission will not be tolerated.

Discrimination, harassment, or inappropriate behavior in the provision of public services on the basis of a protected class will not be tolerated.

Job applicants, employees, Council members, Commission members, Council Advisory committees or advisory board members, Council Task Force members, contractors, vendors, business partners, volunteers, and customers are prohibited from discriminating, harassing, or exhibiting inappropriate behavior towards others in the performance of Council-related business or while on Council property.

Retaliation against an individual who reports a suspected incident of discrimination, harassment, or inappropriate behavior or who cooperates in an inquiry or investigation is prohibited. Any person who is found to have violated this provision of the policy will be subject to corrective action up to and including discharge.

PURPOSE OF POLICY

To ensure all forms of discrimination, harassment, and inappropriate behavior will not be tolerated.

To encourage employees to report discrimination, harassment, and inappropriate behavior to management or the Office of Equity and Equal Opportunity (“OEE0”) staff.

BACKGROUND AND REASONS FOR POLICY

To educate Council employees about what constitutes discrimination, harassment, inappropriate behavior, and retaliation, recognizing that prevention is the best tool for safeguarding the workplace from discrimination, harassment, inappropriate behavior, and retaliation.

To identify the protected classes covered by federal, state, or local law against discrimination and harassment in employment and public services.

DEFINITIONS

Discrimination: Discrimination is the practice of treating a person or group unfairly or denying rights based on a protected class that would otherwise be granted.

Protected Class: Protected Class is a group of people who share a characteristic that qualifies for protection from discrimination. There are 13 protected classes recognized in the State of Minnesota: race, color, creed, religion, national origin, sex, marital status, public assistance status, sexual orientation (which includes gender identity), genetic information, disability, age, or membership or activity in a local human rights commission.

Discriminatory harassment: Discriminatory harassment is verbal or physical conduct or communication that shows hostility, disrespect, or disfavor toward an individual or group based on a protected class or Council policy. Discriminatory harassment involves actions or comments that are unwelcomed and may include one of the following:

1. Submission to such conduct or communication, whether explicit or implicit, is made a term or condition of employment or access to public services; or
2. Submission to or rejection of such conduct or communication by an individual is used as a basis for decisions affecting that individual's employment or access to public services; or
3. Such conduct or communication has the purpose or effect of:
 - a. Creating an intimidating, hostile, or offensive work environment or atmosphere in which public services are provided; or
 - b. Substantially interfering with an individual's work performance or use of public services; or
 - c. Otherwise adversely affecting employment opportunities or access to public services

Inappropriate behavior: Inappropriate behavior is conduct or communication based on a protected class that is hostile, derogatory, offensive or exploitive, but may not be so severe or pervasive as to constitute harassment.

Retaliation: Retaliation includes any adverse action taken against an employee for filing a complaint or supporting another employee's complaint under Council policy and/or federal and state law.

Types of Discriminatory Harassment

Sexual harassment: Sexual harassment includes the following unwelcomed behavior: sexually motivated physical contacts, sexually motivated verbal or written statements, physical and verbal sexual advances, requests for sexual favors, and other verbal, written, or physical conduct of a sexual nature. The victim as well as the harasser may be of any gender. The victim does not have to be of the opposite sex.

Gender-based harassment: Gender-based harassment includes verbal or physical conduct or communication that is hostile, derogatory, offensive or exploitive, but not of a sexual nature, relating to the gender of another individual or group.

Sexual orientation harassment: Sexual orientation harassment includes hostile, demeaning, offensive or exploitive verbal or physical conduct or communication relating to the sexual or gender identity of an individual or group.

Racial harassment: Racial harassment includes hostile, offensive, degrading or exploitive verbal or physical conduct or communication relating to the race or color of an individual or group.

National origin harassment: National origin harassment includes hostile, offensive, degrading or exploitive verbal or physical conduct or communication relating to the national origin of an individual or group.

Age harassment: Age harassment includes insulting, intimidating or demeaning verbal or physical conduct or communication relating to the age of an individual or group. It includes negative characterizations or stereotypes of an individual or group based on age.

Religious harassment: Religious harassment includes antagonistic or denigrating verbal or physical conduct or communication relating to the religious beliefs or affiliation of an individual or group. It includes applying unwelcomed, undue pressure on others to subscribe to a particular religious belief or to join a particular religious group.

Examples

The following behavior and communication may constitute discrimination, harassment, or inappropriate behavior when directed toward any member of a protected class. These examples should not be construed as an all-inclusive list of discrimination, harassment, or inappropriate behavior.

Physical

- Threatened, actual, or attempted assault
- Touching, kissing, or grabbing
- Coerced physical contact or attempts to engage in such contact
- Intentional brushing against someone's body

- Blocking a person's path

Verbal

- Sexual propositions and catcalling
- Offensive jokes about traits related to a protected class
- Sexually suggestive, insulting, or vulgar comments
- Derogatory characterizations of a person's or group's ability based on a protected class
- Comments or inquiries about a person's sexual behavior
- Explicit or implicit promises of preferential treatment for submitting to or tolerating harassment or offensive behavior

Non-verbal

- Sexually suggestive or insulting sounds or gestures
 - Leering and staring
 - Displaying or bringing into the workplace derogatory, intimidating or sexually suggestive material or items.
-

ACCOUNTABILITY

The Office of Equity and Equal Opportunity is responsible for enforcing this policy.

All Council officials and employees will be held accountable for treating one another and their customers and clients with courtesy, dignity, and respect and for complying with this policy. Any employee found, through an inquiry or investigation, to have engaged in discrimination, harassment, inappropriate behavior, or retaliation while in the performance of their job, while on Council property, or while conducting Council business, shall be subject to corrective action up to and including discharge.

Council members must immediately notify the Chair, Regional Administrator, or Deputy Regional Administrator upon learning of possible discrimination, harassment, inappropriate behavior, or retaliation.

Managers and supervisors are responsible for creating a non-discriminatory work environment and will be held accountable for taking prompt and appropriate action when aware of possible discrimination, harassment, inappropriate behavior, or retaliation. Managers and supervisors must notify their directors, managers, and the Office of Equity and Equal Opportunity of such behavior. Failure to do so may result in corrective action up to and including discharge.

An employee who believes that he or she has been subjected to or witnessed discrimination, harassment, inappropriate behavior, or retaliation is encouraged to notify a supervisor or a manager and the Office of Equal Opportunity.

PROCEDURES

- *OEEO 4-1a Discrimination Complaint Investigation Procedure*

RESOURCES

Related Policies:

- *OEEO 2-1 Affirmative Action and Equal Opportunity Policy*
- *HR 2-1 Disability Management and Reasonable Accommodation Policy*
- *OEEO 3-1 Accessibility Policy*

Related Procedures

- *HR 5-1b Respectful Workplace Procedure*

Other Resources

- *Ethics Point – report a complaint*

HISTORY

Version 5 – Template Update

10/12/2020 - Updated content into new template.

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03/16/2018

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12/19/2017

Version 2 – Approval Date

01/12/2005

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09/11/1998

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4-2-1

Version

5

C. Complaint Procedure for Processing Complaints Under the Discrimination, Harassment and Inappropriate Behavior Policy: PROCEDURE

Discrimination Complaint Investigation Procedure

OEE0 4-1a

• Category: Office of Equity and Equal Opportunity
• Business Unit Responsible: RA: Office of Equity and Equal Opportunity
• Procedure Owner: Director of Equity and Equal Opportunity
• Procedure Contact: Cyrenthia Jordan, Director of Equity and Equal Opportunity
• Synopsis: Establishes a discrimination complaint process and guidelines for investigations.

GOVERNING POLICY

- [OEE0 4-1 Discrimination, Harassment and Inappropriate Behavior Policy](#)
-

PROCEDURE

Scope

Complaints must be filed within one year of the alleged discriminatory event and will be investigated in accordance with this procedure.

These procedures do not deny the right of the complainant to file formal complaints with other State or Federal agencies such as the Department of Human Rights, the U.S. Equal Employment Opportunity Commission, U.S. Department of Transportation, the Federal Transit Administration or the Environmental Protection Agency. Such complaints include but are not limited to:

- Complaints of employment discrimination, including discriminatory harassment, hiring, discipline, training, etc.
- Complaints of discrimination in the delivery of Council public services.
- [Americans with Disabilities Act](#) “grievances” alleging noncompliance with, or discrimination prohibited by Title I and II of the Act.
- Discrimination in the award of Council procurements and contracts.
- Customer complaints against Council employees where there is an allegation of discrimination or discriminatory harassment based on an Equal Employment Opportunity (EEO) protected characteristic.

Exceptions

The following complaints will not be investigated under this procedure:

- Service restrictions placed on Metro Mobility riders or denials of Metro Mobility rider eligibility certification. These are appealed through the Metro Mobility Appeals Panel Procedures.
- Customer complaints against Metro Transit employees. These complaints are handled under Metro Transit's Commendation and Complaint Process.
- Complaints by Section 8 rent assistance recipients alleging discrimination by a property owner or manager. These complaints are made with Metro HRA.
- Disputes as a result of an employment action in which an arbitrator has ruled pursuant to a grievance procedure of a collective bargaining or the Non-Represented Plan.

Guidelines

Management/supervisory staff must take prompt and appropriate action, as described below, when they learn of possible discriminatory actions, discriminatory harassment, or inappropriate behavior.

- Immediately report allegations of conduct that is severe, repeated or broad in scope to the Office of Equal Opportunity.
- Inquire into and address less serious behavior, such as an isolated offensive joke or comment, posted or circulated material, or unwanted nonsexual touch. Managers and supervisors must complete the Inappropriate Behavior Report form and submit it to the Office of Equal Opportunity within seven (7) days of receiving the report of behavior. Management staff may request the assistance of the Diversity Office in dispatching these responsibilities.

Employees (including interns) and job applicants are encouraged to use informal mechanisms that can be accessed through the Office of Equity and Equal Opportunity or Human Resources offices or management/supervisory staff, to attempt to resolve discrimination issues before filing a complaint under this procedure.

Once a formal complaint is filed every effort will be made to obtain early resolution at the lowest level possible. The option of informal mediation meeting(s) between the affected parties and the Director of Equity and Equal Opportunity may be utilized for resolution, at any stage of the process. The Director will make every effort to pursue a resolution of the complaint.

A formal complaint must be filed with the Director of Equity and Equal Opportunity within one year of the alleged occurrence or when the alleged discrimination became known to the complainant. The complaint must meet the following requirements:

- Formal complaints shall be in writing, fax, email, or received by telephone. Faxed, email and telephone allegations will be reduced to writing and provided to the complainant for confirmation or revision before processing and signed by the complainant(s).
- Include the date of the alleged act of discrimination (date when the complainant became aware

of the alleged discrimination: or the dates on which that conduct was discontinued or the latest instance of the conduct).

- Present a detailed description of the issues, including names and job titles of those individuals perceived as parties in the complained of incident. The allegations(s) of the complaint must involve a covered basis such as race, color national origin, Creed, religion, sex, marital status, public assistance status, sexual orientation, disability, age or membership or activity in a local human rights commission.
- Complaint forms can be found on the [Office of Equity and Equal Opportunity intranet site](#).

Investigations will be conducted in a discreet and impartial manner, and the results will be communicated in accordance with the [Minnesota Government Data Practices Act](#) Data Practices Notice will be given to each person interviewed during a complaint investigation.

Management/supervisory personnel are required to cooperate in investigations as part of their job duties.

The Regional Administrator, a Council division director or general manager, or the director of Public Safety may designate a complaint investigation for compulsory cooperation by nonsupervisory personnel. In the absence of such a designation, nonsupervisory employee participation will be voluntary.

Complainants, witnesses or respondents represented by a bargaining unit may bring a union representative with them to an investigative interview.

The Council's final investigative report and a copy of the complaint will be forwarded to the appropriate management staff for review within 90 calendar days of the receipt of the signed complaint document by the Office of Equity and Equal Opportunity. Should an investigation exceed 90 days, the investigator will notify the complainant and the respondent of the delay and an estimated completion date.

The Council will notify the parties involved in the complaint of its final decision.

Any employee found to have acted in a discriminatory manner may be disciplined up to and including discharge. A manager or supervisor who fails to take prompt and appropriate action upon learning of discriminatory harassment or inappropriate behavior may be disciplined, up to and including discharge.

If the complainant is not satisfied with the results of the investigation of the alleged discrimination and practices, the complainant will be advised of the right to appeal to the appropriate State or Federal Agency.

RESOURCES

Related Policies

- *OEO 2-1 Affirmative Action and Equal Opportunity Policy*
- *OEO 3-1 Accessibility Policy*

Statutory Resources

- Americans with Disabilities Act (ADA) of 1990 and ADA Amendments Act of 2008
- *Minnesota Government Data Practices Act*

Internal resources

- *Investigations Resolutions Unit (MetNet)*
- *Collective Bargaining Agreements*

Forms

- *EthicsPoint – Report a Complaint*
 - *Inappropriate Behavior Report form*
 - *Discrimination complaint*
-

HISTORY

Version 4 – Template Update

10/12/2020 - Updated content into new template.

Version 3 – Approval Date

05/01/2008

Version 2 – Approval Date

09/15/2000

Version 1 – Approval Date

09/15/2000

Last Reviewed Date

09/15/2000

Next Content Review Date

08/07/2021

Former Reference

4-2-1a

Version

1. 4

D. Metropolitan Council Discrimination And Harassment Form Template

The Discrimination and Harassment Compliant Form shown below can be found at <https://metcmn.sharepoint.com/sites/OfficeOfEqualOpportunity/Complaints/Pages/AllQuickLinks.aspx?listTitle=MetNet%20Quick%20Links>



Office of Equity and Equal Opportunity Discrimination and Harassment Complaint Form

If you believe you have experienced discrimination or inappropriate behavior or retaliation for filing a complaint or for your participation in an investigation, you are encouraged to file a complaint. You can file a complaint through [EthicsPoint](#) or by calling 1-844-996-0273 or sending this form to oeecomplaints@metc.state.mn.us.

Complainant (You)

A Data Practices/Tennessee Advisory is given to any individual who makes a report. Some of the information you are being asked to provide may be considered private or confidential under the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13.

The Metropolitan Council is asking you to provide information that will be used to determine if any policies, procedures, statutes, or regulations related to the Metropolitan Council have been violated. You are not required to provide this information. However, if you choose not to provide this information, the Metropolitan Council may not be able to fully investigate the report you are making. The data you provide will be used by those within the Metropolitan Council whose job assignments reasonably require access to the data. It may also be used in any subsequent hearings or proceedings related to this matter. The data may also be provided to state and federal enforcement agencies, persons/entities named pursuant to a court order, and any other person or entity authorized by state or federal law.

Complainant's Name_____	Job Title_____
Division_____	Telephone_____
Work Address_____	Division_____
City, State Zip Code_____	Manager_____



Respondent (Person Against whom you are filing the complaint)

Name _____ Respondent's Job Title _____
Division _____ Respondent's Telephone _____
Work Address _____ Division _____
City, State Zip Code _____ Manager _____

The Complaint

Check all that apply:

☐ I experienced/witnessed discrimination, discriminatory harassment, or inappropriate behavior* based on
(check all that apply):

☐ Age
☐ Race
☐ Color
☐ Creed
☐ Religion
☐ Disability
☐ Marital Status
☐ Familial Status

☐ Sexual Orientation
☐ Sex (Including Pregnancy, Gender Identity, and Gender Expression)
☐ National Origin (Including Limited English Proficiency)
☐ Genetic Information
☐ Public Assistance Status
☐ Citizenship Information
☐ Membership or Activity in a Local Human Rights Commission

☐ I experienced/witnessed unwelcome conduct of a sexual nature.

☐ I experienced/witnessed harassment or disrespectful behavior, but it is not based on any of the protected characteristics listed above. (See [HR 5-1b Respectful](#))



Workplace Procedure)

☐ I experienced/witnessed retaliation for filing a complaint or participating in an investigation.

Please provide all the details regarding the alleged inappropriate behavior. Describe the conduct that you believe violates the Discrimination, Harassment, and Inappropriate Behavior Policy. List dates, locations, names, and titles of people involved. Explain why you believe the conduct was based on the items checked in the "Basis of Complaint" section above. Please take your time and provide as much detail as possible. Use additional paper if needed and attach it to this form. Please attach any documents you believe may be relevant (emails, notes, texts, etc.).

Insert a box here where the details could be given.

Date most recent act of discrimination/ harassment in violation of policy took place: _____



Information on Witnesses Who You Believe Can Support Your Complaint			
Witness Name	Witness Job Title	Work Location	Witness Work Phone

Additional witnesses may be listed in “Additional Information” or on a separate sheet attached to this form.

If you filed this complaint with another agency, give the name of that agency: _____

Verification

This complaint is being filed based on my honest belief that I have been subjected to conduct in violation of the Discrimination, Harassment, and Inappropriate Behavior Policy. I hereby certify that the information I have provided in this complaint is true, correct, and complete to the best of my knowledge.

Complainant’s signature: _____ Date Signed: _____



Non-Retaliation Notice

Retaliation against any person who reports a suspected incident of discrimination, harassment, or inappropriate behavior or who cooperates in an inquiry or investigation is prohibited and will not be tolerated. Any person who is found to have violated this provision of the policy will be subject to corrective action up to and including discharge. If you believe that you have been subjected to retaliation, you are encouraged to report such behavior.

Questions

If you have any questions about the complaint process, please contact the Investigation and Resolution Unit in the Office of Equal Opportunity at 612-349-7555. This material is available in alternative formats for individuals with disabilities by calling 612-349-7555.

E. Disability Management And Reasonable Accommodation Policy

POLICY

Disability Management and Reasonable Accommodation Policy

HR 2-1

Category: Human Resources
Business Unit Responsible: RA: Human Resources
Policy Owner: Chief Human Resources Officer
Policy Contact: Deborah Aebi, Senior Manager HR, Data Operations and Occupational Health
Synopsis: Ensure equal opportunity in all employment practices to qualified individuals with disabilities, provide for reasonable accommodation, and prohibit discrimination.

POLICY

The Metropolitan Council complies with all state and federal laws that prohibit discrimination against qualified individuals with disabilities in all employment practices. The Council and its divisions will provide reasonable accommodation to qualified employees and applicants with disabilities, unless doing so will cause an undue hardship to the organization. Reasonable accommodations will be provided to an employee with a disability who requests an accommodation to perform the essential functions of their position so they may have equal access to the benefits and privileges of their employment. Reasonable accommodations are provided to a job applicant with a disability who requests an accommodation during the recruitment and selection process.

PURPOSE AND SCOPE

This policy and related procedures ensure compliance with all federal, state, and local laws, establishes a written and readily accessible procedure regarding reasonable accommodations to all employees and job applicants, provides guidance and resources about reasonable accommodations, outlines an interactive dialogue process to engage employees, explore reasonable accommodations, and establishes a timely and thorough review process for requests for reasonable accommodation. The policy ensures equal opportunity in the recruitment and selection process and outlines the Council’s commitment to helping qualified individuals with a disability perform the essential functions of a job and receive equal benefits and privileges of employment. Equal employment opportunity, inclusion and access are necessary to the Council’s ability to meet the needs of the region.

IMPLEMENTATION & ACCOUNTABILITY

The Director of Human Resources is responsible for enforcing this policy. The Director of Human Resources will review denied reasonable accommodations via an appeal process provided for in the Disability Management Procedure.

All Council employees are expected to conduct themselves in accordance with the spirit and requirements of this policy.

PROCEDURES

- *HR 2-1a Disability Management – Reasonable Accommodation*
-

DEFINITIONS

Applicant: A person who expresses interest in employment by completing an application.

Disability: A physical or mental impairment that substantially limits one or more major life activities, a record of such impairment, or being regarded as having such an impairment.

Disability Management Conference: Employees who are unable to perform the essential functions of their position because of a physical or mental impairment are required to communicate with their manager and the Occupational Health staff (in HR) at established intervals during a Disability Management Conference. This conference is an interactive process, which may include discussing the employee's eligibility under the FMLA and exploring reasonable accommodations that would enable the employee to return to work. If the employee is on a leave of absence, the parties will discuss the employee's planned date of return, and the employee's need, if any, for continued reasonable accommodation. The employee is generally required to produce updated medical information regarding their functional limitations and requested accommodation at each conference.

Essential functions: A function can be essential if the job exists solely for the purpose of performing the function, if a limited number of other employees could perform the functions, or the functions are specialized, and the individual is hired based on their ability to perform such functions. Essential functions are determined by Human Resources.

Fitness for duty: An evaluation by a designated medical provider that may be required for employees returning from a medical leave of absence to assess the employee's ability to resume work and perform the essential functions of a job.

Interactive process: The communication process between an employee who has requested an accommodation and the employee's supervisor or manager, Occupational Health, and the Human Resources Business Partner (when applicable), to clarify the nature of the disability and the employee's functional limitations in order to identify whether an effective reasonable accommodation exists which would enable the employee to perform the essential functions of their job. To be interactive, all sides must communicate and exchange information. The employer must provide the job description and essential functions of the job, and the employee must provide information from the employee's health care provider to establish that the employee has a disability, requiring a reasonable accommodation in order to perform the essential functions of the employee's job. Engaging in the interactive process does not require the Council to grant the specific, preferred accommodation the employee requests.

Qualified individual with a disability: An individual who satisfies the requisite skill, experience, education, and other job-related requirements of the job that the individual holds or desires and can perform the essential functions of the job with or without a reasonable accommodation.

Leave and accommodation management officer: The designated leave and accommodation management officer will work with Occupational Health, managers in the division, and the Office of Equity and Equal Opportunity (OEEO) (when applicable) to ensure full consideration of options for reasonable accommodation.

Major life activities: Can include both activities and bodily functions. Activities include but are not limited to the following: actions required to care for oneself, manual tasks, sight (vision), hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working. Bodily functions include but are not limited to the following: functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.

Medical disqualification: An employee may be deemed medically disqualified and terminated from employment in accordance with established procedures, bargaining unit contract provisions, and applicable federal, state and local law when an employee is unable to perform the essential functions of their job, with or without reasonable accommodation. The medical disqualification process may be initiated at any time the Council determines, after engaging in the Disability Management Conference process, that there is no reasonable accommodation which would enable the employee to return to work. The medical disqualification process will be initiated no later than 240 calendar days (approximately 8 months) after the employee commences a leave of absence or is otherwise unable to perform the essential functions of their position, although extensions to leave will be evaluated on a case-by-case basis as a possible further reasonable accommodation.

Medical documentation: Information from the employee's or applicant's health care or rehabilitation provider sufficient to enable the Council to determine whether an individual has a qualified disability and whether a reasonable accommodation would enable the individual to perform the essential functions of the position. The Council may ask clarifying questions of the medical provider to identify an effective, reasonable accommodation. The medical provider must be licensed to administer medical care in their jurisdiction.

Reasonable accommodation: An adjustment to or alteration of the work environment that enables a qualified individual with a disability to apply for a position, perform essential job duties, or receive equal benefits and privileges of employment as are received by similarly situated employees without disabilities. Reasonable accommodations may include modifications to a job application process, modification of a work method or work schedule, reassignment to a vacant position for which the employee is qualified, or physical or environmental adjustments to a workspace.

Undue hardship: When a specific accommodation request would create significant difficulty, resources, or expense, be unduly extensive, substantial or disruptive, or fundamentally alter the nature or operation of the position or the department. Undue hardship is determined on a case-by-case basis considering factors that include the nature and cost of the request and the impact of the request on the operations of the Council. The Council is not required to provide accommodations that would impose an undue hardship on the operation of the agency.

ROLES & RESPONSIBILITIES

Role	Responsibilities
Employees	Employees are responsible for requesting a reasonable accommodation, participating in the interactive process, including scheduled Disability Management Conferences, and promptly responding to requests for information from Occupational Health.
Division Leaders	Division leaders are responsible for ensuring their managers and employees comply with this policy, including providing resources to manager and supervisors to fully implement a reasonable accommodation.
Managers, Supervisors	Managers and supervisors are responsible for contacting and working with an Occupational Health representative and Human Resources business partner when they first receive notice that an employee has difficulty performing their job, when an employee presents work restrictions, or requests a reasonable accommodation to perform their job duties.
Office of Equity and Equal Opportunity	Office of Equity and Equal Opportunity staff will be consulted when no reasonable accommodation can be identified, when a requested accommodation is deemed either unreasonable or deemed to create an undue business hardship for the Council, and prior to a medical disqualification. The Office of Equity and Equal Opportunity independently investigates disability-related complaints.
Leave and Accommodation Management Officer	The designated leave and accommodation management officer is the Council's decision-maker for employment-related reasonable accommodation requests. The officer will be consulted when issues, conflicts or questions arise in the interactive process, prior to denying a request for accommodation because of undue hardship, or because the request is deemed unreasonable, and prior to the medical disqualification of an employee. The designated leave and accommodation management officer will consult with the Office of Equity and Equal Opportunity staff prior to denying a requested accommodation because it is not reasonable or creates an undue hardship, and prior to any employee medical disqualification. The leave and accommodation management officer is a designee of the Human Resources department and is appointed by the Director of Human Resources.
Human Resources	Talent Management representatives are responsible to notify an Occupational Health representative when an applicant with a disability needs an accommodation during the recruitment and selection process or requests assistance in the recruiting, selection or onboarding process.

Human Resources	The Occupational Health representative will work with the employee with a disability, the manager/supervisor, and when necessary, the Division Director, to identify whether a reasonable accommodation exists and to ensure the agreed upon reasonable accommodation is effective.
Human Resources	The Occupational Health representative is responsible for leading the disability management process when an employee is unable to perform the essential job duties of their position with or without reasonable accommodation.
Human Resources	The Occupational Health staff engages with occupational physicians and/or treating physicians regarding the employee's medical needs.
Human Resources	The Human Resources business partner supports managers in the event additional coaching, training, or other corrective measures are needed outside of the interactive process.
Human Resources	The Occupational Health representative will assist an applicant with a disability requiring a reasonable accommodation to participate in the recruitment and selection process.

