



EEO/Affirmative Action Plan Annual Update

Supplement to the 2009-2014 Affirmative Action Plan
Including 2010 AAP Accomplishments

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Introduction

The annual update to the Affirmative Action Plan is prepared for the Montana Department of Transportation (MDT) by the Civil Rights Bureau (CRB). The CRB is a bureau of the Human Resources Division. The Bureau is responsible for:

- Agency wide Title VI program
- Agency wide Title VII program
- Disadvantaged Business Enterprise (DBE) program
- American with Disabilities Act (ADA) program
- DBE Supportive Services program
- Equal Opportunity Employment (EEO) contract compliance
- Labor Compliance programs

Staff working for the Bureau includes:

- Civil Rights Bureau Chief
- ADA Program Manager
- Affirmative Action Officer
- DBE Program Manager
- DBE Supportive Services Program Coordinator
- EEO/Labor Compliance Program Manager
- Title VI/EEO Compliance Program Manager
- Compliance Technician

The EEO/Affirmative Action Plan is public record. It is broadly distributed through the state to various minority organizations and employment agencies. In addition, it can be located in its entirety at the Montana Department of Transportation's website at:

http://www.mdt.mt.gov/publications/docs/brochures/dbe_eeo/eeo_affirmative_plan_update.pdf

Montana Department of Transportation

This document will serve as the annual update to Montana Department of Transportation's (MDT's) five year Affirmative Action Plan. The current plan is effective from 2009 through 2014. The entire five year plan can be found at:

http://www.mdt.mt.gov/publications/docs/brochures/dbe_eeo/eeo_affirmative_plan.pdf

The annual update includes information with regard to 2010's workforce analysis, applicant flow, and a variety of updated statistics. Each report will include a narrative explaining the findings.

External EEO Program

Compliance Review Program

Number of compliance Reviews conducted	9
Number of Contractors reviewed	12
Number of Contractors found in compliance	12
Number of contractors found in noncompliance	0
Number of show cause notices issued.	1
Number of show cause notices rescinded	1
Number of show cause actions still under conciliation and unresolved	0
Number of follow-up reviews conducted	0

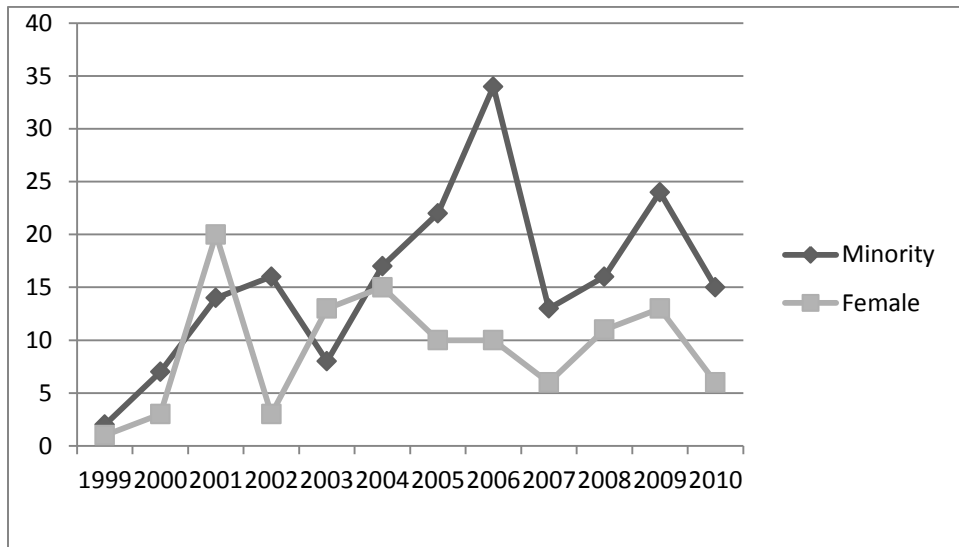
MDT will not include show cause hearings for 2010. The compliance review strategy for the year focused on contractor hiring procedures. The emphasis was to ensure contractor's utilized objective criterion based selection documents and processes.

In addition to the above referenced compliance reviews, several audits were conducted for contractor compliance. MDT audited 47 construction projects which included a review of the EEO program including; policy statements, certified payrolls, EEO posters, DBE information, and the MDT trainee program.

Training Program

MDT had 32 trainees during 2010, a slight decrease from the 42 from 2009. However of the 32 trainees placed, 10 were on 2 Indian Reservation projects. Of the 10 placed on the Indian Reservation, 6 completed the training. Of the 32 total trainees, minorities accounted for 14 of the training positions and females made up 7; one trainee being a minority female.