RESOURCES

Related Procedures:

- *HR 4-1e Family Medical Leave Act Procedure*
- *HR 4-1c Leaves of Absence Procedure*

Statutory Resources

- [*Americans with Disabilities Act \(ADA\) of 1990 and ADA Amendments Act \(ADAAA\) of 2008*](#)
- [*Section 508 Amendment to the Rehabilitation Act of 1973*](#)
- [*Minnesota Data Practices Act*](#)
- 29 CFR 1630

HISTORY

Version 6 – Approval Date (***Business Item 2020-241***)

10/20/2020 – Identifies that the medical disqualification process may be initiated at any time after engaging in the Disability Management Conference process where there is no reasonable accommodation which would enable the employee to return to work. Updated definitions, responsibilities, interactive process steps and escalation/appeal processes.

Version 5 – Template Update

10/12/2020 - Updated content into new template.

Version 4 – Approval Date

05/08/2019 - Updated definitions, responsibilities, interactive process steps and escalation process.

Version 3 Approval Date

02/04/2015 – Replaced Reasonable Accommodation and Workplace Adjustments Policy (4-2-2) and Disability Management Policy (4-10). Also, made sure policy focuses on keeping employees at work to comply with the ADA and ADAAA. Made Human Resources the department primarily responsible for Disability Management.

Version 2 Approval Date

07/25/2006

Version 1 – Approval Date

12/17/1998

Last Reviewed Date

10/20/2020

Next Content Review Date

10/20/2021

Former Reference

4-2-2

Version

6

F. Metropolitan Council Employee Request for Accommodation Form

The Employee/Applicant Request for Americans with Disabilities Act ("ADA") Reasonable Accommodation Form shown below can be found at

<https://metcmn.sharepoint.com/sites/HumanResources/HR%20Forms/Employee%20Request%20for%20Accommodation.pdf>



Employee Request for Accommodation

Employee:	Employee ID #:
Job title:	Department:
Division:	Date of Request:

This information will be used by the Occupational Health Unit of Human Resources to determine whether any reasonable accommodations can be made. The provision of this information is voluntary; however, I understand if I refuse to provide it, my employer may refuse to provide reasonable accommodations.

1. Please describe the physical, mental, or cognitive impairment(s) that limit your ability to do your job.

2. How does it affect your ability to perform your job?

3. Type of accommodation you are requesting:

- ☐ Making facilities readily accessible
- ☐ Job restructuring
- ☐ Part-time or modified work schedule
- ☐ Modification to a rule, policy or practice
- ☐ Modification of equipment or devices
- ☐ Qualified reader or interpreter
- ☐ Acquisition of equipment or devices
- ☐ Other (specify):

Please describe in detail the accommodation you are requesting:

4. How will the requested accommodation be effective in allowing you to perform the essential functions of your job?

5. Additional comments:

Signature of Employee: _____ Date: _____

G. Notice Under the Americans with Disabilities Act

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”), the Metropolitan Council will not discriminate against qualified individuals with disabilities based on disability in its services, programs, or activities.

Employment: The Metropolitan Council does not discriminate based on disability in its hiring or employment practices and complies with all regulations promulgated by the U.S. Equal Employment Opportunity Commission under title I of the ADA.

Effective Communication: The Metropolitan Council will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in the Council’s programs, services, and activities, including qualified sign language interpreters, documents in Braille, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

Modifications to Policies and Procedures: The Metropolitan Council will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcomed in Council offices, even where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in a program, service, or activity of The Metropolitan Council, should contact the Office of Equity and Equal Opportunity – Cyrenthia Jordan, Metropolitan Council ADA Coordinator: Cyrenthia.jordan@metc.state.mn.us , (651) 602-1085 as soon as possible but no later than 48 hours before the scheduled event.

The ADA does not require the Metropolitan Council to take any action that would fundamentally alter the nature of its programs or services or impose an undue financial or administrative burden.

Complaints that a program, service, or activity of the Metropolitan Council is not accessible to persons with disabilities should be directed to Cyrenthia Jordan, Metropolitan Council ADA Coordinator: Cyrenthia.jordan@metc.state.mn.us , (651) 602-1085.

The Metropolitan Council will not place a surcharge on a particular individual with a disability or any group of individuals with disabilities to cover the cost of providing auxiliary aids/services or reasonable modifications of policy, such as retrieving items from locations that are open to the public but are not accessible to persons who use wheelchairs.

H. Metropolitan Council Grievance Procedure Under Title II of the Americans with Disabilities Act

This Grievance Procedure is established to meet the requirements of Title II of the Americans with Disabilities Act of 1990 (“ADA”). It may be used by anyone who wishes to file a complaint alleging discrimination based on disability in the provision of services, activities, programs, or benefits by the Metropolitan Council. The Statewide ADA Reasonable Accommodation policy governs employment-related complaints of disability discrimination.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

Please submit your grievance by filling out the grievance form located here:

<https://metro council.org/About-Us/What-We-Do/Office-of-Equal-Opportunity/Accessibility/Grievance-Procedure.aspx> or in writing. All written grievances should be

mailed to:

Cyrenthia Jordan

Metropolitan Council ADA Coordinator/Director, Office of Equity and Equal Opportunity

Office of Equity and Equal Opportunity

560 6th Ave North

Minneapolis, MN 55411

The relevant department(s) will be notified of the grievance and will work with the complainant to resolve the issue. A response will be shared with the complainant and will explain the position of the Met Council and offer options for substantive resolution of the complaint. If the response by the Met Council does not satisfactorily resolve the issue, the complainant may appeal the decision. The Met Council will meet with the complainant to discuss the complaint and possible resolutions before responding with a final resolution.

I. Americans with Disabilities Act (“ADA”) Title II (non-employee) Reasonable Accommodation or Modification in Public Services, Programs or Activities Request Form

A fillable form is available at <https://mn.gov/mmb-stat/equal-opportunity/ada/ada-accommodation-request-form-title-ii.pdf>.

MINNESOTA (Agency) Americans with Disabilities Act (“ADA”) Title II (non-employee) Reasonable Accommodation/Modification in Public Services, Programs or Activities Request Form The (Agency) is committed to complying with the Americans with Disabilities Act (“ADA”) and the Minnesota Human Rights Act (“MHRA”). The ADA Coordinator/Designee will review each request on an individualized, case-by-case, basis to determine whether an accommodation or modification can be made. Please do NOT send copies of medical records. The Agency is not authorized to have medical records and is not qualified to interpret medical records. General Information Date of Request: Person needing accommodation/modification Name: Address: Email: Phone: Person making request (if different from person needing accommodation/modification) Name: Email: Phone: Relationship to person needing accommodation/modification: Accommodation Information Date accommodation/modification is needed: Address and/or room of accommodation/modification: Type of accommodation/modification requested (please be specific): How would you like to be notified of the status of your request? ☐ Phone ☐ Email ☐ Writing ☐ Other (specify): If someone else has completed this form on your behalf and you want that person to be notified of the status of your request, please initial here: Updated 06/23/2019	All requests for accommodation/modification will be evaluated individually and a response to your request will be provided within one week of receipt. ☐ Check this box to sign this request form electronically: By checking this box, I agree my electronic signature is the legal equivalent of my signature. Signature of Requestor Date OFFICE USE ONLY RESPONSE TO REQUEST FOR ACCOMMODATION/MODIFICATION Date request received: The request for accommodation/modification is GRANTED. Below is a description of the accommodation/modification: The request for accommodation/modification is DENIED because: ☐ The requester does not meet the essential eligibility requirements or qualifications for the program, service, or activity, without regard to disability. ☐ The requested accommodation/modification would impose an undue burden on the agency; and/or ☐ The requested accommodation/modification would fundamentally alter the nature of the service, program, or activity. Requester notified on: (date) via: Additional notes: ADA Coordinator: Name Signature Date Updated 06/23/2019
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J. Evacuation Procedure for Individuals with Disabilities or Otherwise in Need of Assistance

If you are an evacuation monitor who is helping an individual with a disability out of the building, support that person until they get to the muster area, and orient them and inquire about their needs once there.

Mobility disabilities (individuals not using wheelchairs):

- Individuals with mobility disabilities, who can walk independently, may be able to negotiate stairs in an emergency with minor assistance. If danger is imminent, the individual should wait until the heavy traffic has cleared before attempting the stairs. If there is no immediate danger (detectable smoke, fire, or unusual odor), the individual with a disability may choose to stay in stairwell landing until emergency responders arrive to assist them. Two people, including an evacuation monitor, shall support that individual, one in getting to the shelter in place location and the other person alerting Group Count Leads to their location.

Mobility disabilities (individuals who use wheelchairs or other personal mobility devices (“PMDs”)):

- Individuals using wheelchairs above ground level should request use of *evacuation chairs with support by evacuation monitors. Persons may also shelter in place in the stairwell if danger is not imminent. Two evacuation monitors shall support this individual, one to stay with them and the other to notify their Group Count Lead.

Carry Techniques:

1. One-person Carry Technique (The Cradle Lift) • The Cradle Lift is the preferred carry method when the person to be carried has little or no arm strength. It is safer if the person being carried weighs less than the carrier.

2. Two-person Carry Technique (The Swing Carry or Chair Carry) • To use this technique: a. Carry partners stand on opposite sides of the individual. b. Wrap individual's closest arm around one carry partner's shoulder. c. Grasp carry partner's forearm behind the individual in the small of the back. d. Reach under the individual's knees to grasp the wrist of carry partner's other hand. e. Both carry partners should then lean in close to the individual and lift on the count of three. f. Continue pressing into the individual being carried for additional support in the carry.

Hearing disabilities:

- The building is equipped throughout with fire alarm horns and strobes. Individuals with hearing disabilities may not notice or hear emergency alarms and will need to be alerted of emergency situations by their floor's evacuation monitors.

*Currently we have evacuation chairs on the 5th and 4th floor stairwells in all 3 stairwells

Communication suggestions:

- Basic American Sign Language; turn lights on/off to alert and guide those with hearing disabilities.

Visual disabilities:

- The building is equipped throughout with fire alarm horn and strobes. Most individuals with visual disabilities will be familiar with their immediate surroundings and frequently traveled routes. Since the emergency evacuation route is likely different from the common traveled route, individuals with visual disabilities may need assistance from their floor's evacuation monitor.

Communication suggestions:

- Communicate nature of emergency and location, offer arm for assistance, communicate actions, orient and inquire about needs once at muster area.

A copy of the Council's weather and emergency evacuation plans can be found on the council's METNET site under facilities and Emergency & Safety Information at:

<https://metcmn.sharepoint.com/sites/Finance/Facilities/SitePages/Central%20Office%20Emergency%20and%20Safety.aspx>

Directors, managers, and supervisors should review the emergency evacuation procedures with staff, including informing all staff that if additional assistance may be needed, and individuals with disabilities should contact the Council's Safety Committee contact(s) below to request the type of assistance they may need.

Name: Paula Crane

Title: HR Office Coordinator

Email: Paula.crane@metc.state.mn.us

Phone: (651) 602-1542

Name: Lisa Belland

Title: Project Lead, Business continuity

Email: Lisa.belland@metc.state.mn.us

Phone: (651) 602-1605

Appendices

Appendix A: Progress Report

Females (Promo = promotion)

Job Category	Prior AAP Total Employee #	Prior AAP Total Females #	Prior AAP Total Females %	Prior AAP Availa- bility Females %	Total Hires & Promo #	Total Hired #	Male Hired #	Females Hired #	Un- known Hired #	Females Hired %	Total Promo #	Male Promo #	Females Promo #	Un- known Promo #	Females Promo %	Actual Females Hiring (%)	Females Had Goals in Prior AAP?	Females Goal Met?
Officials and Managers	555	161	29.0%	38.3%	206	58	38	20	0	34.5%	148	108	40	0	27.0%	29.1%	Yes	No
Professionals	617	268	43.4%	50.7%	289	207	120	87	0	42.0%	82	44	38	0	46.3%	43.3%	Yes	No
Technicians	328	153	46.7%	55.3%	114	86	36	50	0	58.1%	28	20	8	0	28.6%	50.9%	Yes	No
Protective Services: Sworn	126	18	14.3%	19.1%	28	20	16	4	0	20.0%	8	6	2	0	25.0%	21.4%	Yes	Yes
Protective Services: Non-sworn	19	4	21.1%	28.6%	11	11	9	2	0	31.0%	0	0	0	0	0.0%	18.2%	Yes	No
Paraprofessionals	10	5	50.0%	74.1%	3	2	2	0	0	0.0%	1	0	1	0	100.0%	33.3%	Yes	No
Administrative Support	149	82	55.0%	57.7%	46	33	15	18	0	54.5%	13	5	8	0	61.5%	56.5%	Yes	No
Skilled Craft	696	33	4.7%	15.6%	133	111	104	7	0	6.3%	22	22	0	0	0.0%	5.3%	Yes	No
Service Maintenance	1364	289	21.2%	40.8%	790	767	595	172	0	22.4%	23	19	4	0	17.4%	22.3%	Yes	No
Total	3864	1013	26.2%		1620	1295	935	360	0	27.8%	325	224	101	0	31.1%			

Racial or Ethnic Minorities (Promo = promotion; RE = Racial or Ethnic Minorities)

Job Category	Prior AAP Total Employee #	Prior AAP Total RE #	Prior AAP Total RE %	Prior AAP Availa- bility RE %	Total Hires & Promo #	Total Hired #	Non- RE Hired #	RE Hired #	Un- known Hired #	RE Hired %	Total Promo #	Non-RE Promo #	RE Promo #	Un- known Promo #	RE Promo %	Actual RE Hiring (%)	RE Had Goals in Prior AAP?	RE Goal Met?
Officials and Managers	555	127	22.9%	No Goal	206	58	42	16	0	27.6%	148	117	31	0	20.9%	22.8%	No	
Professionals	617	128	20.8%	No Goal	289	207	145	62	0	30.0%	82	64	18	0	22.0%	27.7%	No	
Technicians	328	89	27.1%	28.0%	114	86	47	39	0	45.3%	28	17	11	0	39.3%	43.9%	Yes	Yes
Protective Services: Sworn	126	51	40.5%	No Goal	28	20	11	9	0	45.0%	8	3	5	0	62.5%	50.0%	No	
Protective Services: Non-sworn	19	7	36.8%	Monitor	11	11	2	9	0	81.8%	0	0	0	0	0.0%	81.8%	No	
Paraprofessionals	10	4	40.0%	Monitor	3	2	1	1	0	50.0%	1	0	1	0	100.0%	66.7%	No	
Administrative Support	149	58	38.9%	No Goal	46	33	24	9	0	27.3%	13	11	2	0	15.4%	23.9%	No	
Skilled Craft	696	146	21.0%	34.2%	133	111	74	37	0	33.3%	22	18	4	0	18.2%	30.8%	Yes	No
Service Maintenance	1364	805	59.0%	No Goal	790	767	184	583	0	76.0%	23	6	17	0	73.9%	75.9%	No	
Total	3864	1415	36.6%		1620	1295	530	765	0	59.1%	325	236	89	0	27.4%			

Persons with Disabilities (Promo = promotion; PWD = Persons with Disabilities)

Job Category	Prior AAP Total Employee #	Prior AAP Total PWD #	Prior AAP Total PWD %	Prior AAP Availa- bility PWD %	Total Hires & Promo #	Total Hired #	PWD Hired #	Non- PWD Hired #	Un- known Hired #	PWD Hired %	Total Promo #	Non- PWD Promo #	PWD Promo #	Un- known Promo #	PWD Promo %	Actual PWD Hiring (%)	PWD Had Goals in Prior AAP?	PWD Goal Met?
Officials and Managers	555	27	4.9%	3.8%	206	58	7	51	0	12.1%	148	146	2	0	1.4%	4.4%	Yes	Yes
Professionals	617	36	5.8%	No Goal	289	207	21	186	0	10.1%	82	75	7	0	8.5%	9.7%	No	
Technicians	328	25	7.6%	No Goal	114	86	6	80	0	7.0%	28	26	2	0	7.1%	7.0%	No	
Protective Services: Sworn	126	1	0.8%	Monitor	28	20	2	18	0	10.0%	8	8	0	0	0.0%	7.1%	No	
Protective Services: Non-sworn	19	1	5.3%	Monitor	11	11	0	11	0	0.0%	0	0	0	0	0.0%	0.0%	No	
Paraprofessionals	10	1	10.0%	Monitor	3	2	0	2	0	0.0%	1	0	1	0	100.0%	33.3%	No	
Administrative Support	149	10	6.7%	6.0%	46	33	3	30	0	10.0%	13	11	2	0	15.4%	10.9%	Yes	Yes
Skilled Craft	696	17	2.4%	5.1%	133	111	6	105	0	5.4%	22	20	2	0	9.1%	6.0%	Yes	Yes
Service Maintenance	1364	21	1.5%	8.5%	790	767	22	745	0	2.9%	23	23	0	0	0.0%	2.8%	Yes	No
Total	3864	139	3.6%		1620	1295	67	1228	0	5.2%	325	309	16	0	4.9%			

Appendix B: Separation Analysis

Total Separations (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	12.1%	37.3%	14.3%	62.0%	16.6%	3.2%	10.6%
Resignation	40.4%	31.2%	40.0%	48.6%	43.6%	3.8%	42.6%
End Internship	7.7%	58.0%	14.1%	36.0%	6.1%	4.0%	8.5%
Retirement	22.4%	25.9%	18.4%	17.1%	8.5%	3.8%	23.4%
Death	1.0%	46.2%	1.5%	15.4%	0.3%	7.7%	2.1%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	16.4%	22.3%	11.7%	68.4%	24.9%	2.8%	12.8%
Total Separations	1308	412		591		47	

Officials and Managers (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	3.6%	25.0%	2.9%	25.0%	4.5%	0.0%	0.0%
Resignation	52.7%	36.2%	60.0%	25.9%	68.2%	0.0%	0.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	34.5%	23.7%	25.7%	7.9%	13.6%	0.0%	100.0%
Death	0.9%	100.0%	0.9%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	8.2%	33.3%	8.6%	33.3%	13.6%	0.0%	0.0%
Total Separations	110	35		22		3	

Professionals (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	8.5%	21.4%	5.0%	42.9%	17.6%	0.0%	0.0%
Resignation	57.9%	41.1%	65.0%	26.3%	73.5%	7.4%	63.6%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	26.2%	37.2%	26.7%	7.0%	8.8%	4.7%	18.2%
Death	1.2%	0.0%	0.0%	0.0%	0.0%	50.0%	9.1%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	6.1%	20.0%	3.3%	0.0%	0.0%	10.0%	9.1%
Total Separations	164	60		34		11	

Technicians (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	7.5%	61.5%	8.2%	61.5%	12.1%	15.4%	16.7%
Resignation	16.8%	65.5%	19.4%	44.8%	19.7%	13.8%	33.3%
End Internship	57.8%	58.0%	59.2%	36.0%	54.5%	4.0%	33.3%
Retirement	11.0%	42.1%	8.2%	21.1%	6.1%	5.3%	8.3%
Death	1.2%	100%	2.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	5.8%	30.0%	3.1%	50.0%	7.6%	10.0%	8.3%
Total Separations	172	97		66		12	

Protective Services: Sworn (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	3.7%	50.0%	11.1%	0.0%	0.0%	0.0%	0.0%
Resignation	75.9%	17.1%	77.8%	43.9%	78.3%	2.4%	100%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	9.3%	0.0%	0.0%	20.0%	4.3%	0.0%	0.0%
Death	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	9.3%	20.0%	11.1%	80.0%	17.4%	0.0%	0.0%
Total Separations	54	9		23		1	

Protective Services: Non-sworn (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Resignation	100%	50.0%	100%	50.0%	100%	0.0%	0.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Death	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	6	3		3		0	

Paraprofessionals (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Resignation	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Death	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total Separations	0	0		0		0	

Administrative Support (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	16.7%	57.1%	15.4%	28.6%	16.7%	14.3%	33.3%
Resignation	28.6%	50.0%	23.1%	50.0%	50.0%	0.0%	0.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	38.1%	81.3%	50.0%	6.3%	8.3%	12.5%	66.7%
Death	2.4%	100%	3.8%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	14.3%	100%	23.1%	50.0%	25.0%	0.0%	0.0%
Total Separations	42	26		12		3	

Skilled Craft (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	12.8%	26.7%	33.3%	46.7%	29.2%	0.0%	0.0%
Resignation	33.3%	7.7%	25.0%	15.4%	25.0%	7.7%	60.0%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	47.0%	9.1%	41.7%	16.4%	37.5%	0.0%	0.0%
Death	0.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	6.0%	0.0%	0.0%	14.3%	4.2%	28.6%	40.0%
Total Separations	117	12		24		5	

Service Maintenance (Sep = Separation; RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Separation Type	Total % by Sep Type	Sep Type ¹ Females % within Sep Type	Sep Type ² Sep Type % within Total Females Sep	Sep Type ¹ RE % within Sep Type	Sep Type ² Sep Type % within Total RE Sep	Sep Type ¹ PWD % within Sep Type	Sep Type ² Sep Type % within Total PWD Sep
Dismissal or Non-Certification	16.0%	36.9%	22.5%	70.9%	18.0%	1.9%	16.7%
Resignation	38.8%	26.9%	39.6%	68.7%	42.1%	2.0%	41.7%
End Internship	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Retirement	18.2%	21.4%	14.8%	24.8%	7.1%	2.6%	25.0%
Death	0.8%	40.0%	1.2%	40.0%	0.5%	0.0%	0.0%
Lay-off	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Termination without Rights	26.2%	22.0%	21.9%	78.0%	32.3%	1.2%	16.7%
Total Separations	643	170		407		12	

Appendix C: Job Category Analysis

Officials and Managers

Job Code	Job Title
125000	Director, Contracted Services
126000	Assist. Dir, Facilities Maint
126230	Assist. Dir, Bus Admin
126250	Assist. Dir, Garage Operations
127600	Assist. Dir, Lnd Use, Sta, OMF
128000	Assist. Dir, Bus Maintenance
128400	Assist. Dir, ProjCtrl & Cntrct
129750	Assist. Dir, Service Devel
131000	Head of Data Practices
133300	AGM, Admin & External Affairs
134125	Assist. General Mgr, U Mgmt Sy
137000	Assist. General Mgr, Trtmt Svc
138500	Deputy GM, COO-Bus and Rail
143800	Assist. General Mgr, TSD-SW
154250	Asst. Mgr, Planning and Sched
156000	Manager, PERDAQ
156750	ABUM Operations
157750	Manager, Process Computer
165000	Assist. Mgr, Construction Serv
168240	Assist. Mgr, Indust Waste
168250	Assist. Mgr, IWPP Field Monit
170000	Assist. Mgr, Lab Services
171500	Assist. Mgr, PERDAQ
171750	Manager, Plant Engineering
173400	Assist. Manager, Bus Maint.
173500	Assist. Mgr, Street Ops
173700	Assist. Mgr, Overhaul Base
174000	Assist. Mgr Rail QA
175250	Assist. Mgr, TCC Operations
180500	Assist. Transportation Manager

Job Code	Job Title
199500	Manager, Business Systems I-NR
199550	Manager, Business Syst I-TMS
199600	Manager, Bus. Systems II-NR
199650	Manager, Bus. Systems II-MANA
199660	Manager, Bus. Systems II-TMSA
199665	Mgr, Police Business Systems
199700	Senior Manager, Business Techn
199750	Captain Transit Police
199900	Program Manager, Busn Continu
203250	Chair
205500	Deputy Chief Financial Officer
206500	Deputy Chief Info Officer
206750	Chief Information Officer
208500	Chief Audit Executive
210200	Chief of Staff
231600	Senior Communications Advisor
236600	Director Community Affairs
270000	Deputy CHRO
271500	Deputy General Counsel
272000	Deputy Director, Plng/Financin
275000	Executive Director, CD
276000	Director, Community Relations
278500	Director, Bus Transportation
280250	Director, Communications
282100	Director, Custmr Serv and Mktg
283750	Director, Engrg and Facilities
285200	Director, Infrastruct and Ops
285400	Asst. Dir, IS Org Effectiveness
287200	Assistant Director, OEE0
287250	Director, OEE0
289000	Director, Finance
289100	Director, Finance & Admin
289200	Director, Treasury

Job Code	Job Title
289500	Director, Budget Operations
290000	Director, Entrp Content Mgmt
290750	Director, Metro HRA
291000	Director, Governmental Affairs
292500	Chief HR Officer
292750	Director, Talent Mgmt and LOD
294250	Director, Maintenance
296000	Executive Director, MTS
303500	Chief Procurement Officer
304750	Director, Safety
306500	Director, Operations-Light RI
306700	Director, Rail Systems Maint
308250	Director, Rail Vehicle Maint
308330	Director, Commuter Rail
310000	Chief of Police
311600	Dir, Strategic Initiatives
311750	Director, Service Developmnt
311900	Director, Tran Sys Des and Con
312000	Director, Tran Sys Des and Eng
313500	Supv, District Streets
313700	Senior Manager, WF and Equity
313850	Senior Manager, OEEO
313900	Senior Manager, Equity & Incl
339000	Manager, SAC Program
353750	Supv, Fleet Serv HVAC/Elec
354100	Supv, Fleet Serv Prev Maint
355500	Supv, Fleet Serv Warranty
357250	Supv, Fleet Serv Lift/Brakes
369500	General Manager, Environ Serv
371250	Asst Director, Metro Mobility
373000	General Counsel
380000	General Manager, Metro Transit
380500	Deputy GM Capital Prgm

Job Code	Job Title
380602	Deputy Chief Oper Off - Maint
380603	Deputy Chief Oper Off - Transp
394100	Grants Manager, CD/MTS
410750	Supv, Health Promotions
413500	Assist. Dir, HRA
436750	Data Officer
444800	Supv, Janitorial
446600	Program Manager, Lbr Relations
481300	Director, Environmental Svcs
485000	Manager, Accounting
485300	Manager, Programs and Administ
486600	Director, Applications
486800	Manager, IS I
486850	Manager, IS II
488525	Manager, Interceptor Engrg
488700	Manager, Asset Reliability
489000	Manager, Program Eval & Audit
490250	Manager, Budget – NRC
491500	Manager, General Ledger
493000	Manager, Budget and Grants
493250	Senior Manager, Budget & Grant
493300	Senior Manager, Budget
493700	Manager, Business Unit
499000	Director, Plant Maint/Securit
507750	Manager, Communication Systems
511200	Manager, Construction Safety
511210	Manager, Industrial Safety
511250	Manager, Construction (ES)
511300	Manager, Constr Serv II-TMSA
511350	Manager, Construc Serv I-TMS
513100	Manager, Contracts and Risk
513600	Manager Non Standards Unit
514250	Supervisor, Electrical Mainten

Job Code	Job Title
514300	Manager, Electrical Maintenanc
514675	Assist. Mgr Engineering
514700	Assist. Mgr, Engineering Prgrm
514750	Assist. Dir, Facilities Engrg
518800	Manager, WW Planning & CommPrg
519400	Manager, Administration-MTPD
519500	Manager, Sustainability
520100	Manager, Environ. Compliance
520200	Manager, Compliance & Admin
520300	Manager, Negotiated Procmts
522000	Director, Asset Management
523500	Manager, Facilities Maint
525250	Manager, Plng and Urban Design
525500	Manager, Planning & Scheduling
527000	Director, Pretreatment & Fin
528750	Manager, Fleet Serv and QA
529500	Manager, Fleet Services MTS
530500	Manager, GIS
532500	Manager, Multimedia Com
535300	Manager, HRA
539250	Manager, Industrial Waste
541000	Manager, Instruction
542700	Chief Labor Relations Officer
544500	Manager, Laboratory Services
549000	Manager, WC Claims
549800	Supv, Workforce Development
551500	Assist. Dir, Bus Maint Admin
551600	Assist. Dir, Bus Maint Tech Su
555000	Manager, Bus Maintenance
555100	Manager, Mechanical Maintenanc
558750	Program Manager, Shrd Mobility
558950	Mgr, Transway Spd, Reliab Plng
560200	Assist.Mgr, Metro Mob Cust Svc

Job Code	Job Title
561000	Manager, Metro Plant
561500	Manager, Metro Plant Process
563750	Assist. Mgr, Engineering Servi
569000	Manager, Payroll
570500	Manager, Central Services
572400	Manager, Perf Exc and Analytcs
572600	Manager, Training and Prog Sup
574275	Manager, MTS Systems
574550	Manager, Bus Safety MTS-TMSA
574600	Director, CD and MTS Admin
574700	Manager, MTS Compliance
574800	Senior Manager, MTS Planning
574850	Senior Manager, MTS Research
576000	Manager, Provider Op/Met Mblty
577750	Manager, Revenue Operations
578000	Mgr, Public Involvement-TMSA
578500	Manager, Public Involvement
579500	Manager, QA/QC
581300	Manager, Bus System Safety
581350	Manager, Rail System Safety
583600	Manager, Rail Transportation
583700	Manager, Rail Operations
585100	Project Manager, Senior – NR
585110	Senior Project Manager
585200	Project Manager, Senior - TMSA
587200	Senior Manager, TOD
588250	Manager, Research
590100	Senior Manager, Research
590150	Senior Manager, Research-NR
590200	Senior Manager, Regional Plng
593600	Manager, Track
594000	Manager, Route Planning
597000	Manager, Health and Safety

Job Code	Job Title
598500	Manager, Service Analysis
598750	Manager, Sched and Systems Sup
600500	Manager, Special Projects
602250	Manager, Materials Management
602500	Manager, Materials and Assets
604000	Manager, Street Operations
609250	Manager, TCC
612800	Senior Manager, Transit Info
614100	Project Manager, BRT
614200	Manager, BRT Projects
614300	Director, BRT Projects
614350	Dir, Arterial BRT Projects
614400	Manager, BRT Planning
618000	Manager, Transportation
619250	Assist. Mgr, Water Resources
619750	Manager, Water Resources
628600	Supv, Supply Chain
628700	Assist. Mgr., Supply Chain Sys
628800	Assist. Mgr, Supply Chain Ops
674400	Supervisor, Police Records
690100	Program Supv, BU Performance
694100	Manager, Eng and Const
697600	Director, Real Estate
703780	Manager, P-Card
709050	Assist. Mgr, Rail Transp
709060	Assist. Mgr Rail Operations
709150	Manager, Maint Rail Vehicle
709330	Manager, Traction Power
709370	Manager, SCADA Comm Sig
709410	Supv, Rail Transit
709420	Sr. Rail Transit Supv
709450	Manager, Commuter Rail Maint
714000	Manager, Content Management

Job Code	Job Title
716000	Regional Administrator
716500	Deputy Regional Administrator
756200	Manager, OEO
759800	Supv, Graphic Design
770200	Senior Manager, Rail QATrngAnl
770300	Senior Manager, Ent. Bus. Syst
770350	Senior Manager Finance
770360	Senior Manager Revenue Collect
770400	Senior Manager Public Rel
771500	Manager, Training Bus Maintena
772500	Manager, Rail Qual. Assurance
772550	Manager, Rail Training Develop
782800	Senior Manager, Procurement
785000	Sergeant
801300	Supv, Commuter Rail Maint
801750	Mgr, Accts Payb and Accts Rcv
805600	Manager, Asset Management Init
807000	Supv, Facilities Maintenance
807525	Manager, Facil and Fleet Mgmt
811000	Manager, Contracted Transit Sv
812250	Supv, Revenue Operations
813100	Manager, Creative Services
814000	Supv, Customer Relations
814600	Mgr, Customer Rel Experience
814700	Assist. Mgr, TRIP Operations
814750	Manager, TRIP Operations
819250	Assist. Mgr, Training
820700	Manager, Market Development
821200	Supv, Revenue Equipment Repair
822750	Supv, Electronic Maint
826300	Supv, Fare Citations
826400	Supv, Fare Collect & Process
829600	Supv, Market Development

Job Code	Job Title
830000	Supv, Office Administration
831525	Supv, Public Facilities Maint
832000	Supv, Rail Maintenance
832100	Supv, Rail Maintenance Constr
833250	Supv, Ridership and Rev Analys
834650	Manager, Commuter Programs
836750	Supv, Service Garage
837200	Supv, Signals
840350	Manager, Human Resources
840355	Senior Manager, HR
840400	Senior Manager, HR Wrkfrc Devl
842500	Supv, Track
843750	Supv, Transit Information
843900	Assist. Mgr, Transit Info
844000	Supv, Traction Power
845500	Supv, Transit Control
847250	Lieutenant
888250	Supv, Transit Info Field Ops

Professionals

Job Code	Job Title
101740	Accountant-NR
101750	Accountant-AFS
108000	ADA Paratransit Evaluator
116000	Agreements Specialist
185750	Associate General Counsel
189200	Associate Planner-AFS
189250	Associate Planner-NR
190060	Associate Auditor
190170	Auditor

Job Code	Job Title
191100	Senior Auditor
193625	Benefits Specialist
199000	Business Systems Analyst 1-NR
199050	Business Systems Analyst 1-AFS
199200	Business Systems Analyst 2-NR
199250	Business Systems Analyst 2-AFS
199300	Business Systems Analyst 3-NR
199350	Business Systems Analyst 3-AFS
199400	Business Systems Analyst 4-NR
200000	Business Analyst 1-AFS
200400	Business Analyst 2-NR
200500	Business Analyst 2-AFS
200550	Business Analyst 3-AFS
200600	Business Analyst 3-NR
200650	Business Analyst 4-AFS
200700	Business Systems Analyst 4-AFS
231250	Communications Specialist-AFS
231400	Product Development Specialist
231500	Communications Specialist-NR
231550	Senior Communications Spec-NR
231650	Communications Project Coord
231700	Communications Consultant
231800	Senior Communications Consult
234750	Community Outreach Coordinator
236500	Community Relations Specialist
236550	Community Relations Consultant
237000	Compensation Analyst
245250	Computer Systems Specialist
250450	Assist. Contract Administrator
250500	Contract Administrator-AFS
250550	Contract Administrator-NR
250650	Senior Contract Admin-AFS
250750	Contracts Negotiator

Job Code	Job Title
268100	Senior Service Analyst
269750	Database Administrator I
269800	Database Administrator 2-AFS
269850	Database Administrator 2 - NR
273300	PrMgr Wastewater Commissioning
291500	Government Affairs Liaison
329245	Associate Engineer-AFS
329250	Engineer-AFS
329260	Engineer-NR
332500	Environmental Analyst
332750	Environmental Scientist
334500	EO Consultant III
350250	Financial Analyst-AFS
350255	Financial Analyst-NR
364500	Rail Coordinator
381750	GIS Specialist 3
383500	MetroGIS Coordinator
385250	GIS Specialist 2
397525	Graphics Designer
408000	HRA Coordinator
408500	HRA Coordinator II
410500	Fitness and Health Specialist
416700	Benefits Analyst
419200	Assoc. HR Business Partner
419250	Human Resources Bus Partner
423800	Industrial Waste Tech Coord
434300	Interceptor System Technician
436000	Data Analyst
436500	Data Architect
444100	Systems Engineer 1 – AFSC
444200	Systems Engineer 2 – NRC
444250	Systems Engineer 2 – AFS
444275	Engineer – ITS

Job Code	Job Title
444300	Systems Engineer 3
444350	Systems Engineer 3 – AFS
444450	Systems Engineer 4 – AFS
445100	Applications Developer 1
445200	Applications Developer 2
445300	Applications Developer 3
445400	Applications Developer 4
445450	Applications Developer 4-NR
448550	Lab Analyst 3
448600	Lab Tech Coordinator 1
448625	Lab Technical Coordinator 2
448725	QA Coordinator 2
464000	Senior Safety Specialist
479700	Training Specialist
479725	E-Learning Specialist
479750	LOD Consultant
485500	Manager, Agreements
486250	Manager, Tech CoordinationMANA
490200	Program Manager, Budget
539600	Environmental Compliance Lead
548200	Liability Claims Rep II
548300	Liability Claims Rep III
548600	Work Comp Claims Rep II
548900	Workforce Development Coordntr
558700	Program Mgr, Better Bus Stops
558800	Program Manager, Bus Technolog
558900	Prog Mgr, Speed & Reliability
585000	Project Mgr Special Projects
585350	Project Lead, Business Continu
585400	Project Manager Info Services
585700	Project Manager, Bus Maintenac
586000	Project Manager, Rail Techn Op
587100	Sr Project Manager, Dev TOD

Job Code	Job Title
587250	Program Manager, TDM
587300	Program Manager, MT Asset Mngt
587500	Program Manager, Waiver Transp
611200	Project Mgr Technical Services
621500	Market Development Specialist
621550	Sr Market Dev Specialist
623250	Marketing Writer
651255	Manager, Project Office Mngt
653000	Outreach Coordinator
653500	Senior Outreach Coordinator
654000	Occupational Health Specialist
658250	Payroll Analyst
663500	Planner-AFS
663510	Planner-NR
665200	Planning Analyst-NR
665250	Planning Analyst
668000	Document Mgmt Specialist -AFS
670550	Police Data Analyst
677200	Principal Analyst Rail Opns
677500	Principal Contract Admin-AFS
677550	Principal Contract Admin-NR
677555	Principal Project Coordinator
679250	Principal Engineer-AFS
679260	Principal Engineer-NR
681000	Principal Environmental Scient
682500	Principal Financial Analyst-NR
682750	Principal Financial Analys-AFS
684500	GIS System Administrator 2
690000	Senior Program Supervisor
691500	Project Administrator
691700	Principal Proj Administrator
693255	Project Coordinator – NR
693500	Project Manager

Job Code	Job Title
693550	Associate Project Manager
693600	Project Manager-AFS
697200	Prgm Mgr Real Estate & Asset M
698500	Public Arts Administrator
703700	Associate Purchasing Agent
703750	Purchasing Agent-AFS
703765	Senior Purchasing Agent
703770	P-Card Administrator
708000	Social Media Specialist
709200	Supv, Rail Mtnc QA and Trng
709250	Rail Safety Officer
709335	Senior Rail Systems Specialist
710750	Ridership and Revenue Analyst
711200	Title Specialist
711400	Real Estate Appraiser
711500	Real Estate Specialist
714100	Enterprise Records Management
717800	On Call (GSOC) Utility Locator
720000	Principal Researcher
720200	Researcher
720300	Data Scientist-NR
720350	Data Scientist-AFS
720400	Senior Researcher-NR
720500	Senior Data Scientist-NR
720550	Senior Data Scientist-AFS
720650	Principal Data Scientist-NR
723150	Bus Safety Specialist
723500	Sales Operations Specialist
723600	Prog Spec, Events & Fare Prog
731950	Security Specialist
735250	Senior Accountant-AFS
735255	Senior Accountant-NR
745700	Principal Communications Spec

Job Code	Job Title
745710	Principal Comm Spec-NR
745750	Senior Communications Spec
745765	Web Designer
745770	Front End Web Developer
746000	Senior Community Outreach Coor
747500	Senior Computer Systems Spec
752750	Senior Engineer
752760	Senior Engineer-NR
754500	Senior Environmental Scientist
756250	EO Consultant II
759000	Senior Grants Specialist
759750	Senior Graphic Designer
770250	Senior Technical Trainer
771600	Instructional Designer
771650	Instructional Designer-AFS
771700	Technical Trainer
779000	Senior Planner-AFS
779010	Senior Planner-NR
780750	Senior Project Administr-AFS
780760	Senior Project Administrator
782500	Senior Project Coordinator
782550	Senior Project Coordinator-AFS
783000	Senior Researcher
786500	Service Analyst
792700	Talent Acquisition Specialist
792750	Senior Talent Acquisition Spec
805760	Rail Maint. Warranty Administr
831800	Supv, RCC Training
863000	Commuter Programs Specialist
863150	Program Spec, Equity and Inclu
863200	Senior Commuter Programs Spec
863850	Program Coordinator-NR
863900	Senior Program Coordinator

Job Code	Job Title
868300	Technical Writer 1
888150	Transit Info Field Ops Spec
899750	TAB Coordinator

Technicians (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	Job Title
114000	Program Tech Specialist-AFSCME
186250	Associate Community Outreach C
196250	Bus Stop Coordinator
220500	Electronic Rev Equip Administr
231300	Associate Communications Spec
243500	Industrial Automation Trainee
243700	Industrial Automation Spec
243800	Principal Indus Autom Spec
248500	Associate Construc Inspctr-AFS
248750	Construction Inspector
259450	Coordinator Material Mgmt
262750	Marketing & Transit Info Admin
269100	PeopleSoft Administrator I
313600	Workforce & Equity Prog Coord
313750	EO Consultant I
318750	Drafter III
324000	Revenue Mechanical Technician
324200	Lead Revenue Mechanical Tech
325750	Electronic Repair Tech
338000	Prin Admin Spec-NR
338500	Prin Admin Spec - AFSCME
339250	Sewer Availability Charge Tech
339500	Executive Assistant
339750	Program Tech Specialist-NR
397515	Graphic Production Specialist

Job Code	Job Title
408100	HRA Mobility Coordinator
411500	HRA Inspector
413250	HRA Specialist
416800	Benefits Administrator
423750	Industrial Waste Technician
425600	Prin. Industrial Waste Tech
426000	Information Specialist
429000	Instructor
437650	Intern - Urban Scholar
437750	Intern
437950	Bridge Fellow-AFS
443000	Inventory Technician
443100	Technical Support Specialist 1
443150	Technical Support Specialist 2
443200	Technical Support Specialist 3
448500	Lab Analyst 1
448525	Lab Analyst 2
465750	Lead Sched Display Coordinator
471000	Lead Sr Elec Rev Equip Tech
569400	Systems Field Technology Tech
621400	Assoc. Market Dev Specialist
628450	Material Planner-AFS
628550	Supply Chain Coordinator
653100	Associate Outreach Coordinator
674200	Police Records Specialist
674300	Police Services Administrator
700250	Facilities Administrator
714500	Data Practices Specialist
717750	Registered Land Surveyor
723700	Bus Technology Systems Spec
724000	Schedule Coordinator
726500	Schedule Distrbtn Coordinator
729000	Schedule Technician

Job Code	Job Title
731900	RTIC Specialist
749250	Revenue Equip Electronic Tech
751000	Senior Electronics Repair Tech
758000	GIS Specialist 1
761400	Human Resources Assistant-AFS
775500	Senior Metering and Alm Sys Op
777900	Senior Payroll Specialist
794750	Materials Spec Leadworker-AFS
863800	Program Coordinator
864760	HR Office Coordinator
884000	Transit Info Support Spec.
888100	Transit Inf Serv Data Coord

Protective Services: Sworn

Job Code	Job Title
672200	Police Officer (Full Time)
672250	Police Officer (Part Time)

Protective Services: Non-sworn

Job Code	Job Title
124500	Asset Protection Specialist
236800	Community Service Officers

Paraprofessionals

Job Code	Job Title
103600	Sr Acct Specialist-MT AP
123600	Sr Acct Specialist-MT AR
448350	Senior Lab Assistant
628500	Material Planner
711250	Associate Real Estate Spec

Administrative Support

Job Code	Job Title
108700	Account Specialist
110500	Administrative Specialist
110510	Administrative Specialist-NR
219000	Clerical Assistant
224250	Maintenance Admin Spec
226100	Material Mgmt Administrator
257500	Sr. Account Spec-MT:Cdt/Collec
259250	Sr. Account Spec-MT:Sales Oper
264500	Customer Relations Specialist
264550	Customer Service Specialist
343250	Facilities Maintenance Tech
343300	Sr Facilities Maintenance Tech
399250	Head Stockkeeper
441250	Sr. Account Spec-MT:Asset Mgmt
457000	Lead Revenue Processing Spec
472750	Lead Stockkeeper
475000	Lead Transit Service Ctr Rep
483250	Maintenance Admin Assist.

Job Code	Job Title
644250	Revenue Processing Specialist
656500	Passenger Sampling Clerk
712450	Rail Operations Clerk
731750	Administrator Prop and Eviden
733550	Senior Account Specialist
733600	Sr. Account Spec-MT:Rev Balanc
738750	Senior Admin Spec-AFSCME
738760	Senior Admin Spec-NR
738800	North Loop Fac Supp Coord
748000	Senior Customer Rel Spec
777860	Payroll Specialist-AFS
784350	Lead Transit Information Rep
796750	Power Plant Engineer
796760	Chief Power Plant Engineer
800000	Stockkeeper
885750	Transit Information Rep 1
885800	Transit Information Rep 2
892750	Transit Service Center Rep
903250	Fare Collections Specialist

Skilled Craft

Job Code	Job Title
117500	Apprentice Electrician
119250	Apprentice Machinist Mechanic
119251	Apprentice Machinist Mech-CDL
198000	Business Unit Coordinator
198001	Business Unit Crdntr - CDL
238100	Skilled Helper Commuter Rail
322250	Electrician
325710	Electro Mechanical Technician

Job Code	Job Title
325715	Electro Mech Tech-Pnt and Body
325900	Electronic Tech Commuter Rail
432500	Interceptor Svc Wrkr II - CDL
434250	Interceptor System Leadwkr CDL
450000	Lead Electrician
455250	Lead Machinist Mechanic-CDL
455251	Lead Vehicle Mechanic
455252	Lead Machinist Mechanic
460500	Lead Painter
462250	Lead Pipefitter
478100	Licensed Lead Electrician
481500	Machinist Mechanic-CDL
481501	Machinist Mechanic
631000	Mechanic Technician
631050	Mechanic Technician - EPA 608
633000	Facilities Technician
633100	Mechanic Commuter Rail
654750	Painter
661750	Pipefitter
668750	Plant Operator
668751	Plant Operator-CDL
709175	Foreperson, Commuter Rail
709210	SCADA/Comm Electronic Tech
709220	Signals Technician
709260	Foreperson, Signals
709270	Foreperson, SCADA/Comm
709300	Foreperson Electro Mech Tech
709311	Foreperson, Track
709321	Track Maintainer
709340	Foreperson, Traction Power
709355	Traction Power Maintainer
709360	Licensed Journeyman Electr
709375	Foreperson, Fac Systems Maint

Job Code	Job Title
709385	Foreperson, Facilities Mainten
772100	Fac Tech Chief Eng Lic Req
789500	Skilled Helper
905000	Vehicle Mechanic-CDL

Service Maintenance

Job Code	Job Title
196076	Bus Operator PT Day
196077	Bus Operator PT Weekend
196078	Bus Operator FT
196080	Bus Operator PT Weekend Trng
217250	Cleaner
217300	Cleaner, Rail
364250	Garage Coordinator
366000	General Dispatcher
404500	Helper
430750	Interceptor Service Worker
430751	Interceptor Service Wrkr-CDL
444750	Janitor
453500	Lead Janitor
479000	LRT Helper
626750	Mark Up Dispatcher
701100	Public Facilities Worker
701120	Lead Public Facility Worker
709900	Train Operator
712550	Rail Dispatcher
719500	Relief Mark-Up Dispatcher
888300	Transit Inf Serv Installer
888400	Senior Transit Info Srv Instlr