The following represents, by percentage, the history of participation by woman and minorities in the training program.



Of the 32 trainees, 16 completed the 500 hour training requirement. However, 12 trainees will continue training during the 2011 construction season.

Contractor EEO Compliance

MDT compiles information from contractor FHWA PR-1392 reports to determine the level of female and minority participation on federal-aid highway construction projects. Each year beginning in 2001 through 2010 Contractor reporting in each classification was tracked and documented. MDT "benchmark" data is an average of female and minority workers in those workforce classifications over that ten year period.

For 2010, the following represents all participation of females and minorities, including trainees:

Classification	Total Employees	# Women	% Women	Benchmark	Difference
Operator	448	28	6.25%	8.78%	-2.53%
Truck Driver	217	18	8.29%	12.57%	-4.28%
Carpenter	80	0	0.00%	2.97%	-2.97%
Laborer	620	90	14.52%	20.86%	-6.34%
Trainee	12	4	33.33%	120.86%	-87.53%
	1,377	140	10.17%	33.21%	-20.73%

The contract goal of 6.9% for women was set by the Office of Federal Contract Compliance Programs (OFCCP), is used here as a benchmark. Montana Federal-aid Highway Contractors attained an average female representation in their workforce of 10.17%. That attainment is almost twice the goal established by the OFCCP.

Classification	Total Employees	# Minority	% Minority	Benchmark	Difference
Operator	448	474	105.80%	14.24%	91.56%
Truck Driver	217	32	14.75%	17.16%	-2.41%
Carpenter	80	8	10.00%	11.67%	-1.67%
Laborer	620	73	11.77%	17.97%	-6.20%
Trainee	12	6	50.00%	16.69%	33.32%
	1,377	593	43.06%	15.55%	22.92%

Montana's minority participation averages 43.06%, approximately ten times greater than the OFCCP goal of 4.1% set in the contract special provisions.

MDT acknowledges it has no authority to enforce OFCCP goals. They are used here only to provide a basis of comparison.

Overall, female and minority participation in Federal-aid construction projects is above average.

Internal EEO Program

The following includes the action items and results MDT had for 2010.

1. Continue to increase the number of applications from members of minority groups.

The number of applications from minorities continues to be well below applications received from white males. However, in 2010 there were approximately the same amounts of vacancy announcements as in 2009. In an effort to increase the number of applications received, MDT attended 16 job fairs during 2010. These included:

- January 12, 2010 – MSU Career Services
- February 3, 2010 – Fort Peck Community College
- February 10, 2010 - MSU Billings
- February 17, 2010 – Montana Tech Butte
- February 23, 2010 - Salish Kootenai College
- February 24, 2010 - U of M Missoula
- February 24, 2010 – Resume Critiques U of M SOBA
- March 5, 2010 - Salish Kootenai College online employment presentation
- April 14, 2010 – Lewistown High School Career Fair
- April 15, 2010 - Missoula Job Service
- September 9, 2010 – Montana Tech
- September 16, 2010 – MSU Meet the Recruiters
- September 29, 2010 – Resume Critiques U of M SOBA
- October 4, 2010 - Gonzaga
- October 14, 2010 - MSU Bozeman
- October 19, 2010 - MSU Northern Havre

MDT will continue our efforts to increase the number of minority applicants.

2. Continue to provide training on MDT's application and recruitment process to minority groups.

MDT created an e-learning (online) training which provides applicants guidance and instructions for applying for MDT job vacancies. This training demonstrates completing the application, behavioral based interviewing, etc. A target audience continues to be high schools and colleges.

This training can be found at:

http://mdtinfo.mdt.mt.gov/jobs/video/intranet_job_posting.html

MDT's also provides resources for interview preparation, resumes and cover letters in order to reach its objective to hire and retain the best-qualified candidates while ensuring we provide opportunities for all individuals with variety of backgrounds, cultures, faiths, genders, ages, and disabilities.

These informational pages can be found at:

<http://www.mdt.mt.gov/jobs/interviewing.shtml>

MDT will continue its efforts to work on two long term goals as outlined in the five year affirmative action plan. These include:

1. Partnership with New York Construction Career Days to provide educational training to middle and high school students. This program has been scheduled for May 10 and 11, 2011. This program will be reaching out to three local high schools and offer a training that will demonstrate the life of a highway project including; design, right of way purchasing, pre-construction, construction, and maintenance. This program hopes to reach a statewide level by the end of 2012.
2. Develop and implement an educational program for Montana's Native Americans with regard to securing employment with MDT.