Appendix D: Feeder Jobs

Officials and Managers (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
122000	Officials/Administrators	Assist. Mgr, BU - Interceptor	-	-	-
122100	Officials/Administrators	Assist. Mgr, Inter Eng Design	-	-	-
124000	Officials/Administrators	Assist. Dir, Ad, PubOutr, Comm	-	-	-
124700	Officials/Administrators	Assist. Dir, Commuter Rail	-	-	-
125000	Officials/Administrators	Director, Contracted Services	0.08%	0.00%	0.00%
125500	Officials/Administrators	Assist. Dir, Environ & Agremts	-	-	-
126000	Officials/Administrators	Assist. Dir, Facilities Maint	0.00%	0.00%	0.00%
126230	Officials/Administrators	Assist. Dir, Bus Admin	0.00%	0.00%	0.00%
126250	Officials/Administrators	Assist. Dir, Garage Operations	0.00%	0.08%	0.00%
126500	Officials/Administrators	Assist. Dir, Field Operations	-	-	-
127000	Officials/Administrators	Assist. Dir, Light Rail Oprtns	-	-	-
127500	Officials/Administrators	Assist. Dir, LR Veh Maint	-	-	-
127600	Officials/Administrators	Assist. Dir, Lnd Use, Sta, OMF	0.00%	0.00%	0.00%
128000	Officials/Administrators	Assist. Dir, Bus Maintenance	0.00%	0.00%	0.00%
128400	Officials/Administrators	Assist. Dir, ProjCtrl & Cntrct	0.00%	0.00%	0.00%
128500	Officials/Administrators	Assist. Dir, Transitways Engrg	-	-	-
128750	Officials/Administrators	Assist. Dir, Route and Sys Pl	-	-	-
129000	Officials/Administrators	Assist. Dir, Sec/Police Serv	-	-	-
129250	Officials/Administrators	Director, Security and Pol Srv	-	-	-
129750	Officials/Administrators	Assist. Dir, Service Devel	0.08%	0.00%	0.00%
131000	Officials/Administrators	Head of Data Practices	0.08%	0.00%	0.00%
133250	Officials/Administrators	Assist GM Planning Eval & Mark	-	-	-
133300	Officials/Administrators	AGM, Admin & External Affairs	0.08%	0.00%	0.00%
134125	Officials/Administrators	Assist. General Mgr, U Mgmt Sy	0.00%	0.00%	0.00%
135000	Officials/Administrators	Assist. Gen'l Mgr, Interop Srv	-	-	-
135100	Officials/Administrators	Assist. Gen'l Mgr, Sust-Fin ES	-	-	-
13600	Officials/Administrators	Assist. General Mgr, Sup Serv	-	-	-
136750	Officials/Administrators	Assist. Gen'l Mgr, Met Mobil	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
137000	Officials/Administrators	Assist. General Mgr, Trtmt Svc	0.00%	0.00%	0.00%
138500	Officials/Administrators	Deputy GM, COO-Bus and Rail	0.00%	0.00%	0.00%
140250	Officials/Administrators	Assist. Gen'l Mgr, Rail	-	-	-
142000	Officials/Administrators	Assist. General Mgr, WW P&CD	-	-	-
143000	Officials/Administrators	Director, Administration	-	-	-
143750	Officials/Administrators	Assist. Gen'l Mgr, TSD-CC	-	-	-
143800	Officials/Administrators	Assist. General Mgr, TSD-SW	0.00%	0.00%	0.00%
143850	Officials/Administrators	Assist. General Mgr, TSD-BLRT	-	-	-
143900	Officials/Administrators	Asst GM-COS, Adm & Ext Affairs	-	-	-
145500	Officials/Administrators	Assist. Mgr, BU-East Area	-	-	-
147250	Officials/Administrators	Assist. Mgr, BU-Incineration	-	-	-
149000	Officials/Administrators	Assist. Mgr, BU-Liquids	-	-	-
150750	Officials/Administrators	Assist. Mgr, BU-Metro Maint	-	-	-
152500	Officials/Administrators	Assist. Mgr, Training	-	-	-
154250	Officials/Administrators	Asst. Mgr, Planning and Sched	0.00%	0.16%	0.00%
155000	Officials/Administrators	Manager, Process Information	-	-	-
156000	Officials/Administrators	Manager, PERDAQ	0.00%	0.00%	0.00%
156750	Officials/Administrators	ABUM Operations	0.16%	0.08%	0.16%
157750	Officials/Administrators	Manager, Process Computer	0.00%	0.00%	0.00%
157760	Officials/Administrators	Assist. Mgr, Process Computer	-	-	-
158000	Officials/Administrators	Assist. Mgr, Proj Office Mgmt	-	-	-
159500	Officials/Administrators	Assist. Mgr, BU-Seneca Maint	-	-	-
161250	Officials/Administrators	Assist. Mgr, BU-So West Area	-	-	-
163000	Officials/Administrators	Assist. Mgr, BU-Solids	-	-	-
164750	Officials/Administrators	Assist. Mgr, BU-Warehouse	-	-	-
165000	Officials/Administrators	Assist. Mgr, Construction Serv	0.16%	0.00%	0.08%
16550	Officials/Administrators	Assist. Mgr, Contracts and Pcm	-	-	-
166000	Officials/Administrators	Assist. Mgr, Facility Services	-	-	-
168240	Officials/Administrators	Assist. Mgr, Indust Waste	0.08%	0.00%	0.00%
168250	Officials/Administrators	Assist. Mgr, IWPP Field Monit	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
168260	Officials/Administrators	Assist. Mgr, IWPP Data Systems	-	-	-
170000	Officials/Administrators	Assist. Mgr, Lab Services	0.16%	0.00%	0.00%
171500	Officials/Administrators	Assist. Mgr, PERDAQ	0.00%	0.00%	0.00%
171750	Officials/Administrators	Manager, Plant Engineering	0.08%	0.00%	0.00%
172000	Officials/Administrators	Assist. Mgr, Local Planning	-	-	-
173000	Officials/Administrators	Assist. Mgr, Matrls and Assets	-	-	-
173400	Officials/Administrators	Assist. Manager, Bus Maint.	0.00%	0.00%	0.00%
173500	Officials/Administrators	Assist. Mgr, Street Ops	0.08%	0.16%	0.00%
173600	Officials/Administrators	Assist. Mgr, Stores	-	-	-
173700	Officials/Administrators	Assist. Mgr, Overhaul Base	0.00%	0.00%	0.08%
174000	Officials/Administrators	Assist. Mgr Rail QA	0.00%	0.00%	0.00%
174100	Officials/Administrators	Manager, Maint QA and Training	-	-	-
175250	Officials/Administrators	Assist. Mgr, TCC Operations	0.00%	0.00%	0.00%
177000	Officials/Administrators	Assist. Mgr, TCC Systems	-	-	-
180500	Officials/Administrators	Assist. Transportation Manager	0.55%	1.26%	0.16%
180555	Officials/Administrators	Assist. Transp Mgr-Trng Admin	-	-	-
199500	Officials/Administrators	Manager, Business Systems I-NR	0.00%	0.08%	0.00%
199550	Officials/Administrators	Manager, Business Syst I-TMS	0.08%	0.00%	0.00%
199555	Officials/Administrators	Manager, Business Syst - MANA	-	-	-
199600	Officials/Administrators	Manager, Bus. Systems II-NR	0.00%	0.00%	0.00%
199650	Officials/Administrators	Manager, Bus. Systems II-MANA	0.00%	0.00%	0.00%
199660	Officials/Administrators	Manager, Bus. Systems II-TMSA	0.08%	0.00%	0.00%
199665	Officials/Administrators	Mgr, Police Business Systems	0.08%	0.00%	0.00%
199700	Officials/Administrators	Senior Manager, Business Techn	0.00%	0.00%	0.00%
199750	Officials/Administrators	Captain Transit Police	0.08%	0.00%	0.00%
199800	Officials/Administrators	Senior Manager, Systems Innova	-	-	-
199900	Officials/Administrators	Program Manager, Busn Continu	0.08%	0.00%	0.00%
203250	Officials/Administrators	Chair	0.00%	0.00%	0.00%
205000	Officials/Administrators	Chief Financial Officer	-	-	-
20550	Officials/Administrators	Deputy Chief Financial Officer	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
205500	Officials/Administrators	Deputy Chief Financial Officer	0.08%	0.00%	0.00%
206500	Officials/Administrators	Deputy Chief Info Officer	0.08%	0.00%	0.00%
206750	Officials/Administrators	Chief Information Officer	0.08%	0.00%	0.00%
207500	Officials/Administrators	Chief Labor Negotiator	-	-	-
208500	Officials/Administrators	Chief Audit Executive	0.00%	0.00%	0.00%
210200	Officials/Administrators	Chief of Staff	0.08%	0.00%	0.00%
210250	Officials/Administrators	Chief of Staff	-	-	-
210275	Officials/Administrators	Chief Of Staff HPO	-	-	-
231600	Officials/Administrators	Senior Communications Advisor	0.00%	0.00%	0.00%
236600	Officials/Administrators	Director Community Affairs	0.08%	0.00%	0.00%
254000	Officials/Administrators	Controller	-	-	-
270000	Officials/Administrators	Deputy CHRO	0.08%	0.00%	0.00%
271000	Officials/Administrators	Director, Administration	-	-	-
271500	Officials/Administrators	Deputy General Counsel	0.00%	0.00%	0.00%
272000	Officials/Administrators	Deputy Director, Plng/Financin	0.08%	0.00%	0.00%
273000	Officials/Administrators	Director, Transit Systems Devl	-	-	-
273250	Officials/Administrators	Deputy GM, Wastewater Svcs	-	-	-
275000	Officials/Administrators	Executive Director, CD	0.08%	0.08%	0.00%
276000	Officials/Administrators	Director, Community Relations	0.08%	0.08%	0.00%
276100	Officials/Administrators	Manager, Community Relations	-	-	-
278500	Officials/Administrators	Director, Bus Transportation	0.08%	0.00%	0.00%
280250	Officials/Administrators	Director, Communications	0.08%	0.00%	0.00%
282000	Officials/Administrators	Director, Cust Serv & Pub Rel	-	-	-
282100	Officials/Administrators	Director, Custmr Serv and Mktg	0.08%	0.00%	0.00%
282500	Officials/Administrators	Director, Data Resources	-	-	-
283750	Officials/Administrators	Director, Engrg and Facilities	0.08%	0.08%	0.00%
285000	Officials/Administrators	Director, Entrprs Arch & Infra	-	-	-
285100	Officials/Administrators	Assist. Dir, Application Serv	-	-	-
285200	Officials/Administrators	Director, Infrastruct and Ops	0.08%	0.00%	0.08%
285300	Officials/Administrators	Assist. Dir, IS Fin and Budget	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
285400	Officials/Administrators	Asst. Dir, IS Org Effectivness	0.00%	0.00%	0.00%
285500	Officials/Administrators	Dir, Env Planning & Evaluation	-	-	-
287200	Officials/Administrators	Assistant Director, OEE0	0.00%	0.16%	0.00%
287250	Officials/Administrators	Director, OEE0	0.08%	0.08%	0.00%
289000	Officials/Administrators	Director, Finance	0.00%	0.00%	0.00%
289100	Officials/Administrators	Director, Finance & Admin	0.08%	0.00%	0.00%
289200	Officials/Administrators	Director, Treasury	0.00%	0.00%	0.00%
289500	Officials/Administrators	Director, Budget Operations	0.00%	0.00%	0.00%
290000	Officials/Administrators	Director, Entrp Content Mgmt	0.00%	0.00%	0.08%
290750	Officials/Administrators	Director, Metro HRA	0.08%	0.00%	0.00%
291000	Officials/Administrators	Director, Governmental Affairs	0.00%	0.00%	0.00%
292500	Officials/Administrators	Chief HR Officer	0.08%	0.00%	0.08%
292750	Officials/Administrators	Director, Talent Mgmt and LOD	0.00%	0.00%	0.00%
294250	Officials/Administrators	Director, Maintenance	0.00%	0.08%	0.00%
295000	Officials/Administrators	Director, Marketing	-	-	-
296000	Officials/Administrators	Executive Director, MTS	0.00%	0.00%	0.00%
296500	Officials/Administrators	Executive Director, Reg Tran	-	-	-
297750	Officials/Administrators	Director, Office Admn&Bus Plng	-	-	-
299500	Officials/Administrators	Director, Regional Planning	-	-	-
301250	Officials/Administrators	Director, Public Affairs	-	-	-
301300	Officials/Administrators	Senior Manager, Public Affairs	-	-	-
301500	Officials/Administrators	Director, PR & Commun Strategy	-	-	-
303000	Officials/Administrators	Director, Purchasing	-	-	-
303500	Officials/Administrators	Chief Procurement Officer	0.08%	0.00%	0.00%
303600	Officials/Administrators	Assist. Dir., Contracts & Proc	-	-	-
303800	Officials/Administrators	Program Mgr, Vendor Mgmt	-	-	-
304750	Officials/Administrators	Director, Safety	0.00%	0.00%	0.00%
306500	Officials/Administrators	Director, Operations-Light RI	0.00%	0.00%	0.00%
306700	Officials/Administrators	Director, Rail Systems Maint	0.00%	0.08%	0.00%
307500	Officials/Administrators	Director, Rail Service Deliver	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
308250	Officials/Administrators	Director, Rail Vehicle Maint	0.00%	0.00%	0.00%
308330	Officials/Administrators	Director, Commuter Rail	0.00%	0.08%	0.00%
309000	Officials/Administrators	Dir, Comm Rail & RailVehMaint	-	-	-
310000	Officials/Administrators	Chief of Police	0.00%	0.08%	0.00%
311600	Officials/Administrators	Dir, Strategic Initiatives	0.00%	0.00%	0.00%
311750	Officials/Administrators	Director, Service Developmnt	0.00%	0.00%	0.00%
311850	Officials/Administrators	Director, Transit Development	-	-	-
311900	Officials/Administrators	Director, Tran Sys Des and Con	0.00%	0.00%	0.00%
312000	Officials/Administrators	Director, Tran Sys Des and Eng	0.00%	0.00%	0.00%
312200	Officials/Administrators	Director, Tran Sys DesEngConst	-	-	-
313500	Officials/Administrators	Supv, District Streets	0.63%	1.10%	0.00%
313700	Officials/Administrators	Senior Manager, WF and Equity	0.08%	0.08%	0.08%
313800	Officials/Administrators	Program Manager, Equity	-	-	-
313850	Officials/Administrators	Senior Manager, OEEO	0.08%	0.08%	0.00%
313855	Officials/Administrators	Manager, Everyday Equity - MT	-	-	-
313870	Officials/Administrators	Manager, Everyday Equity	-	-	-
313900	Officials/Administrators	Senior Manager, Equity & Incl	0.08%	0.00%	0.00%
315500	Officials/Administrators	Prgm Mgr, Continuous Imprmnt	-	-	-
336250	Officials/Administrators	Executive Dir, Metro Radio Brd	-	-	-
339000	Officials/Administrators	Manager, SAC Program	0.08%	0.00%	0.00%
352000	Officials/Administrators	Supv, Fleet Serv Eng/Trans	-	-	-
353750	Officials/Administrators	Supv, Fleet Serv HVAC/Elec	0.00%	0.00%	0.00%
354100	Officials/Administrators	Supv, Fleet Serv Prev Maint	0.00%	0.00%	0.00%
355500	Officials/Administrators	Supv, Fleet Serv Warranty	0.00%	0.00%	0.00%
357250	Officials/Administrators	Supv, Fleet Serv Lift/Brakes	0.00%	0.00%	0.00%
359000	Officials/Administrators	Supv, Fleet Serv MIS	-	-	-
360750	Officials/Administrators	Supv, Brake Shop	-	-	-
362500	Officials/Administrators	Supv, Body Shop	-	-	-
369500	Officials/Administrators	General Manager, Environ Serv	0.08%	0.00%	0.00%
371250	Officials/Administrators	Asst Director, Metro Mobility	0.00%	0.00%	0.08%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
373000	Officials/Administrators	General Counsel	0.08%	0.00%	0.00%
380000	Officials/Administrators	General Manager, Metro Transit	0.08%	0.00%	0.00%
380100	Officials/Administrators	Senior Manager, Policy Dvlpmnt	-	-	-
380500	Officials/Administrators	Deputy GM Capital Prgm	0.00%	0.00%	0.00%
380600	Officials/Administrators	Deputy Chief Oper Off - Bus	-	-	-
380601	Officials/Administrators	Deputy Chief Oper Off - Rail	-	-	-
380602	Officials/Administrators	Deputy Chief Oper Off - Maint	0.00%	0.00%	0.08%
380603	Officials/Administrators	Deputy Chief Oper Off - Transp	0.00%	0.08%	0.00%
392000	Officials/Administrators	Manager, Prgrm Grnt Crdntn	-	-	-
394000	Officials/Administrators	Grants Manager	-	-	-
394100	Officials/Administrators	Grants Manager, CD/MTS	0.08%	0.00%	0.00%
410750	Officials/Administrators	Supv, Health Promotions	0.08%	0.00%	0.00%
413500	Officials/Administrators	Assist. Dir, HRA	0.08%	0.08%	0.00%
436750	Officials/Administrators	Data Officer	0.00%	0.00%	0.00%
444800	Officials/Administrators	Supv, Janitorial	0.00%	0.08%	0.00%
446600	Officials/Administrators	Program Manager, Lbr Relations	0.24%	0.00%	0.00%
474500	Officials/Administrators	Lead Supv, TIC	-	-	-
481200	Officials/Administrators	Director, Metro WWTP	-	-	-
481300	Officials/Administrators	Director, Environmental Svcs	0.16%	0.00%	0.00%
485000	Officials/Administrators	Manager, Accounting	0.08%	0.16%	0.00%
485100	Officials/Administrators	Manager, Administration (TS)	-	-	-
485200	Officials/Administrators	Manager, Admin Transitways	-	-	-
485300	Officials/Administrators	Manager, Programs and Administ	0.08%	0.00%	0.00%
485600	Officials/Administrators	Manager, Admin Services	-	-	-
486100	Officials/Administrators	Manager, Analytics and Resrch	-	-	-
486200	Officials/Administrators	Manager, Tech Coordination	-	-	-
486500	Officials/Administrators	Info Security Program Leader	-	-	-
486600	Officials/Administrators	Director, Applications	0.08%	0.08%	0.00%
486750	Officials/Administrators	Manager, Application Services	-	-	-
486800	Officials/Administrators	Manager, IS I	0.39%	0.16%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
486850	Officials/Administrators	Manager, IS II	0.08%	0.08%	0.00%
488500	Officials/Administrators	Manager, Interceptor Area	-	-	-
488525	Officials/Administrators	Manager, Interceptor Engrg	0.00%	0.00%	0.00%
488550	Officials/Administrators	Manager, Interceptor Proj Deli	-	-	-
488700	Officials/Administrators	Manager, Asset Reliability	0.00%	0.08%	0.00%
489000	Officials/Administrators	Manager, Program Eval & Audit	0.08%	0.00%	0.00%
490250	Officials/Administrators	Manager, Budget - NRC	0.00%	0.00%	0.00%
490350	Officials/Administrators	Manager, Budget - MANA	-	-	-
491000	Officials/Administrators	Manager, Acct. and Fin. Report	-	-	-
491500	Officials/Administrators	Manager, General Ledger	0.00%	0.00%	0.00%
492000	Officials/Administrators	Manager, Budget & Evaluation	-	-	-
493000	Officials/Administrators	Manager, Budget and Grants	0.00%	0.08%	0.00%
493250	Officials/Administrators	Senior Manager, Budget & Grant	0.08%	0.08%	0.00%
493300	Officials/Administrators	Senior Manager, Budget	0.00%	0.00%	0.00%
493500	Officials/Administrators	Assist. Mgr, Budget and Grants	-	-	-
493700	Officials/Administrators	Manager, Business Unit	0.00%	0.00%	0.08%
493750	Officials/Administrators	Manager, BU-East Area	-	-	-
493800	Officials/Administrators	Manager, Business Unit - NR	-	-	-
494750	Officials/Administrators	Manager, BU-Floater	-	-	-
495500	Officials/Administrators	Manager, BU-Incineration	-	-	-
497250	Officials/Administrators	Manager, BU-Liquids	-	-	-
499000	Officials/Administrators	Director, Plant Maint/Securit	0.00%	0.00%	0.00%
499150	Officials/Administrators	Director, Plant Services	-	-	-
500750	Officials/Administrators	Manager, BU-Plant Supprt Svcs	-	-	-
502500	Officials/Administrators	Manager, BU-Solids	-	-	-
504250	Officials/Administrators	Manager, BU-Southwest Area	-	-	-
506000	Officials/Administrators	Manager, CAD/Drafting	-	-	-
507750	Officials/Administrators	Manager, Communication Systems	0.00%	0.00%	0.00%
507850	Officials/Administrators	Manager, Communication Serv	-	-	-
509500	Officials/Administrators	Manager, Communications	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
510000	Officials/Administrators	Manager, Comnty Works/Land Use	-	-	-
511200	Officials/Administrators	Manager, Construction Safety	0.00%	0.08%	0.00%
511210	Officials/Administrators	Manager, Industrial Safety	0.08%	0.00%	0.00%
511250	Officials/Administrators	Manager, Construction (ES)	0.00%	0.00%	0.00%
511300	Officials/Administrators	Manager, Constr Serv II-TMSA	0.08%	0.00%	0.00%
511350	Officials/Administrators	Manager, Construc Serv I-TMS	0.08%	0.08%	0.00%
511400	Officials/Administrators	Assist. Dir, Construc-TSD-SPO	-	-	-
511500	Officials/Administrators	Assist. Dir, TSD Construction	-	-	-
511600	Officials/Administrators	Deputy Director, TSD	-	-	-
513000	Officials/Administrators	Manager, Contracts and Procmts	-	-	-
513050	Officials/Administrators	Manager, Council Contracts	-	-	-
513100	Officials/Administrators	Manager, Contracts and Risk	0.08%	0.00%	0.00%
513500	Officials/Administrators	Manager, Purchsng and Contract	-	-	-
513550	Officials/Administrators	Manager, Council Procurement	-	-	-
513555	Officials/Administrators	Manager, Council Procurement-M	-	-	-
513600	Officials/Administrators	Manager Non Standards Unit	0.00%	0.08%	0.00%
514000	Officials/Administrators	Manager, Design	-	-	-
514250	Officials/Administrators	Supervisor, Electrical Mainten	0.00%	0.00%	0.00%
514300	Officials/Administrators	Manager, Electrical Maintenanc	0.00%	0.00%	0.00%
514500	Officials/Administrators	Manager, Employee Benefits	-	-	-
514550	Officials/Administrators	Assist. Mgr, Design	-	-	-
514600	Officials/Administrators	Manager, Energy	-	-	-
514625	Officials/Administrators	Manager, Engineer Design Serv	-	-	-
514650	Officials/Administrators	Manager, Engineering	-	-	-
514675	Officials/Administrators	Assist. Mgr Engineering	0.00%	0.00%	0.00%
514700	Officials/Administrators	Assist. Mgr, Engineering Prgm	0.00%	0.00%	0.00%
514750	Officials/Administrators	Assist. Dir, Facilities Engrg	0.00%	0.00%	0.00%
516400	Officials/Administrators	Manager, Enrg and Design	-	-	-
516500	Officials/Administrators	Manager, Enrg and Dsgn Intcp	-	-	-
516600	Officials/Administrators	Manager, ES Community Programs	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
518250	Officials/Administrators	Manager, Engineering Planning	-	-	-
518800	Officials/Administrators	Manager, WW Planning & CommPrg	0.00%	0.00%	0.00%
519000	Officials/Administrators	Manager, Enterprise Initiative	-	-	-
519400	Officials/Administrators	Manager, Administration-MTPD	0.00%	0.00%	0.00%
519500	Officials/Administrators	Manager, Sustainability	0.00%	0.00%	0.00%
520000	Officials/Administrators	Manager, Envr Montr and Assess	-	-	-
520100	Officials/Administrators	Manager, Environ. Compliance	0.08%	0.00%	0.00%
520200	Officials/Administrators	Manager, Compliance & Admin	0.00%	0.00%	0.00%
520300	Officials/Administrators	Manager, Negotiated Procmts	0.00%	0.08%	0.00%
520400	Officials/Administrators	Manager, Construction Procmts	-	-	-
520500	Officials/Administrators	Manager, Continuing Imprvmnt	-	-	-
521750	Officials/Administrators	Manager, ES Administration	-	-	-
52200	Officials/Administrators	Director, Asset Management	-	-	-
522000	Officials/Administrators	Director, Asset Management	0.08%	0.00%	0.00%
523400	Officials/Administrators	Assist. Mgr Facilities	-	-	-
523500	Officials/Administrators	Manager, Facilities Maint	0.00%	0.00%	0.00%
525250	Officials/Administrators	Manager, Plng and Urban Design	0.08%	0.00%	0.00%
525500	Officials/Administrators	Manager, Planning & Scheduling	0.00%	0.00%	0.00%
527000	Officials/Administrators	Director, Pretreatment & Fin	0.00%	0.00%	0.00%
527100	Officials/Administrators	Director, ES Resiliency	-	-	-
528000	Officials/Administrators	Manager, Facility Services	-	-	-
528750	Officials/Administrators	Manager, Fleet Serv and QA	0.00%	0.00%	0.00%
529500	Officials/Administrators	Manager, Fleet Services MTS	0.00%	0.00%	0.00%
530500	Officials/Administrators	Manager, GIS	0.00%	0.00%	0.00%
532250	Officials/Administrators	Manager, Graphic Production	-	-	-
532500	Officials/Administrators	Manager, Multimedia Com	0.08%	0.00%	0.00%
534000	Officials/Administrators	Manager, HR Staffing/Comp/HRIS	-	-	-
535200	Officials/Administrators	Supv, HRA Outreach	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
535300	Officials/Administrators	Manager, HRA	0.39%	0.08%	0.00%
535500	Officials/Administrators	Manager, HRA Outreach	-	-	-
535750	Officials/Administrators	Manager, HRA Programs	-	-	-
537500	Officials/Administrators	Assist. Dir, Human Res-MT	-	-	-
539250	Officials/Administrators	Manager, Industrial Waste	0.08%	0.00%	0.00%
541000	Officials/Administrators	Manager, Instruction	0.00%	0.00%	0.00%
542700	Officials/Administrators	Chief Labor Relations Officer	0.08%	0.00%	0.00%
542750	Officials/Administrators	Assist. Dir, Employee Relation	-	-	-
542760	Officials/Administrators	Assist. Dir, Talent Mgmt	-	-	-
544500	Officials/Administrators	Manager, Laboratory Services	0.00%	0.00%	0.00%
546250	Officials/Administrators	Manager, Learning & Org Devel	-	-	-
548000	Officials/Administrators	Manager, Liability Claims	-	-	-
549000	Officials/Administrators	Manager, WC Claims	0.16%	0.00%	0.00%
549100	Officials/Administrators	Senior Manager, Claims	-	-	-
549700	Officials/Administrators	Enterprise Risk Officer	-	-	-
549750	Officials/Administrators	Director, Risk Management	-	-	-
549800	Officials/Administrators	Supv, Workforce Development	0.00%	0.08%	0.00%
550000	Officials/Administrators	Manager, Livable Communities	-	-	-
551500	Officials/Administrators	Assist. Dir, Bus Maint Admin	0.08%	0.00%	0.00%
551600	Officials/Administrators	Assist. Dir, Bus Maint Tech Su	0.00%	0.00%	0.00%
553250	Officials/Administrators	Manager, Maint Mat Mgmt Sys	-	-	-
555000	Officials/Administrators	Manager, Bus Maintenance	0.00%	0.00%	0.00%
555100	Officials/Administrators	Manager, Mechanical Maintenance	0.00%	0.00%	0.00%
556750	Officials/Administrators	Manager, Marketing & Graphics	-	-	-
558350	Officials/Administrators	Manager, Strategy and Perform	-	-	-
558400	Officials/Administrators	Senior Manager, Strategic Perf	-	-	-
558500	Officials/Administrators	Manager, Metro Commuter Serv	-	-	-
558750	Officials/Administrators	Program Manager, Shrd Mobility	0.08%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
558950	Officials/Administrators	Mgr, Transway Spd, Reliab Plng	0.00%	0.00%	0.00%
560200	Officials/Administrators	Assist.Mgr, Metro Mob Cust Svc	0.08%	0.00%	0.00%
560250	Officials/Administrators	Manager, Metro Mob Cust Serv	-	-	-
561000	Officials/Administrators	Manager, Metro Plant	0.08%	0.00%	0.00%
561500	Officials/Administrators	Manager, Metro Plant Process	0.00%	0.00%	0.00%
562000	Officials/Administrators	Manager, Mktg & Public Relat	-	-	-
563750	Officials/Administrators	Assist. Mgr, Engineering Servi	0.00%	0.00%	0.00%
565500	Officials/Administrators	Manager, Outreach	-	-	-
567250	Officials/Administrators	Manager, Overhaul Base	-	-	-
569000	Officials/Administrators	Manager, Payroll	0.08%	0.08%	0.00%
570500	Officials/Administrators	Manager, Central Services	0.00%	0.00%	0.00%
570750	Officials/Administrators	Manager, Payroll/Central Svcs	-	-	-
572400	Officials/Administrators	Manager, Perf Exc and Analytcs	0.00%	0.08%	0.00%
572500	Officials/Administrators	Assist. Mgr, Perf Exc and Anlt	-	-	-
572600	Officials/Administrators	Manager, Training and Prog Sup	0.00%	0.00%	0.00%
574250	Officials/Administrators	Manager, Local Plng Assistance	-	-	-
574275	Officials/Administrators	Manager, MTS Systems	0.08%	0.00%	0.08%
574300	Officials/Administrators	Manager, MTS Technical Service	-	-	-
574400	Officials/Administrators	Manager, MTS Administration	-	-	-
574500	Officials/Administrators	Manager, Bus Safety MTS	-	-	-
574550	Officials/Administrators	Manager, Bus Safety MTS-TMSA	0.00%	0.08%	0.00%
574600	Officials/Administrators	Director, CD and MTS Admin	0.08%	0.00%	0.00%
574700	Officials/Administrators	Manager, MTS Compliance	0.00%	0.00%	0.00%
574800	Officials/Administrators	Senior Manager, MTS Planning	0.00%	0.00%	0.00%
574850	Officials/Administrators	Senior Manager, MTS Research	0.00%	0.00%	0.00%
576000	Officials/Administrators	Manager, Provider Op/Met Mblty	0.00%	0.00%	0.00%
577750	Officials/Administrators	Manager, Revenue Operations	0.08%	0.16%	0.08%
578000	Officials/Administrators	Mgr, Public Involvement-TMSA	0.08%	0.16%	0.00%
578500	Officials/Administrators	Manager, Public Involvement	0.08%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
579500	Officials/Administrators	Manager, QA/QC	0.00%	0.08%	0.00%
581250	Officials/Administrators	Manager, Rail and Bus Safety	-	-	-
581300	Officials/Administrators	Manager, Bus System Safety	0.08%	0.00%	0.00%
581350	Officials/Administrators	Manager, Rail System Safety	0.00%	0.00%	0.00%
583000	Officials/Administrators	Manager, Rail Projects	-	-	-
583600	Officials/Administrators	Manager, Rail Transportation	0.00%	0.08%	0.00%
583700	Officials/Administrators	Manager, Rail Operations	0.00%	0.00%	0.00%
584700	Officials/Administrators	Manager, Regional Parks	-	-	-
584750	Officials/Administrators	Manager, Reg Parks and Nat Res	-	-	-
585100	Officials/Administrators	Project Manager, Senior - NR	0.08%	0.00%	0.00%
585110	Officials/Administrators	Senior Project Manager	0.08%	0.00%	0.00%
585150	Officials/Administrators	Project Manager, Senior - TMSA	-	-	-
585200	Officials/Administrators	Project Manager, Senior - TMSA	0.08%	0.00%	0.00%
585600	Officials/Administrators	Program Manager, Internships	-	-	-
586500	Officials/Administrators	Manager, Regulatory Compliance	-	-	-
587000	Officials/Administrators	Manager, Transit Oriented Dev.	-	-	-
587200	Officials/Administrators	Senior Manager, TOD	0.00%	0.00%	0.00%
588250	Officials/Administrators	Manager, Research	0.08%	0.08%	0.00%
588300	Officials/Administrators	Manager, Analytics and Resrch	-	-	-
590000	Officials/Administrators	Manager, Reg Policy and Resrch	-	-	-
590100	Officials/Administrators	Senior Manager, Research	0.00%	0.00%	0.00%
590150	Officials/Administrators	Senior Manager, Research-NR	0.08%	0.00%	0.00%
590200	Officials/Administrators	Senior Manager, Regional Plng	0.16%	0.08%	0.00%
591750	Officials/Administrators	Manager, Fin Agmts/Fare Collec	-	-	-
593500	Officials/Administrators	Manager, Risk Mgmt and Claims	-	-	-
593600	Officials/Administrators	Manager, Track	0.00%	0.00%	0.00%
594000	Officials/Administrators	Manager, Route Planning	0.08%	0.00%	0.00%
595250	Officials/Administrators	Manager, Route & System Plng	-	-	-
597000	Officials/Administrators	Manager, Health and Safety	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
597100	Officials/Administrators	Manager, EHS	-	-	-
597200	Officials/Administrators	Manager, Safety Mgmt System	-	-	-
598500	Officials/Administrators	Manager, Service Analysis	0.08%	0.00%	0.00%
598750	Officials/Administrators	Manager, Sched and Systems Sup	0.00%	0.00%	0.00%
600500	Officials/Administrators	Manager, Special Projects	0.00%	0.00%	0.00%
600550	Officials/Administrators	Senior Manager, Special Projec	-	-	-
602250	Officials/Administrators	Manager, Materials Management	0.00%	0.00%	0.00%
602500	Officials/Administrators	Manager, Materials and Assets	0.00%	0.00%	0.00%
604000	Officials/Administrators	Manager, Street Operations	0.08%	0.08%	0.08%
605750	Officials/Administrators	Manager, Systems Eng Rail	-	-	-
607500	Officials/Administrators	Manager, Human Res Info Syst	-	-	-
609250	Officials/Administrators	Manager, TCC	0.08%	0.00%	0.00%
611000	Officials/Administrators	Manager, Technical Services	-	-	-
612000	Officials/Administrators	Manager, Transitways Design	-	-	-
612750	Officials/Administrators	Manager, Transit Information	-	-	-
612800	Officials/Administrators	Senior Manager, Transit Info	0.00%	0.00%	0.00%
613000	Officials/Administrators	Manager, Transitways Engrg	-	-	-
614000	Officials/Administrators	Manager, Transitways Planning	-	-	-
614100	Officials/Administrators	Project Manager, BRT	0.00%	0.08%	0.00%
614200	Officials/Administrators	Manager, BRT Projects	0.00%	0.08%	0.00%
614250	Officials/Administrators	Assist. Dir, BRT Projects	-	-	-
614300	Officials/Administrators	Director, BRT Projects	0.08%	0.00%	0.08%
614350	Officials/Administrators	Dir, Arterial BRT Projects	0.08%	0.00%	0.00%
614400	Officials/Administrators	Manager, BRT Planning	0.00%	0.00%	0.00%
614500	Officials/Administrators	Manager, Reg'l Transp Services	-	-	-
616250	Officials/Administrators	Manager, Transportation Plng	-	-	-
618000	Officials/Administrators	Manager, Transportation	0.00%	0.24%	0.00%
619000	Officials/Administrators	Manager, Vehicle Des & Proc	-	-	-
619250	Officials/Administrators	Assist. Mgr, Water Resources	0.08%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
619500	Officials/Administrators	Manager, War, Contr and Analys	-	-	-
619750	Officials/Administrators	Manager, Water Resources	0.08%	0.00%	0.00%
619760	Officials/Administrators	Manager, Water Supply Planning	-	-	-
628600	Officials/Administrators	Supv, Supply Chain	0.00%	0.00%	0.00%
628700	Officials/Administrators	Assist. Mgr., Supply Chain Sys	0.00%	0.00%	0.00%
628800	Officials/Administrators	Assist. Mgr, Supply Chain Ops	0.08%	0.00%	0.00%
640300	Officials/Administrators	Assist. Mgr, Int Meter Alarm	-	-	-
649500	Officials/Administrators	Supv, Non-Revenue	-	-	-
651250	Officials/Administrators	Office Administrator	-	-	-
653700	Officials/Administrators	Supv, Overhaul Shop	-	-	-
674400	Officials/Administrators	Supervisor, Police Records	0.08%	0.00%	0.00%
689750	Officials/Administrators	Process Engineer	-	-	-
690100	Officials/Administrators	Program Supv, BU Performance	0.00%	0.08%	0.00%
694100	Officials/Administrators	Manager, Eng and Const	0.08%	0.00%	0.00%
695000	Officials/Administrators	Project Manager Busway Coord	-	-	-
696000	Officials/Administrators	Project Mgr, Procurement Sys	-	-	-
697500	Officials/Administrators	Manager, Real Estate	-	-	-
697600	Officials/Administrators	Director, Real Estate	0.08%	0.00%	0.00%
703780	Officials/Administrators	Manager, P-Card	0.08%	0.00%	0.00%
705500	Officials/Administrators	Qual Assu&Maint Tng Coord	-	-	-
709010	Officials/Administrators	Assist. Mgr, LRV Maintenance	-	-	-
709050	Officials/Administrators	Assist. Mgr, Rail Transp	0.08%	0.16%	0.00%
709060	Officials/Administrators	Assist. Mgr Rail Operations	0.00%	0.00%	0.00%
709100	Officials/Administrators	Manager, Rail Control Center	-	-	-
709150	Officials/Administrators	Manager, Maint Rail Vehicle	0.00%	0.00%	0.00%
709330	Officials/Administrators	Manager, Traction Power	0.00%	0.00%	0.00%
709365	Officials/Administrators	Sr. Mgr Rail Systems Maint	-	-	-
709370	Officials/Administrators	Manager, SCADA Comm Sig	0.00%	0.00%	0.00%
709410	Officials/Administrators	Supv, Rail Transit	0.16%	0.24%	0.31%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
709420	Officials/Administrators	Sr. Rail Transit Supv	0.16%	0.16%	0.00%
709450	Officials/Administrators	Manager, Commuter Rail Maint	0.00%	0.00%	0.00%
714000	Officials/Administrators	Manager, Content Management	0.00%	0.00%	0.00%
716000	Officials/Administrators	Regional Administrator	0.00%	0.00%	0.00%
716500	Officials/Administrators	Deputy Regional Administrator	0.00%	0.00%	0.00%
744000	Officials/Administrators	Senior Asset Protection Spec	-	-	-
756200	Officials/Administrators	Manager, OEO	0.08%	0.08%	0.00%
756300	Officials/Administrators	Assistant Director, OEO	-	-	-
759800	Officials/Administrators	Supv, Graphic Design	0.08%	0.00%	0.00%
770200	Officials/Administrators	Senior Manager, Rail QATrngAnl	0.00%	0.00%	0.00%
770300	Officials/Administrators	Senior Manager, Ent. Bus. Syst	0.08%	0.08%	0.00%
770310	Officials/Administrators	Senior Manager, Ent Syst- MANA	-	-	-
770350	Officials/Administrators	Senior Manager Finance	0.00%	0.00%	0.00%
770360	Officials/Administrators	Senior Manager Revenue Collect	0.00%	0.00%	0.00%
770380	Officials/Administrators	Senior Manager NStar Comm Rail	-	-	-
770390	Officials/Administrators	Senior Manager, OEO	-	-	-
770400	Officials/Administrators	Senior Manager Public Rel	0.00%	0.00%	0.00%
770500	Officials/Administrators	Senior Manager, Transitway Dev	-	-	-
770600	Officials/Administrators	Director, Transit Oriented Dev	-	-	-
771500	Officials/Administrators	Manager, Training Bus Maintena	0.08%	0.00%	0.08%
772500	Officials/Administrators	Manager, Rail Qual. Assurance	0.00%	0.00%	0.00%
772550	Officials/Administrators	Manager, Rail Training Develop	0.08%	0.00%	0.00%
777000	Officials/Administrators	Supv, Payroll	-	-	-
782800	Officials/Administrators	Senior Manager, Procurement	0.08%	0.00%	0.00%
785000	Officials/Administrators	Sergeant	0.31%	0.47%	0.00%
791250	Officials/Administrators	Spec Asst To Reg Administrator	-	-	-
793000	Officials/Administrators	Special Assist to the Chair I	-	-	-
801300	Officials/Administrators	Supv, Commuter Rail Maint	0.00%	0.00%	0.00%
801750	Officials/Administrators	Mgr, Accts Payb and Accts Rcv	0.08%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
803500	Officials/Administrators	Supv, Application Services	-	-	-
805000	Officials/Administrators	Superintendent Comm Rail Maint	-	-	-
805250	Officials/Administrators	Supv, Asset Accounting	-	-	-
805500	Officials/Administrators	Supv, Asset Protection	-	-	-
805600	Officials/Administrators	Manager, Asset Management Init	0.08%	0.00%	0.00%
805750	Officials/Administrators	Supv, Rail Maint Warr and Proc	-	-	-
807000	Officials/Administrators	Supv, Facilities Maintenance	0.00%	0.08%	0.00%
807500	Officials/Administrators	Assist. Mgr, Treatmt Serv Fac	-	-	-
807525	Officials/Administrators	Manager, Facil and Fleet Mgmt	0.00%	0.00%	0.00%
808750	Officials/Administrators	Supv, Revenue Collect and Proc	-	-	-
810500	Officials/Administrators	Supv, Compensation	-	-	-
811000	Officials/Administrators	Manager, Contracted Transit Sv	0.00%	0.00%	0.00%
812250	Officials/Administrators	Supv, Revenue Operations	0.00%	0.08%	0.00%
813000	Officials/Administrators	Supv, Creative Services	-	-	-
813100	Officials/Administrators	Manager, Creative Services	0.08%	0.00%	0.00%
814000	Officials/Administrators	Supv, Customer Relations	0.08%	0.08%	0.00%
814500	Officials/Administrators	Manager, Customer Relations	-	-	-
814600	Officials/Administrators	Mgr, Customer Rel Experience	0.08%	0.00%	0.00%
814650	Officials/Administrators	Manager, Digital Experience	-	-	-
814700	Officials/Administrators	Assist. Mgr, TRIP Operations	0.00%	0.00%	0.00%
814750	Officials/Administrators	Manager, TRIP Operations	0.08%	0.00%	0.08%
815750	Officials/Administrators	Supv, Data Collection	-	-	-
816000	Officials/Administrators	Supv, Data Operations	-	-	-
817500	Officials/Administrators	Supv, Service Desk	-	-	-
819250	Officials/Administrators	Assist. Mgr, Training	0.00%	0.08%	0.00%
820700	Officials/Administrators	Manager, Market Development	0.08%	0.00%	0.00%
821000	Officials/Administrators	Supv, Elec Rev Equip Rep	-	-	-
821100	Officials/Administrators	Supv, Mech Rev Equip Repair	-	-	-
821200	Officials/Administrators	Supv, Revenue Equipment Repair	0.00%	0.08%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
822750	Officials/Administrators	Supv, Electronic Maint	0.00%	0.00%	0.00%
824500	Officials/Administrators	Supv, Employee Benefits	-	-	-
826250	Officials/Administrators	Supv, Fare Collections	-	-	-
826300	Officials/Administrators	Supv, Fare Citations	0.00%	0.08%	0.00%
826400	Officials/Administrators	Supv, Fare Collect & Process	0.16%	0.08%	0.00%
828000	Officials/Administrators	Supv, HRA	-	-	-
829600	Officials/Administrators	Supv, Market Development	0.08%	0.00%	0.00%
829700	Officials/Administrators	Supv, Public Involvement	-	-	-
829750	Officials/Administrators	Supv, Network Systems	-	-	-
830000	Officials/Administrators	Supv, Office Administration	0.08%	0.08%	0.00%
831525	Officials/Administrators	Supv, Public Facilities Maint	0.00%	0.16%	0.08%
831600	Officials/Administrators	Supv, Office Services - Legal	-	-	-
832000	Officials/Administrators	Supv, Rail Maintenance	0.08%	0.31%	0.00%
832100	Officials/Administrators	Supv, Rail Maintenance Constr	0.00%	0.00%	0.00%
833250	Officials/Administrators	Supv, Ridership and Rev Analys	0.00%	0.00%	0.00%
834650	Officials/Administrators	Manager, Commuter Programs	0.08%	0.00%	0.00%
835000	Officials/Administrators	Manager, Service Analysis	-	-	-
835050	Officials/Administrators	Supv, Service Analysis	-	-	-
836750	Officials/Administrators	Supv, Service Garage	0.00%	0.79%	0.39%
837000	Officials/Administrators	Supv, SCADA Communication	-	-	-
837100	Officials/Administrators	Supv, SCADA Signals/Comm	-	-	-
837200	Officials/Administrators	Supv, Signals	0.00%	0.08%	0.00%
838500	Officials/Administrators	Supv, Shelter Maintenance	-	-	-
840250	Officials/Administrators	Supv, Staffing	-	-	-
840350	Officials/Administrators	Manager, Human Resources	0.16%	0.16%	0.00%
840355	Officials/Administrators	Senior Manager, HR	0.31%	0.00%	0.00%
840400	Officials/Administrators	Senior Manager, HR Wrkfrnc Devl	0.00%	0.00%	0.00%
842000	Officials/Administrators	Supv, Systems Implementation	-	-	-
842500	Officials/Administrators	Supv, Track	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
843600	Officials/Administrators	Supv, TDM Program	-	-	-
843750	Officials/Administrators	Supv, Transit Information	0.16%	0.08%	0.00%
843800	Officials/Administrators	Supv, Transit Info Services	-	-	-
843900	Officials/Administrators	Assist. Mgr, Transit Info	0.08%	0.00%	0.00%
844000	Officials/Administrators	Supv, Traction Power	0.00%	0.00%	0.00%
845500	Officials/Administrators	Supv, Transit Control	0.79%	0.63%	0.16%
846000	Officials/Administrators	Supv, ES Revenue	-	-	-
847250	Officials/Administrators	Lieutenant	0.08%	0.08%	0.00%
849000	Officials/Administrators	Supv, Transit Stores	-	-	-
850750	Officials/Administrators	Supv, Warranty	-	-	-
850800	Officials/Administrators	Sustainable Operations Manager	-	-	-
851000	Officials/Administrators	Supv, Production	-	-	-
852500	Officials/Administrators	Manager, Systems Facility	-	-	-
888250	Officials/Administrators	Supv, Transit Info Field Ops	0.00%	0.00%	0.00%
101740	Professionals	Accountant-NR	0.16%	0.16%	0.00%
101750	Professionals	Accountant-AFS	0.24%	0.08%	0.00%
108000	Professionals	ADA Paratransit Evaluator	0.08%	0.00%	0.00%
115750	Professionals	Applications Developer 1	-	-	-
116000	Professionals	Agreements Specialist	0.08%	0.08%	0.00%
123500	Professionals	Sr. Account Spec-MT:AR/Cntrcts	-	-	-
130500	Professionals	Architect	-	-	-
130600	Professionals	Landscape Architect	-	-	-
131500	Professionals	Assist. General Counsel	-	-	-
166500	Professionals	Assist. Mgr, HRA	-	-	-
184000	Professionals	Associate Data Mgmt Analyst	-	-	-
185750	Professionals	Associate General Counsel	0.16%	0.00%	0.00%
189200	Professionals	Associate Planner-AFS	0.24%	0.00%	0.00%
189250	Professionals	Associate Planner-NR	0.08%	0.00%	0.00%
189350	Professionals	Assoc. Transit Ops. Analyst	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
190060	Professionals	Associate Auditor	0.16%	0.00%	0.00%
190070	Professionals	Auditor II	-	-	-
190170	Professionals	Auditor	0.08%	0.08%	0.08%
191000	Professionals	Audit Project Team Leader	-	-	-
191100	Professionals	Senior Auditor	0.00%	0.16%	0.00%
193625	Professionals	Benefits Specialist	0.08%	0.00%	0.08%
194500	Professionals	Budget Analyst	-	-	-
194600	Professionals	Senior Rail Budget Analyst	-	-	-
195000	Professionals	Budget Coordinator	-	-	-
199000	Professionals	Business Systems Analyst 1-NR	0.00%	0.08%	0.00%
199050	Professionals	Business Systems Analyst 1-AFS	0.08%	0.08%	0.00%
199200	Professionals	Business Systems Analyst 2-NR	0.24%	0.24%	0.08%
199250	Professionals	Business Systems Analyst 2-AFS	0.08%	0.00%	0.00%
199300	Professionals	Business Systems Analyst 3-NR	0.31%	0.47%	0.08%
199350	Professionals	Business Systems Analyst 3-AFS	0.24%	0.16%	0.16%
199400	Professionals	Business Systems Analyst 4-NR	0.08%	0.00%	0.00%
200000	Professionals	Business Analyst 1-AFS	0.16%	0.00%	0.00%
200400	Professionals	Business Analyst 2-NR	0.08%	0.08%	0.00%
200500	Professionals	Business Analyst 2-AFS	0.39%	0.16%	0.08%
200550	Professionals	Business Analyst 3-AFS	0.16%	0.08%	0.00%
200600	Professionals	Business Analyst 3-NR	0.08%	0.16%	0.00%
200650	Professionals	Business Analyst 4-AFS	0.08%	0.00%	0.00%
200700	Professionals	Business Systems Analyst 4-AFS	0.08%	0.00%	0.00%
212000	Professionals	Claims Administrator I	-	-	-
212100	Professionals	Risk Mgmt Claims Admin I	-	-	-
212250	Professionals	Automobile Claims Rep-PhysDama	-	-	-
231250	Professionals	Communications Specialist-AFS	0.00%	0.00%	0.00%
231400	Professionals	Product Development Specialist	0.08%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
231500	Professionals	Communications Specialist-NR	0.00%	0.00%	0.00%
231550	Professionals	Senior Communications Spec-NR	0.16%	0.00%	0.00%
231650	Professionals	Communications Project Coord	0.08%	0.00%	0.00%
231700	Professionals	Communications Consultant	0.08%	0.00%	0.00%
231800	Professionals	Senior Communications Consult	0.16%	0.00%	0.00%
233000	Professionals	Communications Team Leader	-	-	-
234000	Professionals	Communications Tech Writer	-	-	-
234750	Professionals	Community Outreach Coordinator	0.31%	0.24%	0.00%
236500	Professionals	Community Relations Specialist	0.00%	0.00%	0.08%
236550	Professionals	Community Relations Consultant	0.08%	0.08%	0.00%
237000	Professionals	Compensation Analyst	0.00%	0.00%	0.00%
238000	Professionals	Supv, Rail Mtnc QA & Trng-CR	-	-	-
238250	Professionals	Computer Operations Coordinatr	-	-	-
245250	Professionals	Computer Systems Specialist	0.00%	0.00%	0.00%
250400	Professionals	Associate Contract Admin	-	-	-
250450	Professionals	Assist. Contract Administrator	0.08%	0.08%	0.08%
250500	Professionals	Contract Administrator-AFS	0.00%	0.00%	0.00%
250550	Professionals	Contract Administrator-NR	0.08%	0.08%	0.00%
250600	Professionals	Senior Contract Admin-NR	-	-	-
250650	Professionals	Senior Contract Admin-AFS	0.08%	0.00%	0.00%
250750	Professionals	Contracts Negotiator	0.00%	0.00%	0.00%
252250	Professionals	Contract Employee	-	-	-
261000	Professionals	Customer Advocate	-	-	-
267000	Professionals	Assoc. Analyst/Coordinator	-	-	-
268000	Professionals	Data Management Analyst	-	-	-
268100	Professionals	Senior Service Analyst	0.16%	0.00%	0.00%
269000	Professionals	Data Analysis Specialist	-	-	-
269750	Professionals	Database Administrator I	0.08%	0.08%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
269800	Professionals	Database Administrator 2-AFS	0.00%	0.16%	0.00%
269850	Professionals	Database Administrator 2 - NR	0.08%	0.00%	0.00%
269950	Professionals	Database Administrator 3	-	-	-
273300	Professionals	PrMgr Wastewater Commissioning	0.00%	0.08%	0.00%
276750	Professionals	Desktop Systems Coordinator	-	-	-
282200	Professionals	Manager, Public Relations	-	-	-
291500	Professionals	Government Affairs Liaison	0.08%	0.00%	0.00%
321000	Professionals	E-Government Analyst	-	-	-
323000	Professionals	CBS Architect	-	-	-
32700	Professionals	Employee Benefits Specialist	-	-	-
327500	Professionals	Employer Program Specialist	-	-	-
328000	Professionals	Technical Document Analyst	-	-	-
329245	Professionals	Associate Engineer-AFS	0.16%	0.08%	0.00%
329250	Professionals	Engineer-AFS	0.08%	0.08%	0.00%
329255	Professionals	Associate Engineer-NR	-	-	-
329260	Professionals	Engineer-NR	0.00%	0.00%	0.00%
329300	Professionals	Energy Specialist	-	-	-
332500	Professionals	Environmental Analyst	0.16%	0.00%	0.00%
332600	Professionals	Environmental Specialist	-	-	-
332750	Professionals	Environmental Scientist	0.16%	0.00%	0.00%
332800	Professionals	Environmental Lead	-	-	-
332850	Professionals	Senior Cultural Resrcs Spclst	-	-	-
334500	Professionals	EO Consultant III	0.08%	0.16%	0.08%
334550	Professionals	EO Consultant III - MTT PM	-	-	-
345000	Professionals	Facilities Coordinator	-	-	-
346750	Professionals	Fare Incentive Specialist	-	-	-
346800	Professionals	Retail Sales Specialist	-	-	-
350250	Professionals	Financial Analyst-AFS	0.24%	0.24%	0.08%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
350255	Professionals	Financial Analyst-NR	0.08%	0.08%	0.08%
364500	Professionals	Rail Coordinator	0.00%	0.08%	0.00%
381750	Professionals	GIS Specialist 3	0.16%	0.00%	0.00%
381800	Professionals	GIS Specialist 3-NR	-	-	-
383500	Professionals	MetroGIS Coordinator	0.08%	0.00%	0.00%
385250	Professionals	GIS Specialist 2	0.16%	0.00%	0.00%
387000	Professionals	GIS Systems Administrator 1	-	-	-
390500	Professionals	Grants Analyst	-	-	-
392250	Professionals	Grants Coordinator	-	-	-
395750	Professionals	Grants Specialist-NR	-	-	-
397500	Professionals	Graphic Arts Specialist	-	-	-
397525	Professionals	Graphics Designer	0.08%	0.00%	0.00%
397530	Professionals	Graphics Design Specialist	-	-	-
407000	Professionals	Hearings Officer	-	-	-
408000	Professionals	HRA Coordinator	0.79%	0.63%	0.08%
408500	Professionals	HRA Coordinator II	0.47%	0.08%	0.00%
409750	Professionals	HRA Information Mgmt Spec	-	-	-
410000	Professionals	Health Promotion Specialist	-	-	-
410500	Professionals	Fitness and Health Specialist	0.00%	0.00%	0.00%
411550	Professionals	Senior HRA Inspector	-	-	-
415000	Professionals	HRIS Implementation Team Wrkr	-	-	-
415100	Professionals	HRIS Analyst	-	-	-
416700	Professionals	Benefits Analyst	0.08%	0.00%	0.00%
418500	Professionals	Human Resources Generalist	-	-	-
419000	Professionals	Human Resources Consultant	-	-	-
419200	Professionals	Assoc. HR Business Partner	0.00%	0.08%	0.00%
419250	Professionals	Human Resources Bus Partner	0.08%	0.08%	0.00%
422000	Professionals	Industrial Hygienist	-	-	-
422100	Professionals	Occupational Safety Specialist	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
423800	Professionals	Industrial Waste Tech Coord	0.16%	0.00%	0.00%
434300	Professionals	Interceptor System Technician	0.00%	0.00%	0.00%
436000	Professionals	Data Analyst	0.00%	0.00%	0.00%
436500	Professionals	Data Architect	0.00%	0.00%	0.00%
436550	Professionals	Data Architect-AFS	-	-	-
439500	Professionals	Internal Investigator	-	-	-
443500	Professionals	IT Integration Analyst	-	-	-
444100	Professionals	Systems Engineer 1 - AFSC	0.00%	0.16%	0.00%
444150	Professionals	Systems Engineer 1 - NRC	-	-	-
444200	Professionals	Systems Engineer 2 - NRC	0.00%	0.00%	0.00%
444250	Professionals	Systems Engineer 2 - AFS	0.00%	0.24%	0.08%
444275	Professionals	Engineer - ITS	0.08%	0.00%	0.08%
444300	Professionals	Systems Engineer 3	0.00%	0.00%	0.00%
444350	Professionals	Systems Engineer 3 - AFS	0.00%	0.16%	0.16%
444450	Professionals	Systems Engineer 4 - AFS	0.00%	0.00%	0.00%
445100	Professionals	Applications Developer 1	0.00%	0.31%	0.00%
445200	Professionals	Applications Developer 2	0.00%	0.16%	0.08%
445300	Professionals	Applications Developer 3	0.16%	0.47%	0.08%
445350	Professionals	Applications Developer 3-NR	-	-	-
445400	Professionals	Applications Developer 4	0.08%	0.39%	0.08%
445450	Professionals	Applications Developer 4-NR	0.00%	0.00%	0.00%
446400	Professionals	Labor Relations Associate	-	-	-
446500	Professionals	Labor Relations Specialist	-	-	-
448550	Professionals	Lab Analyst 3	0.24%	0.08%	0.08%
448600	Professionals	Lab Tech Coordinator 1	0.08%	0.00%	0.00%
448625	Professionals	Lab Technical Coordinator 2	0.16%	0.00%	0.00%
448700	Professionals	QA Coordinator 1	-	-	-
448725	Professionals	QA Coordinator 2	0.16%	0.08%	0.00%
450250	Professionals	Senior Financial Analyst	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
451000	Professionals	Lead Financial Analyst	-	-	-
458750	Professionals	Lead Network Spec	-	-	-
464000	Professionals	Senior Safety Specialist	0.00%	0.00%	0.08%
476250	Professionals	Library and Info Resrc Coord	-	-	-
479700	Professionals	Training Specialist	0.24%	0.00%	0.08%
479725	Professionals	E-Learning Specialist	0.08%	0.00%	0.00%
479750	Professionals	LOD Consultant	0.16%	0.08%	0.00%
479775	Professionals	Learning Specialist - NR	-	-	-
485500	Professionals	Manager, Agreements	0.08%	0.00%	0.00%
485550	Professionals	Manager, Planning and Agremnts	-	-	-
486000	Professionals	Technology Security Officer	-	-	-
486250	Professionals	Manager, Tech Coordination MANA	0.00%	0.00%	0.00%
488600	Professionals	Reliability Specialist	-	-	-
490100	Professionals	Program Manager-AFS	-	-	-
490200	Professionals	Program Manager, Budget	0.00%	0.00%	0.00%
513200	Professionals	Program Manager, Procurement	-	-	-
539500	Professionals	Industrial Waste Compliance Of	-	-	-
539600	Professionals	Environmental Compliance Lead	0.24%	0.08%	0.00%
548200	Professionals	Liability Claims Rep II	0.08%	0.08%	0.00%
548300	Professionals	Liability Claims Rep III	0.00%	0.00%	0.00%
548500	Professionals	Work Comp Claims Rep I	-	-	-
548600	Professionals	Work Comp Claims Rep II	0.08%	0.00%	0.00%
548700	Professionals	Work Comp Claims Rep III	-	-	-
548800	Professionals	Workforce Development Lead	-	-	-
548900	Professionals	Workforce Development Coordntr	0.08%	0.24%	0.08%
558000	Professionals	Program Manager, RealTimeCusIn	-	-	-
558700	Professionals	Program Mgr, Better Bus Stops	0.08%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
558800	Professionals	Program Manager, Bus Technolog	0.00%	0.00%	0.00%
558900	Professionals	Prog Mgr, Speed & Reliability	0.00%	0.00%	0.00%
58350	Professionals	Manager, Rail Ops Analysis	-	-	-
585000	Professionals	Project Mgr Special Projects	0.00%	0.00%	0.00%
585050	Professionals	Project Mgr Spl Prjcts - AFCME	-	-	-
585300	Professionals	Project Manager, Business Cont	-	-	-
585350	Professionals	Project Lead, Business Continu	0.08%	0.00%	0.00%
585400	Professionals	Project Manager Info Services	0.00%	0.16%	0.00%
585500	Professionals	Project Manager, Human Resorce	-	-	-
585550	Professionals	Project Manager, Risk Mngt	-	-	-
585700	Professionals	Project Manager, Bus Maintenac	0.00%	0.08%	0.00%
585800	Professionals	Project Manager, Stratg Intiat	-	-	-
586000	Professionals	Project Manager, Rail Techn Op	0.00%	0.00%	0.00%
586100	Professionals	Project Manager, LRV Maintenan	-	-	-
587100	Professionals	Sr Project Manager, Dev TOD	0.08%	0.00%	0.08%
587150	Professionals	Program Manager, TOD	-	-	-
587250	Professionals	Program Manager, TDM	0.08%	0.00%	0.00%
587300	Professionals	Program Manager, MT Asset Mngt	0.00%	0.00%	0.00%
587500	Professionals	Program Manager, Waiver Transp	0.08%	0.08%	0.00%
611200	Professionals	Project Mgr Technical Services	0.00%	0.00%	0.00%
614050	Professionals	Program Mgr, Transitways Plng	-	-	-
614150	Professionals	Safety Officer, BRT	-	-	-
621500	Professionals	Market Development Specialist	0.16%	0.00%	0.08%
621550	Professionals	Sr Market Dev Specialist	0.00%	0.00%	0.00%
623250	Professionals	Marketing Writer	0.00%	0.00%	0.00%
625000	Professionals	Marketing Comm Outreach Coord	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
637250	Professionals	Media Relations Coordinator	-	-	-
642500	Professionals	Methods Analyst	-	-	-
647750	Professionals	Network Specialist	-	-	-
651255	Professionals	Manager, Project Office Mngt	0.00%	0.00%	0.00%
653000	Professionals	Outreach Coordinator	0.31%	0.16%	0.08%
653500	Professionals	Senior Outreach Coordinator	0.16%	0.00%	0.00%
654000	Professionals	Occupational Health Specialist	0.24%	0.00%	0.08%
658250	Professionals	Payroll Analyst	0.24%	0.16%	0.00%
658260	Professionals	Payroll Methods Analyst	-	-	-
663500	Professionals	Planner-AFS	0.08%	0.16%	0.00%
663510	Professionals	Planner-NR	0.24%	0.08%	0.16%
665200	Professionals	Planning Analyst-NR	0.08%	0.00%	0.00%
665250	Professionals	Planning Analyst	0.47%	0.08%	0.00%
668000	Professionals	Document Mgmt Specialist -AFS	0.16%	0.00%	0.00%
668250	Professionals	Document Mgmt Specialist - NR	-	-	-
668400	Professionals	Document Mngmnt Coordinator	-	-	-
670550	Professionals	Police Data Analyst	0.08%	0.00%	0.00%
675750	Professionals	Principal Applications Develop	-	-	-
677200	Professionals	Principal Analyst Rail Opns	0.00%	0.00%	0.00%
677500	Professionals	Principal Contract Admin-AFS	0.79%	0.08%	0.08%
677550	Professionals	Principal Contract Admin-NR	0.24%	0.24%	0.00%
677555	Professionals	Principal Project Coordinator	0.16%	0.00%	0.08%
678000	Professionals	Principal E-Government Analyst	-	-	-
679250	Professionals	Principal Engineer-AFS	0.71%	0.24%	0.08%
679260	Professionals	Principal Engineer-NR	0.00%	0.08%	0.00%
681000	Professionals	Principal Environmental Scient	0.24%	0.08%	0.00%
682500	Professionals	Principal Financial Analyst-NR	0.31%	0.39%	0.00%
682750	Professionals	Principal Financial Analys-AFS	0.16%	0.24%	0.00%
684500	Professionals	GIS System Administrator 2	0.00%	0.08%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
686250	Professionals	Principal Research Scientist	-	-	-
687250	Professionals	Principal IT Integration An	-	-	-
688000	Professionals	Principal Web Developer	-	-	-
690000	Professionals	Senior Program Supervisor	0.08%	0.00%	0.00%
691500	Professionals	Project Administrator	0.08%	0.00%	0.00%
691600	Professionals	Project Administrator-NR	-	-	-
691700	Professionals	Principal Proj Administrator	0.00%	0.00%	0.00%
693000	Professionals	Project Specialist - AFS	-	-	-
693200	Professionals	Associate Project Coord-NR	-	-	-
693250	Professionals	Project Coordinator-AFS	-	-	-
693255	Professionals	Project Coordinator - NR	0.16%	0.08%	0.00%
693500	Professionals	Project Manager	0.08%	0.08%	0.00%
693550	Professionals	Associate Project Manager	0.08%	0.00%	0.00%
693600	Professionals	Project Manager-AFS	0.00%	0.08%	0.00%
695500	Professionals	Project Manager, Environmental	-	-	-
697000	Professionals	Project Manager, Real Estate	-	-	-
697200	Professionals	Prgm Mgr Real Estate & Asset M	0.00%	0.08%	0.00%
698000	Professionals	Public Affairs Liaison	-	-	-
698500	Professionals	Public Arts Administrator	0.00%	0.00%	0.00%
702000	Professionals	Public Information Coordinator	-	-	-
703700	Professionals	Associate Purchasing Agent	0.00%	0.08%	0.08%
703750	Professionals	Purchasing Agent-AFS	0.47%	0.24%	0.00%
703760	Professionals	Purchasing Agent-NR	-	-	-
703765	Professionals	Senior Purchasing Agent	0.00%	0.08%	0.00%
703770	Professionals	P-Card Administrator	0.16%	0.00%	0.00%
705600	Professionals	Qual Assur/Qual Contrl Inspect	-	-	-
708000	Professionals	Social Media Specialist	0.00%	0.00%	0.00%
709000	Professionals	Rail Maintenance Oversight Mgr	-	-	-
709200	Professionals	Supv, Rail Mtnc QA and Trng	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
709225	Professionals	Rail Budget Analyst	-	-	-
709250	Professionals	Rail Safety Officer	0.16%	0.08%	0.08%
709335	Professionals	Senior Rail Systems Specialist	0.00%	0.00%	0.00%
709371	Professionals	SCADA Systems Administrator	-	-	-
709500	Professionals	Rail Ops and Document Analyst	-	-	-
709600	Professionals	Technical Support Specialist	-	-	-
710000	Professionals	Juvenile Outreach Coordinator	-	-	-
710750	Professionals	Ridership and Revenue Analyst	0.00%	0.00%	0.00%
711200	Professionals	Title Specialist	0.08%	0.00%	0.00%
711300	Professionals	Real Estate Technician	-	-	-
711400	Professionals	Real Estate Appraiser	0.00%	0.00%	0.00%
711500	Professionals	Real Estate Specialist	0.16%	0.00%	0.08%
711550	Professionals	Development Associate-TOD	-	-	-
714100	Professionals	Enterprise Records Management	0.08%	0.00%	0.00%
714250	Professionals	Records Coordinator	-	-	-
717700	Professionals	Surveyor	-	-	-
717800	Professionals	On Call (GSOC) Utility Locator	0.00%	0.08%	0.00%
720000	Professionals	Principal Researcher	0.16%	0.08%	0.08%
720200	Professionals	Researcher	0.08%	0.08%	0.00%
720250	Professionals	Associate Data Scientist-NR	-	-	-
720275	Professionals	Associate Data Scientist-AFS	-	-	-
720300	Professionals	Data Scientist-NR	0.08%	0.08%	0.00%
720350	Professionals	Data Scientist-AFS	0.08%	0.00%	0.00%
720400	Professionals	Senior Researcher-NR	0.08%	0.00%	0.00%
720500	Professionals	Senior Data Scientist-NR	0.16%	0.08%	0.00%
720550	Professionals	Senior Data Scientist-AFS	0.08%	0.16%	0.08%
720600	Professionals	Principal Data Scientist	-	-	-
720650	Professionals	Principal Data Scientist-NR	0.00%	0.00%	0.00%
723005	Professionals	Safety Officer	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
723150	Professionals	Bus Safety Specialist	0.08%	0.00%	0.08%
723200	Professionals	Principal Safety Specialist	-	-	-
723500	Professionals	Sales Operations Specialist	0.08%	0.08%	0.00%
723600	Professionals	Prog Spec, Events & Fare Prog	0.00%	0.00%	0.00%
731000	Professionals	Scheduling Analyst	-	-	-
731950	Professionals	Security Specialist	0.00%	0.00%	0.00%
735250	Professionals	Senior Accountant-AFS	0.16%	0.08%	0.00%
735255	Professionals	Senior Accountant-NR	0.08%	0.08%	0.00%
742250	Professionals	Senior Applications Developer	-	-	-
745700	Professionals	Principal Communications Spec	0.08%	0.00%	0.00%
745710	Professionals	Principal Comm Spec-NR	0.08%	0.08%	0.00%
745750	Professionals	Senior Communications Spec	0.24%	0.00%	0.00%
745760	Professionals	Web Specialist	-	-	-
745765	Professionals	Web Designer	0.08%	0.00%	0.00%
745770	Professionals	Front End Web Developer	0.00%	0.00%	0.00%
746000	Professionals	Senior Community Outreach Coord	0.08%	0.00%	0.08%
747500	Professionals	Senior Computer Systems Spec	0.08%	0.08%	0.00%
752750	Professionals	Senior Engineer	0.47%	0.08%	0.00%
752760	Professionals	Senior Engineer-NR	0.08%	0.08%	0.00%
754500	Professionals	Senior Environmental Scientist	0.16%	0.08%	0.00%
756250	Professionals	EO Consultant II	0.47%	0.55%	0.00%
759000	Professionals	Senior Grants Specialist	0.08%	0.08%	0.08%
759750	Professionals	Senior Graphic Designer	0.08%	0.00%	0.00%
761500	Professionals	Senior HR Generalist	-	-	-
761600	Professionals	Senior HR Generalist - Comp	-	-	-
763250	Professionals	Senior Information Coord	-	-	-
765000	Professionals	Senior Information Spec	-	-	-
766700	Professionals	Senior IT Integration Analyst	-	-	-
766750	Professionals	Senior Intergov'tl Rel. Coord	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
766800	Professionals	Senior IT Specialist	-	-	-
766850	Professionals	Senior IT Specialist-AFS	-	-	-
770250	Professionals	Senior Technical Trainer	0.00%	0.00%	0.00%
771600	Professionals	Instructional Designer	0.08%	0.00%	0.00%
771650	Professionals	Instructional Designer-AFS	0.08%	0.00%	0.00%
771700	Professionals	Technical Trainer	0.00%	0.00%	0.00%
779000	Professionals	Senior Planner-AFS	0.71%	0.24%	0.08%
779010	Professionals	Senior Planner-NR	0.16%	0.08%	0.08%
780750	Professionals	Senior Project Administr-AFS	0.31%	0.08%	0.00%
780760	Professionals	Senior Project Administrator	0.24%	0.00%	0.00%
782500	Professionals	Senior Project Coordinator	0.31%	0.00%	0.00%
782550	Professionals	Senior Project Coordinator-AFS	0.00%	0.00%	0.00%
782600	Professionals	Senior Purchasing Agent-NR	-	-	-
783000	Professionals	Senior Researcher	0.08%	0.00%	0.00%
784250	Professionals	Senior Transit Ops Analyst	-	-	-
786400	Professionals	Associate Service Analyst	-	-	-
786500	Professionals	Service Analyst	0.00%	0.00%	0.00%
792000	Professionals	Staffing Specialist-NR	-	-	-
792500	Professionals	Staffing Specialist-AFS	-	-	-
792700	Professionals	Talent Acquisition Specialist	0.16%	0.00%	0.00%
792750	Professionals	Senior Talent Acquisition Spec	0.94%	0.16%	0.24%
793100	Professionals	Aide to the Chair	-	-	-
805760	Professionals	Rail Maint. Warranty Administr	0.08%	0.00%	0.00%
831500	Professionals	Senior Finance Project Spec	-	-	-
831800	Professionals	Supv, RCC Training	0.00%	0.00%	0.00%
840300	Professionals	Senior HR Consultant	-	-	-
848000	Professionals	Light Rail Mtnc Planner-Coord	-	-	-
856000	Professionals	Systems Support Coord	-	-	-
857750	Professionals	TCC Systems Administrator	-	-	-

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
859500	Professionals	TDM Consultant	-	-	-
859600	Professionals	Strategic Consultant	-	-	-
861250	Professionals	TDM Coordinator	-	-	-
863000	Professionals	Commuter Programs Specialist	0.00%	0.00%	0.08%
863150	Professionals	Program Spec, Equity and Inclu	0.08%	0.00%	0.00%
863200	Professionals	Senior Commuter Programs Spec	0.08%	0.08%	0.08%
863500	Professionals	Prin Programs Administrator-NR	-	-	-
863850	Professionals	Program Coordinator-NR	0.08%	0.00%	0.00%
863900	Professionals	Senior Program Coordinator	0.08%	0.08%	0.00%
864750	Professionals	TDM Project Coordinator	-	-	-
866500	Professionals	Tech Sys Implementation Coord	-	-	-
868300	Professionals	Technical Writer 1	0.00%	0.00%	0.00%
868350	Professionals	Technical Writer 2	-	-	-
878750	Professionals	TIC Systems Administrator	-	-	-
888150	Professionals	Transit Info Field Ops Spec	0.00%	0.00%	0.00%
888375	Professionals	Project Mngt Spec Transit Info	-	-	-
888500	Professionals	Transit Information Svcs Spec	-	-	-
891000	Professionals	Transit Operations Analyst	-	-	-
895000	Professionals	Transitways Associate	-	-	-
898000	Professionals	Transport. Forecast Analyst	-	-	-
899750	Professionals	TAB Coordinator	0.08%	0.00%	0.00%
Total			37.008%	23.386%	6.220%

Professionals (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
101740	Professionals	Accountant-NR	0.16%	0.16%	0.00%
101750	Professionals	Accountant-AFS	0.24%	0.08%	0.00%
108000	Professionals	ADA Paratransit Evaluator	0.08%	0.00%	0.00%
116000	Professionals	Agreements Specialist	0.08%	0.08%	0.00%
185750	Professionals	Associate General Counsel	0.16%	0.00%	0.00%
189200	Professionals	Associate Planner-AFS	0.24%	0.00%	0.00%
189250	Professionals	Associate Planner-NR	0.08%	0.00%	0.00%
190060	Professionals	Associate Auditor	0.16%	0.00%	0.00%
190170	Professionals	Auditor	0.08%	0.08%	0.08%
191100	Professionals	Senior Auditor	0.00%	0.16%	0.00%
193625	Professionals	Benefits Specialist	0.08%	0.00%	0.08%
199000	Professionals	Business Systems Analyst 1-NR	0.00%	0.08%	0.00%
199050	Professionals	Business Systems Analyst 1-AFS	0.08%	0.08%	0.00%
199200	Professionals	Business Systems Analyst 2-NR	0.24%	0.24%	0.08%
199250	Professionals	Business Systems Analyst 2-AFS	0.08%	0.00%	0.00%
199300	Professionals	Business Systems Analyst 3-NR	0.33%	0.49%	0.08%
199350	Professionals	Business Systems Analyst 3-AFS	0.24%	0.16%	0.16%
199400	Professionals	Business Systems Analyst 4-NR	0.08%	0.00%	0.00%
200000	Professionals	Business Analyst 1-AFS	0.16%	0.00%	0.00%
200400	Professionals	Business Analyst 2-NR	0.08%	0.08%	0.00%
200500	Professionals	Business Analyst 2-AFS	0.41%	0.16%	0.08%
200550	Professionals	Business Analyst 3-AFS	0.16%	0.08%	0.00%
200600	Professionals	Business Analyst 3-NR	0.08%	0.16%	0.00%
200650	Professionals	Business Analyst 4-AFS	0.08%	0.00%	0.00%
200700	Professionals	Business Systems Analyst 4-AFS	0.08%	0.00%	0.00%
231250	Professionals	Communications Specialist-AFS	0.00%	0.00%	0.00%
231400	Professionals	Product Development Specialist	0.08%	0.00%	0.00%
231500	Professionals	Communications Specialist-NR	0.00%	0.00%	0.00%
231550	Professionals	Senior Communications Spec-NR	0.16%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
231650	Professionals	Communications Project Coord	0.08%	0.00%	0.00%
231700	Professionals	Communications Consultant	0.08%	0.00%	0.00%
231800	Professionals	Senior Communications Consult	0.16%	0.00%	0.00%
234750	Professionals	Community Outreach Coordinator	0.33%	0.24%	0.00%
236500	Professionals	Community Relations Specialist	0.00%	0.00%	0.08%
236550	Professionals	Community Relations Consultant	0.08%	0.08%	0.00%
237000	Professionals	Compensation Analyst	0.00%	0.00%	0.00%
245250	Professionals	Computer Systems Specialist	0.00%	0.00%	0.00%
250450	Professionals	Assist. Contract Administrator	0.08%	0.08%	0.08%
250500	Professionals	Contract Administrator-AFS	0.00%	0.00%	0.00%
250550	Professionals	Contract Administrator-NR	0.08%	0.08%	0.00%
250650	Professionals	Senior Contract Admin-AFS	0.08%	0.00%	0.00%
250750	Professionals	Contracts Negotiator	0.00%	0.00%	0.00%
268100	Professionals	Senior Service Analyst	0.16%	0.00%	0.00%
269750	Professionals	Database Administrator I	0.08%	0.08%	0.00%
269800	Professionals	Database Administrator 2-AFS	0.00%	0.16%	0.00%
269850	Professionals	Database Administrator 2 - NR	0.08%	0.00%	0.00%
273300	Professionals	PrMgr Wastewater Commissioning	0.00%	0.08%	0.00%
291500	Professionals	Government Affairs Liaison	0.08%	0.00%	0.00%
329245	Professionals	Associate Engineer-AFS	0.16%	0.08%	0.00%
329250	Professionals	Engineer-AFS	0.08%	0.08%	0.00%
329260	Professionals	Engineer-NR	0.00%	0.00%	0.00%
332500	Professionals	Environmental Analyst	0.16%	0.00%	0.00%
332750	Professionals	Environmental Scientist	0.16%	0.00%	0.00%
334500	Professionals	EO Consultant III	0.08%	0.16%	0.08%
350250	Professionals	Financial Analyst-AFS	0.24%	0.24%	0.08%
350255	Professionals	Financial Analyst-NR	0.08%	0.08%	0.08%
364500	Professionals	Rail Coordinator	0.00%	0.08%	0.00%
381750	Professionals	GIS Specialist 3	0.16%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
383500	Professionals	MetroGIS Coordinator	0.08%	0.00%	0.00%
385250	Professionals	GIS Specialist 2	0.16%	0.00%	0.00%
397525	Professionals	Graphics Designer	0.08%	0.00%	0.00%
408000	Professionals	HRA Coordinator	0.81%	0.65%	0.08%
408500	Professionals	HRA Coordinator II	0.49%	0.08%	0.00%
410500	Professionals	Fitness and Health Specialist	0.00%	0.00%	0.00%
416700	Professionals	Benefits Analyst	0.08%	0.00%	0.00%
419200	Professionals	Assoc. HR Business Partner	0.00%	0.08%	0.00%
419250	Professionals	Human Resources Bus Partner	0.08%	0.08%	0.00%
423800	Professionals	Industrial Waste Tech Coord	0.16%	0.00%	0.00%
434300	Professionals	Interceptor System Technician	0.00%	0.00%	0.00%
436000	Professionals	Data Analyst	0.00%	0.00%	0.00%
436500	Professionals	Data Architect	0.00%	0.00%	0.00%
444100	Professionals	Systems Engineer 1 - AFSC	0.00%	0.16%	0.00%
444200	Professionals	Systems Engineer 2 - NRC	0.00%	0.00%	0.00%
444250	Professionals	Systems Engineer 2 - AFS	0.00%	0.24%	0.08%
444275	Professionals	Engineer - ITS	0.08%	0.00%	0.08%
444300	Professionals	Systems Engineer 3	0.00%	0.00%	0.00%
444350	Professionals	Systems Engineer 3 - AFS	0.00%	0.16%	0.16%
444450	Professionals	Systems Engineer 4 - AFS	0.00%	0.00%	0.00%
445100	Professionals	Applications Developer 1	0.00%	0.33%	0.00%
445200	Professionals	Applications Developer 2	0.00%	0.16%	0.08%
445300	Professionals	Applications Developer 3	0.16%	0.49%	0.08%
445400	Professionals	Applications Developer 4	0.08%	0.41%	0.08%
445450	Professionals	Applications Developer 4-NR	0.00%	0.00%	0.00%
448550	Professionals	Lab Analyst 3	0.24%	0.08%	0.08%
448600	Professionals	Lab Tech Coordinator 1	0.08%	0.00%	0.00%
448625	Professionals	Lab Technical Coordinator 2	0.16%	0.00%	0.00%
448725	Professionals	QA Coordinator 2	0.16%	0.08%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
464000	Professionals	Senior Safety Specialist	0.00%	0.00%	0.08%
479700	Professionals	Training Specialist	0.24%	0.00%	0.08%
479725	Professionals	E-Learning Specialist	0.08%	0.00%	0.00%
479750	Professionals	LOD Consultant	0.16%	0.08%	0.00%
485500	Professionals	Manager, Agreements	0.08%	0.00%	0.00%
486250	Professionals	Manager, Tech CoordinationMANA	0.00%	0.00%	0.00%
490200	Professionals	Program Manager, Budget	0.00%	0.00%	0.00%
539600	Professionals	Environmental Compliance Lead	0.24%	0.08%	0.00%
548200	Professionals	Liability Claims Rep II	0.08%	0.08%	0.00%
548300	Professionals	Liability Claims Rep III	0.00%	0.00%	0.00%
548600	Professionals	Work Comp Claims Rep II	0.08%	0.00%	0.00%
548900	Professionals	Workforce Development Coordntr	0.08%	0.24%	0.08%
558700	Professionals	Program Mgr, Better Bus Stops	0.08%	0.00%	0.00%
558800	Professionals	Program Manager, Bus Technolog	0.00%	0.00%	0.00%
558900	Professionals	Prog Mgr, Speed & Reliability	0.00%	0.00%	0.00%
585000	Professionals	Project Mgr Special Projects	0.00%	0.00%	0.00%
585350	Professionals	Project Lead, Business Continu	0.08%	0.00%	0.00%
585400	Professionals	Project Manager Info Services	0.00%	0.16%	0.00%
585700	Professionals	Project Manager, Bus Maintenac	0.00%	0.08%	0.00%
586000	Professionals	Project Manager, Rail Techn Op	0.00%	0.00%	0.00%
587100	Professionals	Sr Project Manager, Dev TOD	0.08%	0.00%	0.08%
587250	Professionals	Program Manager, TDM	0.08%	0.00%	0.00%
587300	Professionals	Program Manager, MT Asset Mngt	0.00%	0.00%	0.00%
587500	Professionals	Program Manager, Waiver Transp	0.08%	0.08%	0.00%
611200	Professionals	Project Mgr Technical Services	0.00%	0.00%	0.00%
621500	Professionals	Market Development Specialist	0.16%	0.00%	0.08%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
621550	Professionals	Sr Market Dev Specialist	0.00%	0.00%	0.00%
623250	Professionals	Marketing Writer	0.00%	0.00%	0.00%
651255	Professionals	Manager, Project Office Mngt	0.00%	0.00%	0.00%
653000	Professionals	Outreach Coordinator	0.33%	0.16%	0.08%
653500	Professionals	Senior Outreach Coordinator	0.16%	0.00%	0.00%
654000	Professionals	Occupational Health Specialist	0.24%	0.00%	0.08%
658250	Professionals	Payroll Analyst	0.24%	0.16%	0.00%
663500	Professionals	Planner-AFS	0.08%	0.16%	0.00%
663510	Professionals	Planner-NR	0.24%	0.08%	0.16%
665200	Professionals	Planning Analyst-NR	0.08%	0.00%	0.00%
665250	Professionals	Planning Analyst	0.49%	0.08%	0.00%
668000	Professionals	Document Mgmt Specialist -AFS	0.16%	0.00%	0.00%
670550	Professionals	Police Data Analyst	0.08%	0.00%	0.00%
677200	Professionals	Principal Analyst Rail Opns	0.00%	0.00%	0.00%
677500	Professionals	Principal Contract Admin-AFS	0.81%	0.08%	0.08%
677550	Professionals	Principal Contract Admin-NR	0.24%	0.24%	0.00%
677555	Professionals	Principal Project Coordinator	0.16%	0.00%	0.08%
679250	Professionals	Principal Engineer-AFS	0.73%	0.24%	0.08%
679260	Professionals	Principal Engineer-NR	0.00%	0.08%	0.00%
681000	Professionals	Principal Environmental Scient	0.24%	0.08%	0.00%
682500	Professionals	Principal Financial Analyst-NR	0.33%	0.41%	0.00%
682750	Professionals	Principal Financial Analys-AFS	0.16%	0.24%	0.00%
684500	Professionals	GIS System Administrator 2	0.00%	0.08%	0.00%
690000	Professionals	Senior Program Supervisor	0.08%	0.00%	0.00%
691500	Professionals	Project Administrator	0.08%	0.00%	0.00%
691700	Professionals	Principal Proj Administrator	0.00%	0.00%	0.00%
693255	Professionals	Project Coordinator - NR	0.16%	0.08%	0.00%
693500	Professionals	Project Manager	0.08%	0.08%	0.00%
693550	Professionals	Associate Project Manager	0.08%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
693600	Professionals	Project Manager-AFS	0.00%	0.08%	0.00%
697200	Professionals	Prgm Mgr Real Estate & Asset M	0.00%	0.08%	0.00%
698500	Professionals	Public Arts Administrator	0.00%	0.00%	0.00%
703700	Professionals	Associate Purchasing Agent	0.00%	0.08%	0.08%
703750	Professionals	Purchasing Agent-AFS	0.49%	0.24%	0.00%
703765	Professionals	Senior Purchasing Agent	0.00%	0.08%	0.00%
703770	Professionals	P-Card Administrator	0.16%	0.00%	0.00%
708000	Professionals	Social Media Specialist	0.00%	0.00%	0.00%
709200	Professionals	Supv, Rail Mtnc QA and Trng	0.00%	0.00%	0.00%
709250	Professionals	Rail Safety Officer	0.16%	0.08%	0.08%
709335	Professionals	Senior Rail Systems Specialist	0.00%	0.00%	0.00%
710750	Professionals	Ridership and Revenue Analyst	0.00%	0.00%	0.00%
711200	Professionals	Title Specialist	0.08%	0.00%	0.00%
711400	Professionals	Real Estate Appraiser	0.00%	0.00%	0.00%
711500	Professionals	Real Estate Specialist	0.16%	0.00%	0.08%
714100	Professionals	Enterprise Records Management	0.08%	0.00%	0.00%
717800	Professionals	On Call (GSOC) Utility Locator	0.00%	0.08%	0.00%
720000	Professionals	Principal Researcher	0.16%	0.08%	0.08%
720200	Professionals	Researcher	0.08%	0.08%	0.00%
720300	Professionals	Data Scientist-NR	0.08%	0.08%	0.00%
720350	Professionals	Data Scientist-AFS	0.08%	0.00%	0.00%
720400	Professionals	Senior Researcher-NR	0.08%	0.00%	0.00%
720500	Professionals	Senior Data Scientist-NR	0.16%	0.08%	0.00%
720550	Professionals	Senior Data Scientist-AFS	0.08%	0.16%	0.08%
720650	Professionals	Principal Data Scientist-NR	0.00%	0.00%	0.00%
723150	Professionals	Bus Safety Specialist	0.08%	0.00%	0.08%
723500	Professionals	Sales Operations Specialist	0.08%	0.08%	0.00%
723600	Professionals	Prog Spec, Events & Fare Prog	0.00%	0.00%	0.00%
731950	Professionals	Security Specialist	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
735250	Professionals	Senior Accountant-AFS	0.16%	0.08%	0.00%
735255	Professionals	Senior Accountant-NR	0.08%	0.08%	0.00%
745700	Professionals	Principal Communications Spec	0.08%	0.00%	0.00%
745710	Professionals	Principal Comm Spec-NR	0.08%	0.08%	0.00%
745750	Professionals	Senior Communications Spec	0.24%	0.00%	0.00%
745765	Professionals	Web Designer	0.08%	0.00%	0.00%
745770	Professionals	Front End Web Developer	0.00%	0.00%	0.00%
746000	Professionals	Senior Community Outreach Coor	0.08%	0.00%	0.08%
747500	Professionals	Senior Computer Systems Spec	0.08%	0.08%	0.00%
752750	Professionals	Senior Engineer	0.49%	0.08%	0.00%
752760	Professionals	Senior Engineer-NR	0.08%	0.08%	0.00%
754500	Professionals	Senior Environmental Scientist	0.16%	0.08%	0.00%
756250	Professionals	EO Consultant II	0.49%	0.57%	0.00%
759000	Professionals	Senior Grants Specialist	0.08%	0.08%	0.08%
759750	Professionals	Senior Graphic Designer	0.08%	0.00%	0.00%
770250	Professionals	Senior Technical Trainer	0.00%	0.00%	0.00%
771600	Professionals	Instructional Designer	0.08%	0.00%	0.00%
771650	Professionals	Instructional Designer-AFS	0.08%	0.00%	0.00%
771700	Professionals	Technical Trainer	0.00%	0.00%	0.00%
779000	Professionals	Senior Planner-AFS	0.73%	0.24%	0.08%
779010	Professionals	Senior Planner-NR	0.16%	0.08%	0.08%
780750	Professionals	Senior Project Administr-AFS	0.33%	0.08%	0.00%
780760	Professionals	Senior Project Administrator	0.24%	0.00%	0.00%
782500	Professionals	Senior Project Coordinator	0.33%	0.00%	0.00%
782550	Professionals	Senior Project Coordinator-AFS	0.00%	0.00%	0.00%
783000	Professionals	Senior Researcher	0.08%	0.00%	0.00%
786500	Professionals	Service Analyst	0.00%	0.00%	0.00%
792700	Professionals	Talent Acquisition Specialist	0.16%	0.00%	0.00%
792750	Professionals	Senior Talent Acquisition Spec	0.98%	0.16%	0.24%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
805760	Professionals	Rail Maint. Warranty Administr	0.08%	0.00%	0.00%
831800	Professionals	Supv, RCC Training	0.00%	0.00%	0.00%
863000	Professionals	Commuter Programs Specialist	0.00%	0.00%	0.08%
863150	Professionals	Program Spec, Equity and Inclu	0.08%	0.00%	0.00%
863200	Professionals	Senior Commuter Programs Spec	0.08%	0.08%	0.08%
863850	Professionals	Program Coordinator-NR	0.08%	0.00%	0.00%
863900	Professionals	Senior Program Coordinator	0.08%	0.08%	0.00%
868300	Professionals	Technical Writer 1	0.00%	0.00%	0.00%
888150	Professionals	Transit Info Field Ops Spec	0.00%	0.00%	0.00%
899750	Professionals	TAB Coordinator	0.08%	0.00%	0.00%
114000	Technicians	Program Tech Specialist-AFSCME	1.71%	0.16%	0.00%
186250	Technicians	Associate Community Outreach C	0.33%	0.33%	0.08%
196250	Technicians	Bus Stop Coordinator	0.00%	0.00%	0.00%
220500	Technicians	Electronic Rev Equip Administr	0.08%	0.00%	0.00%
231300	Technicians	Associate Communications Spec	0.16%	0.08%	0.08%
243500	Technicians	Industrial Automation Trainee	0.00%	0.00%	0.00%
243700	Technicians	Industrial Automation Spec	0.00%	0.08%	0.00%
243800	Technicians	Principal Indus Autom Spec	0.08%	0.00%	0.00%
248500	Technicians	Associate Construc Inspctr-AFS	0.00%	0.16%	0.00%
248750	Technicians	Construction Inspector	0.08%	0.33%	0.08%
259450	Technicians	Coordinator Material Mgmt	0.00%	0.08%	0.00%
262750	Technicians	Marketing & Transit Info Admin	0.16%	0.00%	0.08%
269100	Technicians	PeopleSoft Administrator I	0.00%	0.08%	0.00%
313600	Technicians	Workforce & Equity Prog Coord	0.08%	0.00%	0.08%
313750	Technicians	EO Consultant I	0.08%	0.16%	0.00%
318750	Technicians	Drafter III	0.00%	0.00%	0.00%
324000	Technicians	Revenue Mechanical Technician	0.00%	0.49%	0.16%
324200	Technicians	Lead Revenue Mechanical Tech	0.00%	0.00%	0.00%
325750	Technicians	Electronic Repair Tech	0.08%	0.49%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
338000	Technicians	Prin Admin Spec-NR	0.33%	0.16%	0.08%
338500	Technicians	Prin Admin Spec - AFSCME	0.65%	0.08%	0.08%
339250	Technicians	Sewer Availability Charge Tech	0.16%	0.00%	0.00%
339500	Technicians	Executive Assistant	0.24%	0.08%	0.00%
339750	Technicians	Program Tech Specialist-NR	1.06%	0.33%	0.08%
397515	Technicians	Graphic Production Specialist	0.08%	0.00%	0.00%
408100	Technicians	HRA Mobility Coordinator	0.08%	0.08%	0.08%
411500	Technicians	HRA Inspector	0.00%	0.08%	0.00%
413250	Technicians	HRA Specialist	0.33%	0.16%	0.00%
416800	Technicians	Benefits Administrator	0.08%	0.08%	0.00%
423750	Technicians	Industrial Waste Technician	0.08%	0.08%	0.00%
425600	Technicians	Prin. Industrial Waste Tech	0.00%	0.00%	0.00%
426000	Technicians	Information Specialist	0.08%	0.08%	0.00%
429000	Technicians	Instructor	0.41%	1.46%	0.08%
437650	Technicians	Intern - Urban Scholar	0.57%	0.49%	0.16%
437750	Technicians	Intern	4.31%	3.25%	0.81%
437950	Technicians	Bridge Fellow-AFS	0.16%	0.08%	0.00%
443000	Technicians	Inventory Technician	0.00%	0.00%	0.00%
443100	Technicians	Technical Support Specialist 1	0.08%	0.16%	0.00%
443150	Technicians	Technical Support Specialist 2	0.00%	0.00%	0.00%
443200	Technicians	Technical Support Specialist 3	0.00%	0.08%	0.08%
448500	Technicians	Lab Analyst 1	0.16%	0.08%	0.08%
448525	Technicians	Lab Analyst 2	0.41%	0.24%	0.08%
465750	Technicians	Lead Sched Display Coordinator	0.00%	0.00%	0.00%
471000	Technicians	Lead Sr Elec Rev Equip Tech	0.00%	0.00%	0.00%
569400	Technicians	Systems Field Technology Tech	0.00%	0.00%	0.00%
621400	Technicians	Assoc. Market Dev Specialist	0.08%	0.00%	0.00%
628450	Technicians	Material Planner-AFS	0.00%	0.00%	0.00%
628550	Technicians	Supply Chain Coordinator	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
653100	Technicians	Associate Outreach Coordinator	0.16%	0.08%	0.00%
674200	Technicians	Police Records Specialist	0.24%	0.00%	0.00%
674300	Technicians	Police Services Administrator	0.08%	0.00%	0.00%
700250	Technicians	Facilities Administrator	0.24%	0.16%	0.00%
714500	Technicians	Data Practices Specialist	0.08%	0.08%	0.00%
717750	Technicians	Registered Land Surveyor	0.00%	0.08%	0.00%
723700	Technicians	Bus Technology Systems Spec	0.08%	0.00%	0.00%
724000	Technicians	Schedule Coordinator	0.08%	0.00%	0.00%
726500	Technicians	Schedule Distribtn Coordinator	0.00%	0.00%	0.00%
729000	Technicians	Schedule Technician	0.08%	0.00%	0.00%
731900	Technicians	RTIC Specialist	0.00%	0.00%	0.24%
749250	Technicians	Revenue Equip Electronic Tech	0.08%	0.24%	0.00%
751000	Technicians	Senior Electronics Repair Tech	0.00%	0.00%	0.00%
758000	Technicians	GIS Specialist 1	0.08%	0.00%	0.00%
761400	Technicians	Human Resources Assistant-AFS	0.65%	0.33%	0.16%
775500	Technicians	Senior Metering and Alm Sys Op	0.16%	0.16%	0.00%
777900	Technicians	Senior Payroll Specialist	0.08%	0.08%	0.00%
794750	Technicians	Materials Spec Leadworker-AFS	0.08%	0.00%	0.00%
863800	Technicians	Program Coordinator	0.08%	0.08%	0.00%
864760	Technicians	HR Office Coordinator	0.08%	0.00%	0.00%
884000	Technicians	Transit Info Support Spec.	0.00%	0.00%	0.00%
888100	Technicians	Transit Inf Serv Data Coord	0.08%	0.00%	0.00%
108700	Office/Clerical	Account Specialist	0.16%	0.08%	0.00%
110500	Office/Clerical	Administrative Specialist	0.00%	0.08%	0.00%
110510	Office/Clerical	Administrative Specialist-NR	0.08%	0.00%	0.00%
219000	Office/Clerical	Clerical Assistant	0.08%	0.00%	0.00%
224250	Office/Clerical	Maintenance Admin Spec	0.08%	0.00%	0.00%
226100	Office/Clerical	Material Mgmt Administrator	0.08%	0.00%	0.00%
257500	Office/Clerical	Sr. Account Spec-MT:Cdt/Collec	0.08%	0.08%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
259250	Office/Clerical	Sr. Account Spec-MT:Sales Oper	0.08%	0.08%	0.00%
264500	Office/Clerical	Customer Relations Specialist	0.16%	0.08%	0.08%
264550	Office/Clerical	Customer Service Specialist	0.41%	0.24%	0.00%
343250	Office/Clerical	Facilities Maintenance Tech	0.00%	0.08%	0.00%
343300	Office/Clerical	Sr Facilities Maintenance Tech	0.00%	0.00%	0.00%
399250	Office/Clerical	Head Stockkeeper	0.00%	0.16%	0.08%
441250	Office/Clerical	Sr. Account Spec-MT:Asset Mgmt	0.08%	0.00%	0.00%
457000	Office/Clerical	Lead Revenue Processing Spec	0.00%	0.08%	0.00%
472750	Office/Clerical	Lead Stockkeeper	0.08%	0.08%	0.08%
475000	Office/Clerical	Lead Transit Service Ctr Rep	0.08%	0.00%	0.00%
483250	Office/Clerical	Maintenance Admin Assist.	0.41%	0.08%	0.08%
644250	Office/Clerical	Revenue Processing Specialist	0.08%	0.24%	0.08%
656500	Office/Clerical	Passenger Sampling Clerk	0.00%	0.00%	0.00%
712450	Office/Clerical	Rail Operations Clerk	0.16%	0.08%	0.00%
731750	Office/Clerical	Administrator Prop and Eviden	0.16%	0.00%	0.00%
733550	Office/Clerical	Senior Account Specialist	0.49%	0.08%	0.08%
733600	Office/Clerical	Sr. Account Spec-MT:Rev Balanc	0.16%	0.16%	0.00%
738750	Office/Clerical	Senior Admin Spec-AFSCME	0.90%	0.33%	0.08%
738760	Office/Clerical	Senior Admin Spec-NR	0.08%	0.00%	0.08%
738800	Office/Clerical	North Loop Fac Supp Coord	0.08%	0.00%	0.00%
748000	Office/Clerical	Senior Customer Rel Spec	0.08%	0.08%	0.00%
777860	Office/Clerical	Payroll Specialist-AFS	0.08%	0.08%	0.00%
784350	Office/Clerical	Lead Transit Information Rep	0.08%	0.00%	0.08%
796750	Office/Clerical	Power Plant Engineer	0.00%	0.16%	0.00%
796760	Office/Clerical	Chief Power Plant Engineer	0.00%	0.00%	0.00%
800000	Office/Clerical	Stockkeeper	0.08%	0.98%	0.00%
885750	Office/Clerical	Transit Information Rep 1	0.98%	0.65%	0.16%
885800	Office/Clerical	Transit Information Rep 2	0.33%	0.08%	0.00%
892750	Office/Clerical	Transit Service Center Rep	0.16%	0.16%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
903250	Office/Clerical	Fare Collections Specialist	0.16%	0.49%	0.00%
Total			44.67%	28.56%	7.40%

Technicians (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
114000	Technicians	Program Tech Specialist-AFSCME	3.76%	0.36%	0.00%
186250	Technicians	Associate Community Outreach C	0.72%	0.72%	0.18%
196250	Technicians	Bus Stop Coordinator	0.00%	0.00%	0.00%
220500	Technicians	Electronic Rev Equip Administr	0.18%	0.00%	0.00%
231300	Technicians	Associate Communications Spec	0.36%	0.18%	0.18%
243500	Technicians	Industrial Automation Trainee	0.00%	0.00%	0.00%
243700	Technicians	Industrial Automation Spec	0.00%	0.18%	0.00%
243800	Technicians	Principal Indus Autom Spec	0.18%	0.00%	0.00%
248500	Technicians	Associate Construc Inspctr-AFS	0.00%	0.36%	0.00%
248750	Technicians	Construction Inspector	0.18%	0.72%	0.18%
259450	Technicians	Coordinator Material Mgmt	0.00%	0.18%	0.00%
262750	Technicians	Marketing & Transit Info Admin	0.36%	0.00%	0.18%
269100	Technicians	PeopleSoft Administrator I	0.00%	0.18%	0.00%
313600	Technicians	Workforce & Equity Prog Coord	0.18%	0.00%	0.18%
313750	Technicians	EO Consultant I	0.18%	0.36%	0.00%
318750	Technicians	Drafter III	0.00%	0.00%	0.00%
324000	Technicians	Revenue Mechanical Technician	0.00%	1.07%	0.36%
324200	Technicians	Lead Revenue Mechanical Tech	0.00%	0.00%	0.00%
325750	Technicians	Electronic Repair Tech	0.18%	1.07%	0.00%
338000	Technicians	Prin Admin Spec-NR	0.72%	0.36%	0.18%
338500	Technicians	Prin Admin Spec - AFSCME	1.43%	0.18%	0.18%
339250	Technicians	Sewer Availability Charge Tech	0.36%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
339500	Technicians	Executive Assistant	0.54%	0.18%	0.00%
339750	Technicians	Program Tech Specialist-NR	2.33%	0.72%	0.18%
397515	Technicians	Graphic Production Specialist	0.18%	0.00%	0.00%
408100	Technicians	HRA Mobility Coordinator	0.18%	0.18%	0.18%
411500	Technicians	HRA Inspector	0.00%	0.18%	0.00%
413250	Technicians	HRA Specialist	0.72%	0.36%	0.00%
416800	Technicians	Benefits Administrator	0.18%	0.18%	0.00%
423750	Technicians	Industrial Waste Technician	0.18%	0.18%	0.00%
425600	Technicians	Prin. Industrial Waste Tech	0.00%	0.00%	0.00%
426000	Technicians	Information Specialist	0.18%	0.18%	0.00%
429000	Technicians	Instructor	0.89%	3.22%	0.18%
437650	Technicians	Intern - Urban Scholar	1.25%	1.07%	0.36%
437750	Technicians	Intern	9.48%	7.16%	1.79%
437950	Technicians	Bridge Fellow-AFS	0.36%	0.18%	0.00%
443000	Technicians	Inventory Technician	0.00%	0.00%	0.00%
443100	Technicians	Technical Support Specialist 1	0.18%	0.36%	0.00%
443150	Technicians	Technical Support Specialist 2	0.00%	0.00%	0.00%
443200	Technicians	Technical Support Specialist 3	0.00%	0.18%	0.18%
448500	Technicians	Lab Analyst 1	0.36%	0.18%	0.18%
448525	Technicians	Lab Analyst 2	0.89%	0.54%	0.18%
465750	Technicians	Lead Sched Display Coordinator	0.00%	0.00%	0.00%
471000	Technicians	Lead Sr Elec Rev Equip Tech	0.00%	0.00%	0.00%
569400	Technicians	Systems Field Technology Tech	0.00%	0.00%	0.00%
621400	Technicians	Assoc. Market Dev Specialist	0.18%	0.00%	0.00%
628450	Technicians	Material Planner-AFS	0.00%	0.00%	0.00%
628550	Technicians	Supply Chain Coordinator	0.00%	0.00%	0.00%
653100	Technicians	Associate Outreach Coordinator	0.36%	0.18%	0.00%
674200	Technicians	Police Records Specialist	0.54%	0.00%	0.00%
674300	Technicians	Police Services Administrator	0.18%	0.00%	0.00%
700250	Technicians	Facilities Administrator	0.54%	0.36%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
714500	Technicians	Data Practices Specialist	0.18%	0.18%	0.00%
717750	Technicians	Registered Land Surveyor	0.00%	0.18%	0.00%
723700	Technicians	Bus Technology Systems Spec	0.18%	0.00%	0.00%
724000	Technicians	Schedule Coordinator	0.18%	0.00%	0.00%
726500	Technicians	Schedule Distribtn Coordinator	0.00%	0.00%	0.00%
729000	Technicians	Schedule Technician	0.18%	0.00%	0.00%
731900	Technicians	RTIC Specialist	0.00%	0.00%	0.54%
749250	Technicians	Revenue Equip Electronic Tech	0.18%	0.54%	0.00%
751000	Technicians	Senior Electronics Repair Tech	0.00%	0.00%	0.00%
758000	Technicians	GIS Specialist 1	0.18%	0.00%	0.00%
761400	Technicians	Human Resources Assistant-AFS	1.43%	0.72%	0.36%
775500	Technicians	Senior Metering and Alm Sys Op	0.36%	0.36%	0.00%
777900	Technicians	Senior Payroll Specialist	0.18%	0.18%	0.00%
794750	Technicians	Materials Spec Leadworker-AFS	0.18%	0.00%	0.00%
863800	Technicians	Program Coordinator	0.18%	0.18%	0.00%
864760	Technicians	HR Office Coordinator	0.18%	0.00%	0.00%
884000	Technicians	Transit Info Support Spec.	0.00%	0.00%	0.00%
888100	Technicians	Transit Inf Serv Data Coord	0.18%	0.00%	0.00%
103600	Para-Professionals	Sr Acct Specialist-MT AP	0.54%	0.36%	0.36%
123600	Para-Professionals	Sr Acct Specialist-MT AR	0.36%	0.18%	0.00%
448350	Para-Professionals	Senior Lab Assistant	0.00%	0.00%	0.18%
628500	Para-Professionals	Material Planner	0.00%	0.18%	0.00%
711250	Para-Professionals	Associate Real Estate Spec	0.18%	0.00%	0.00%
108700	Office/Clerical	Account Specialist	0.36%	0.18%	0.00%
110500	Office/Clerical	Administrative Specialist	0.00%	0.18%	0.00%
110510	Office/Clerical	Administrative Specialist-NR	0.18%	0.00%	0.00%
219000	Office/Clerical	Clerical Assistant	0.18%	0.00%	0.00%
224250	Office/Clerical	Maintenance Admin Spec	0.18%	0.00%	0.00%
226100	Office/Clerical	Material Mgmt Administrator	0.18%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
257500	Office/Clerical	Sr. Account Spec-MT:Cdt/Collec	0.18%	0.18%	0.00%
259250	Office/Clerical	Sr. Account Spec-MT:Sales Oper	0.18%	0.18%	0.00%
264500	Office/Clerical	Customer Relations Specialist	0.36%	0.18%	0.18%
264550	Office/Clerical	Customer Service Specialist	0.89%	0.54%	0.00%
343250	Office/Clerical	Facilities Maintenance Tech	0.00%	0.18%	0.00%
343300	Office/Clerical	Sr Facilities Maintenance Tech	0.00%	0.00%	0.00%
399250	Office/Clerical	Head Stockkeeper	0.00%	0.36%	0.18%
441250	Office/Clerical	Sr. Account Spec-MT:Asset Mgmt	0.18%	0.00%	0.00%
457000	Office/Clerical	Lead Revenue Processing Spec	0.00%	0.18%	0.00%
472750	Office/Clerical	Lead Stockkeeper	0.18%	0.18%	0.18%
475000	Office/Clerical	Lead Transit Service Ctr Rep	0.18%	0.00%	0.00%
483250	Office/Clerical	Maintenance Admin Assist.	0.89%	0.18%	0.18%
644250	Office/Clerical	Revenue Processing Specialist	0.18%	0.54%	0.18%
656500	Office/Clerical	Passenger Sampling Clerk	0.00%	0.00%	0.00%
712450	Office/Clerical	Rail Operations Clerk	0.36%	0.18%	0.00%
731750	Office/Clerical	Administrator Prop and Eviden	0.36%	0.00%	0.00%
733550	Office/Clerical	Senior Account Specialist	1.07%	0.18%	0.18%
733600	Office/Clerical	Sr. Account Spec-MT:Rev Balanc	0.36%	0.36%	0.00%
738750	Office/Clerical	Senior Admin Spec-AFSCME	1.97%	0.72%	0.18%
738760	Office/Clerical	Senior Admin Spec-NR	0.18%	0.00%	0.18%
738800	Office/Clerical	North Loop Fac Supp Coord	0.18%	0.00%	0.00%
748000	Office/Clerical	Senior Customer Rel Spec	0.18%	0.18%	0.00%
777860	Office/Clerical	Payroll Specialist-AFS	0.18%	0.18%	0.00%
784350	Office/Clerical	Lead Transit Information Rep	0.18%	0.00%	0.18%
796750	Office/Clerical	Power Plant Engineer	0.00%	0.36%	0.00%
796760	Office/Clerical	Chief Power Plant Engineer	0.00%	0.00%	0.00%
800000	Office/Clerical	Stockkeeper	0.18%	2.15%	0.00%
885750	Office/Clerical	Transit Information Rep 1	2.15%	1.43%	0.36%
885800	Office/Clerical	Transit Information Rep 2	0.72%	0.18%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
892750	Office/Clerical	Transit Service Center Rep	0.36%	0.36%	0.00%
903250	Office/Clerical	Fare Collections Specialist	0.36%	1.07%	0.00%
Total			46.33%	34.88%	8.23%

Protective Services: Sworn (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
672200	Protective Services: Sworn	Police Officer (Full Time)	15%	39%	2%
672250	Protective Services: Sworn	Police Officer (Part Time)	1%	3%	0%
Total			16%	42%	2%

Protective Services: Non-sworn (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
124500	Protective Services: Non-sworn	Asset Protection Specialist	0%	0%	1%
236800	Protective Services: Non-sworn	Community Service Officers	6%	56%	0%
Total			6%	56%	1%

Paraprofessionals (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
103600	Para-Professionals	Sr Acct Specialist-MT AP	21.43%	14.29%	14.29%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
123600	Para-Professionals	Sr Acct Specialist-MT AR	14.29%	7.14%	0.00%
448350	Para-Professionals	Senior Lab Assistant	0.00%	0.00%	7.14%
628500	Para-Professionals	Material Planner	0.00%	7.14%	0.00%
711250	Para-Professionals	Associate Real Estate Spec	7.14%	0.00%	0.00%
Total			43%	29%	21%

Administrative Support (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
108700	Office/Clerical	Account Specialist	1.31%	0.65%	0.00%
110500	Office/Clerical	Administrative Specialist	0.00%	0.65%	0.00%
110510	Office/Clerical	Administrative Specialist-NR	0.65%	0.00%	0.00%
219000	Office/Clerical	Clerical Assistant	0.65%	0.00%	0.00%
224250	Office/Clerical	Maintenance Admin Spec	0.65%	0.00%	0.00%
226100	Office/Clerical	Material Mgmt Administrator	0.65%	0.00%	0.00%
257500	Office/Clerical	Sr. Account Spec-MT:Cdt/Collec	0.65%	0.65%	0.00%
259250	Office/Clerical	Sr. Account Spec-MT:Sales Oper	0.65%	0.65%	0.00%
264500	Office/Clerical	Customer Relations Specialist	1.31%	0.65%	0.65%
264550	Office/Clerical	Customer Service Specialist	3.27%	1.96%	0.00%
343250	Office/Clerical	Facilities Maintenance Tech	0.00%	0.65%	0.00%
343300	Office/Clerical	Sr Facilities Maintenance Tech	0.00%	0.00%	0.00%
399250	Office/Clerical	Head Stockkeeper	0.00%	1.31%	0.65%
441250	Office/Clerical	Sr. Account Spec-MT:Asset Mgmt	0.65%	0.00%	0.00%
457000	Office/Clerical	Lead Revenue Processing Spec	0.00%	0.65%	0.00%
472750	Office/Clerical	Lead Stockkeeper	0.65%	0.65%	0.65%
475000	Office/Clerical	Lead Transit Service Ctr Rep	0.65%	0.00%	0.00%
483250	Office/Clerical	Maintenance Admin Assist.	3.27%	0.65%	0.65%
644250	Office/Clerical	Revenue Processing Specialist	0.65%	1.96%	0.65%
656500	Office/Clerical	Passenger Sampling Clerk	0.00%	0.00%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
712450	Office/Clerical	Rail Operations Clerk	1.31%	0.65%	0.00%
731750	Office/Clerical	Administrator Prop and Eviden	1.31%	0.00%	0.00%
733550	Office/Clerical	Senior Account Specialist	3.92%	0.65%	0.65%
733600	Office/Clerical	Sr. Account Spec-MT:Rev Balanc	1.31%	1.31%	0.00%
738750	Office/Clerical	Senior Admin Spec-AFSCME	7.19%	2.61%	0.65%
738760	Office/Clerical	Senior Admin Spec-NR	0.65%	0.00%	0.65%
738800	Office/Clerical	North Loop Fac Supp Coord	0.65%	0.00%	0.00%
748000	Office/Clerical	Senior Customer Rel Spec	0.65%	0.65%	0.00%
777860	Office/Clerical	Payroll Specialist-AFS	0.65%	0.65%	0.00%
784350	Office/Clerical	Lead Transit Information Rep	0.65%	0.00%	0.65%
796750	Office/Clerical	Power Plant Engineer	0.00%	1.31%	0.00%
796760	Office/Clerical	Chief Power Plant Engineer	0.00%	0.00%	0.00%
800000	Office/Clerical	Stockkeeper	0.65%	7.84%	0.00%
885750	Office/Clerical	Transit Information Rep 1	7.84%	5.23%	1.31%
885800	Office/Clerical	Transit Information Rep 2	2.61%	0.65%	0.00%
892750	Office/Clerical	Transit Service Center Rep	1.31%	1.31%	0.00%
903250	Office/Clerical	Fare Collections Specialist	1.31%	3.92%	0.00%
Total			48%	38%	7%

Skilled Craft (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
117500	Skilled Craft	Apprentice Electrician	0.05%	0.09%	0.00%
119250	Skilled Craft	Apprentice Machinist Mechanic	0.00%	0.09%	0.05%
119251	Skilled Craft	Apprentice Machinist Mech-CDL	0.00%	0.00%	0.05%
198000	Skilled Craft	Business Unit Coordinator	0.14%	0.19%	0.05%
198001	Skilled Craft	Business Unit Crdntr - CDL	0.05%	0.00%	0.00%
238100	Skilled Craft	Skilled Helper Commuter Rail	0.00%	0.05%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
322250	Skilled Craft	Electrician	0.05%	0.14%	0.00%
325710	Skilled Craft	Electro Mechanical Technician	0.05%	0.42%	0.09%
325715	Skilled Craft	Electro Mech Tech-Pnt and Body	0.00%	0.00%	0.00%
325900	Skilled Craft	Electronic Tech Commuter Rail	0.00%	0.00%	0.00%
432500	Skilled Craft	Interceptor Srvc Wrkr II - CDL	0.00%	0.19%	0.00%
434250	Skilled Craft	Interceptor System Leadwkr CDL	0.00%	0.00%	0.00%
450000	Skilled Craft	Lead Electrician	0.00%	0.00%	0.05%
455250	Skilled Craft	Lead Machinist Mechanic-CDL	0.00%	0.00%	0.00%
455251	Skilled Craft	Lead Vehicle Mechanic	0.00%	0.00%	0.00%
455252	Skilled Craft	Lead Machinist Mechanic	0.00%	0.00%	0.00%
460500	Skilled Craft	Lead Painter	0.00%	0.00%	0.00%
462250	Skilled Craft	Lead Pipefitter	0.00%	0.00%	0.00%
478100	Skilled Craft	Licensed Lead Electrician	0.00%	0.00%	0.00%
481500	Skilled Craft	Machinist Mechanic-CDL	0.00%	0.00%	0.00%
481501	Skilled Craft	Machinist Mechanic	0.00%	0.33%	0.00%
631000	Skilled Craft	Mechanic Technician	0.19%	2.73%	0.09%
631050	Skilled Craft	Mechanic Technician - EPA 608	0.05%	0.33%	0.00%
633000	Skilled Craft	Facilities Technician	0.00%	0.28%	0.05%
633100	Skilled Craft	Mechanic Commuter Rail	0.00%	0.05%	0.09%
654750	Skilled Craft	Painter	0.00%	0.14%	0.00%
661750	Skilled Craft	Pipefitter	0.00%	0.00%	0.00%
668750	Skilled Craft	Plant Operator	0.56%	1.60%	0.19%
668751	Skilled Craft	Plant Operator-CDL	0.14%	0.09%	0.00%
709175	Skilled Craft	Foreperson, Commuter Rail	0.00%	0.00%	0.00%
709210	Skilled Craft	SCADA/Comm Electronic Tech	0.00%	0.00%	0.05%
709220	Skilled Craft	Signals Technician	0.00%	0.19%	0.00%
709260	Skilled Craft	Foreperson, Signals	0.00%	0.09%	0.00%
709270	Skilled Craft	Foreperson, SCADA/Comm	0.00%	0.05%	0.00%
709300	Skilled Craft	Foreperson Electro Mech Tech	0.00%	0.05%	0.00%
709311	Skilled Craft	Foreperson, Track	0.00%	0.05%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
709321	Skilled Craft	Track Maintainer	0.05%	0.14%	0.00%
709340	Skilled Craft	Foreperson, Traction Power	0.00%	0.00%	0.00%
709355	Skilled Craft	Traction Power Maintainer	0.00%	0.14%	0.00%
709360	Skilled Craft	Licensed Journeyman Electr	0.00%	0.00%	0.00%
709375	Skilled Craft	Foreperson, Fac Systems Maint	0.00%	0.00%	0.00%
709385	Skilled Craft	Foreperson, Facilities Mainten	0.00%	0.05%	0.00%
772100	Skilled Craft	Fac Tech Chief Eng Lic Req	0.00%	0.00%	0.00%
789500	Skilled Craft	Skilled Helper	0.14%	0.33%	0.00%
905000	Skilled Craft	Vehicle Mechanic-CDL	0.00%	0.00%	0.00%
196076	Service Maintenance	Bus Operator PT Day	0.89%	1.60%	0.09%
196077	Service Maintenance	Bus Operator PT Weekend	0.52%	1.46%	0.00%
196078	Service Maintenance	Bus Operator FT	9.13%	32.56%	0.80%
196080	Service Maintenance	Bus Operator PT Weekend Trng	0.14%	0.24%	0.05%
217250	Service Maintenance	Cleaner	0.52%	0.99%	0.05%
217300	Service Maintenance	Cleaner, Rail	0.19%	0.14%	0.00%
364250	Service Maintenance	Garage Coordinator	0.00%	0.05%	0.00%
366000	Service Maintenance	General Dispatcher	0.05%	0.42%	0.00%
404500	Service Maintenance	Helper	0.28%	1.55%	0.00%
430750	Service Maintenance	Interceptor Service Worker	0.00%	0.05%	0.00%
430751	Service Maintenance	Interceptor Service Wrkr-CDL	0.00%	0.00%	0.05%
444750	Service Maintenance	Janitor	0.56%	0.89%	0.00%
453500	Service Maintenance	Lead Janitor	0.05%	0.09%	0.00%
479000	Service Maintenance	LRT Helper	0.24%	0.80%	0.05%
626750	Service Maintenance	Mark Up Dispatcher	0.05%	0.05%	0.00%
701100	Service Maintenance	Public Facilities Worker	0.24%	1.65%	0.05%
701120	Service Maintenance	Lead Public Facility Worker	0.00%	0.19%	0.00%
709900	Service Maintenance	Train Operator	0.56%	2.49%	0.09%
712550	Service Maintenance	Rail Dispatcher	0.00%	0.00%	0.00%
719500	Service Maintenance	Relief Mark-Up Dispatcher	0.14%	0.14%	0.00%
888300	Service Maintenance	Transit Inf Serv Installer	0.00%	0.05%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
888400	Service Maintenance	Senior Transit Info Srv Instlr	0.00%	0.05%	0.00%
Total			15%	53%	2%

Service Maintenance (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
196076	Service Maintenance	Bus Operator PT Day	1.31%	2.34%	0.14%
196077	Service Maintenance	Bus Operator PT Weekend	0.76%	2.14%	0.00%
196078	Service Maintenance	Bus Operator FT	13.38%	47.72%	1.17%
196080	Service Maintenance	Bus Operator PT Weekend Trng	0.21%	0.34%	0.07%
217250	Service Maintenance	Cleaner	0.76%	1.45%	0.07%
217300	Service Maintenance	Cleaner, Rail	0.28%	0.21%	0.00%
364250	Service Maintenance	Garage Coordinator	0.00%	0.07%	0.00%
366000	Service Maintenance	General Dispatcher	0.07%	0.62%	0.00%
404500	Service Maintenance	Helper	0.41%	2.28%	0.00%
430750	Service Maintenance	Interceptor Service Worker	0.00%	0.07%	0.00%
430751	Service Maintenance	Interceptor Service Wrkr-CDL	0.00%	0.00%	0.07%
444750	Service Maintenance	Janitor	0.83%	1.31%	0.00%
453500	Service Maintenance	Lead Janitor	0.07%	0.14%	0.00%
479000	Service Maintenance	LRT Helper	0.34%	1.17%	0.07%
626750	Service Maintenance	Mark Up Dispatcher	0.07%	0.07%	0.00%
701100	Service Maintenance	Public Facilities Worker	0.34%	2.41%	0.07%
701120	Service Maintenance	Lead Public Facility Worker	0.00%	0.28%	0.00%
709900	Service Maintenance	Train Operator	0.83%	3.66%	0.14%
712550	Service Maintenance	Rail Dispatcher	0.00%	0.00%	0.00%
719500	Service Maintenance	Relief Mark-Up Dispatcher	0.21%	0.21%	0.00%
888300	Service Maintenance	Transit Inf Serv Installer	0.00%	0.07%	0.00%
888400	Service Maintenance	Senior Transit Info Srv Instlr	0.00%	0.07%	0.00%

Job Code	EEO Category	Job Title	Weighted Females %	Weighted RE %	Weighted PWD %
		Total	20%	67%	2%

Appendix E: Determining Availability

Officials and Managers (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	41.93%	42.97%	14.55%	3.57%	18.02%	6.10%	1.50%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: [Twin Cities Metro Region] SOCP Title & CODE : Officials administrators & professional "	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024
2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	58.07%	37.01%	23.39%	6.22%	21.49%	13.58%	3.61%	Employee workforce for the job classifications that constitute feeders to this job category.	blank
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	39.51%	19.68%	5.11%		

Professionals (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	77.28%	52.71%	18.42%	3.42%	40.73%	14.23%	2.64%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: [Twin Cities Metro Region] SOCP Title & CODE : Professionals, Technicians, Administrative Support"	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024
2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	22.72%	44.67%	28.56%	7.40%	10.15%	6.49%	1.68%	Employee workforce for the job classifications that constitute feeders to this job category.	blank
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	50.88%	20.72%	4.32%		

Technicians (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	77.61%	57.18%	27.09%	4.58%	44.38%	21.02%	3.55%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: [Twin Cities Metro Region] SOCP Title & CODE : Professionals, Technicians, Administrative Support"	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024

2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	22.39%	46.33%	34.88%	8.23%	10.37%	7.81%	1.84%	Employee workforce for the job classifications that constitute feeders to this job category.	Blank
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	54.75%	28.83%	5.40%		

Protective Services: Sworn (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	90.35%	20%	22%	1%	18.07%	19.80%	0.97%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: [Twin Cities Metro Region] SOCP Title & CODE : Protective Services-Sworn"	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024
2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	9.65%	15.84%	41.58%	1.98%	1.53%	4.01%	0.19%	Employee workforce for the job classifications that constitute feeders to this job category.	blank
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	19.60%	23.81%	1.16%		

Protective Services: Non-sworn (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	100.00%	28.56%	35.01%	7.10%	28.56%	35.01%	7.10%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. [Replace the specific data source if you use different one] Regions: COC and COC Title: "	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024
2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	0.00%	5.56%	55.56%	0.99%	0.00%	0.00%	0.00%	Employee workforce for the job classifications that constitute feeders to this job category.	blank
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	28.56%	35.01%	7.10%		

Paraprofessionals (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	83.33%	83%	45%	7%	69.14%	37.84%	6.16%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: [Twin Cities Metro Region] SOCP Title & CODE : Para-Professionals"	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024

2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	16.67%	42.86%	28.57%	21.43%	7.14%	4.76%	3.57%	Employee workforce for the job classifications that constitute feeders to this job category.	blank
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	76.29%	42.60%	9.73%		

Administrative Support (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	86.14%	58.29%	23.95%	6.51%	50.21%	20.63%	5.61%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. Regions: [Twin Cities Metro Region] SOCP Title & CODE : Administrative Support"	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024
2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	13.86%	47.71%	37.91%	7.19%	6.61%	5.26%	1.00%	Employee workforce for the job classifications that constitute feeders to this job category.	blank

The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	56.82%	25.89%	6.61%		
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Skilled Craft (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
1: External - Percentage of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	85.76%	15.57%	31.07%	6%	13.36%	26.65%	5.13%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. [Replace the specific data soruce if you use different one] Regions: SOCP Title: Skilled Craft, Service Maintenance "	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024
2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	14.24%	15.01%	53.27%	1.98%	2.14%	7.58%	0.28%	Employee workforce for the job classifications that constitute feeders to this job category.	blank
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	15.49%	34.23%	5.41%		

Service Maintenance (RE = Racial or Ethnic Minorities; PWD = Persons with Disabilities)

Factor	Weight Ratio	Raw Statistics Females	Raw Statistics RE	Raw Statistics PWD	Weighted Statistics Females	Weighted Statistics RE	Weighted Statistics PWD	Source of Statistics	Reasons for External and Internal Weight Ratio
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1: External - Percentage of females, persons with disabilities, and racial or ethnic minorities with requisite skills in the reasonable recruitment area.	97.05%	41.48%	34.91%	8.75%	40.25%	33.88%	8.49%	"The American Community Survey (2016-2020) complied by the U.S. Department of Labor, Bureau of Labor Statistics. [Replace the specific data source if you use different one] Regions: SOCP Title: Service Maintenance "	External and internal weight ratio numbers were determined using the whole ratio calculation method between the number of hired and promoted between July 1,2014 and June 30, 2024
2: Internal - Percentage of females, persons with disabilities, and racial or ethnic minorities among those promotable, transferable, and trainable with your agency.	2.95%	19.86%	66.62%	1.79%	0.59%	1.97%	0.05%	Employee workforce for the job classifications that constitute feeders to this job category.	blank
The value of weight must equal to 100.00% →	100.00%	blank	blank	Final Avail %	40.84%	35.85%	8.54%		

Appendix F: Utilization-Goal Analysis

Females

Job Categories	Total Number of Employee in Job Category	Total Number of Females Employee in the Job Category	% of Females Employee in the Job Category	Females Availability %	Females Establish Goals?	If Yes, Goals for FY 2024-2026
Officials and Managers	672	174	25.89%	39.51%	Yes	39.51%
Professionals	684	296	43.27%	50.88%	Yes	50.88%
Technicians	392	180	45.92%	54.75%	Yes	54.75%
Protective Services: Sworn	101	16	15.84%	19.60%	Yes	19.60%
Protective Services: Non-sworn	18	1	5.56%	28.56%	Yes	28.56%
Paraprofessionals	14	6	42.86%	76.29%	Yes	76.29%
Administrative Support	153	73	47.71%	56.82%	Yes	56.82%
Skilled Craft	675	31	4.59%	15.49%	Yes	15.49%
Service Maintenance	1450	288	19.86%	40.84%	Yes	40.84%
Totals	4159	1065	25.61%			

Racial or Ethnic Minorities (RE)

Job Categories	Total Number of Employee in Job Category	Total Number of RE Employee in the Job Category	% of RE Employee in the Job Category	RE Availability %	RE Establish Goals?	If Yes, Goals for FY 2024-2026
Officials and Managers	672	137	20.39%	19.68%		
Professionals	684	160	23.39%	20.72%		
Technicians	392	133	33.93%	28.83%		
Protective Services: Sworn	101	42	41.58%	23.81%		
Protective Services: Non-sworn	18	10	55.56%	35.01%		
Paraprofessionals	14	4	28.57%	42.60%	Yes	42.60%
Administrative Support	153	58	37.91%	25.89%		
Skilled Craft	675	166	24.59%	34.23%	Yes	34.23%

Job Categories	Total Number of Employee in Job Category	Total Number of RE Employee in the Job Category	% of RE Employee in the Job Category	RE Availa- bility %	RE Establis h Goals?	If Yes, Goals for FY 2024- 2026
Service Maintenance	1450	966	66.62%	35.85%		
Totals	4159	1676	40.30%			

Persons with Disabilities (PWD)

Job Categories	Total Number of Employee in Job Category	Total Number of PWD Employee in the Job Category	% of PWD Employee in the Job Category	PWD Availability %	PWD Establish Goals?	If Yes, Goals for FY 2024-2026
Officials and Managers	672	31	4.61%	5.11%	Yes	5.11%
Professionals	684	48	7.02%	4.32%		
Technicians	392	32	8.16%	5.40%		
Protective Services: Sworn	101	2	1.98%	1.16%	Monitor	
Protective Services: Non-sworn	18	1	5.56%	7.10%	Monitor	
Paraprofessionals	14	3	21.43%	9.73%		
Administrative Support	153	11	7.19%	6.61%	Monitor	
Skilled Craft	675	16	2.37%	5.41%	Yes	5.41%
Service Maintenance	1450	26	1.79%	8.54%	Yes	8.54%
Totals	4159	170	4.09%			

Definitions of Terms Used in This Affirmative Action Plan

Applicant: "Applicant" means a person who has satisfied the minimum requirements for application established by the commissioner of management and budget ([M.S. 43A.02, subd. 4](#)).

Availability: an estimated percentage of qualified females, persons with disabilities, and racial or ethnic minorities in the relevant labor market who are available for positions in a given job category at a state agency. The final availability is determined by considering two factors: the statistics from the outside labor market and the internal state agency workforce for the Affirmative Action Plan year.

Feeder job: staffed positions within the agency that can be promoted and/or transferred into other EEO job categories.

Hiring goal: a numerical objective designed to correct an identified deficiency in the utilization of protected group members. For example, the professional job category has identified underutilization, and the availability is 30%, the goal (or hiring goal) for females in the job category is for 30% of the new hires/rehires and promotions for that Affirmative Action Plan year would be females. Goals/hiring goals should never be implemented as quotas, nor should they be used as criteria in decision-making regarding qualifications.

Job category: a group of jobs that are linked by a common purpose and skill set (or sometimes certificates/educational degrees) and are grounded on the job categories identified by the U.S. Equal Employment Opportunity Commission (EEOC).

Labor market area or Reasonable recruitment area: a geographic area in which an agency is seeking a worker in a particular goal unit and where there is an available supply of workers employed or seeking jobs in that goal unit.

Promotion: the appointment of an employee to a position in a class assigned to a salary range which is two or more steps higher at the maximum than the employee's current job class or which requires an increase of two or more steps to pay the employee at the minimum of the new range.

Protected groups: Females, persons with disabilities, and members of the following Minorities: Black, Hispanic, Asian or Pacific Islander, and American Indian or Alaskan Native ([M.S. 43A.02, subd. 33](#)).

Snapshot: one particular point in time. A snapshot of a workforce is taken at one particular point in time as the basis for Affirmative Action Plan analyses because the workforce numbers are always fluctuating.

Underutilization: the representation of females, persons with disabilities, and racial or ethnic minorities in a specific job category is less than reasonably would be expected given from workforce participation in the labor market area.