Workforce Analysis

Agency Overview Workforce

Permanent

As of December 31, 2010, Montana Department of Transportation employed 2084 persons in its permanent workforce.

19.34% (403) were females

4.17% (87) were minorities

Seasonal/Temporary

As of December 31, 2010, Montana Department of Transportation employed 403 persons in its seasonal workforce.

13.9% (56) were females

5.71% (23) were minorities

Plan Methodology

Data Sources:

2000 Census data was used for the availability analysis for this plan.

Training and promotion data was obtained from Montana Department of Transportation personnel records.

The database of employees and resultant employee count used in this plan was obtained from the Montana Department of Transportation's Oracle Personnel System that included permanent, temporary, exempt and seasonal employees on the roster at the time.

Anticipated vacancies were determined by analyzing the current workforce, the incumbent's tenure and age. Division heads were asked to submit their anticipated vacancies for the plan period.

Census Data

2000 Census of Population and Employment by Ethnic Group and Gender

State of Montana	Number	Percent
Total Population	902,195	100%
White	817,229	90.6%
Black	2,692	0.3%
Hispanic	18,081	2.0%
American Indian	56,068	6.2%
Asian/Pacific Islander	5,161	0.6%
Some other race*	5,315	0.6%
Two or more races	15,730	1.7%

Total Labor Force by Occupational Categories*

EEO-4 Job Category	White Female	Black Female	Hispanic Female	Asian Female	American Indian Female	Total Females	White Male	Black Male	Hispanic Male	Asian Male	American Indian Male	Total Males	Total Labor Force
Officials/ Administrators	18,285	35	250	55	690	19,315	34,340	40	350	70	980	35,780	55,095
Professionals	38,985	30	570	305	1,630	41,520	31,295	55	355	280	955	32,940	74,460
Technicians	5,595	15	65	25	190	5,890	3,610	20	55	4	220	3,909	9,799
Protective Service	1,200	8	20	4	185	1,417	4,985	60	94	4	835	5,978	7,395
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	68,135	100	1,265	260	3,580	73,340	28,110	110	425	160	945	29,750	103,090
Skilled Craft	2,330	20	105	10	120	2,585	44,765	45	725	75	2,110	47,720	50,305
Service/Maintenance	52,755	80	1,490	420	3,465	58,210	66,885	175	1,700	245	4,115	73,120	131,330
Total	187,285	288	3,765	1,079	9,860	202,277	213,990	505	3,704	838	10,160	229,197	431,474

* The above labor market data is derived from the 2000, U.S. Census

EEO-4 Job Category	Availability %					
	Total Females	Total Minorities	Minorities by Racial Category			
			Black	Hispanic	Asian	American Indian
Officials/ Administrators	35.9%	5.1%	0.2%	1.0%	0.2%	2.7%
Professionals	55.7%	6.6%	0.1%	1.3%	0.8%	3.5%
Technicians	60.0%	7.2%	0.4%	1.3%	0.3%	4.1%
Protective Service	19.2%	18.0%	0.9%	1.5%	0.1%	13.5%
Paraprofessionals	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	71.0%	8.2%	0.2%	1.6%	0.4%	4.3%
Skilled Craft	5.2%	7.7%	0.1%	1.6%	0.2%	4.4%
Service/Maintenance	44.5%	10.6%	0.2%	2.4%	0.5%	5.7%

* Per the U.S. Census, the eight categories will add to more than the total population and the percentages may add to more than 100% because individuals were allowed to report more than one race. "Some other race" - the respondent identified with a race

Agency-wide Analysis

WORKFORCE AGENCYWIDE ANALYSIS											
All Division/Districts											
Employment Data - 1/1/2010 through 12/31/2010											
EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	3	0	0	0	0	15	0	0	0	0	18
%	16.7%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	0.8%
Professionals	241	0	1	2	6	675	0	2	6	9	942
%	25.6%	0.0%	0.1%	0.2%	0.6%	71.7%	0.0%	0.2%	0.6%	1.0%	42.8%
Technicians	96	0	3	2	0	127	1	1	0	3	233
%	41.2%	0.0%	1.3%	0.9%	0.0%	54.5%	0.4%	0.4%	0.0%	1.3%	10.6%
Protective Service	12	0	0	0	1	81	0	1	1	0	96
%	12.5%	0.0%	0.0%	0.0%	1.0%	84.4%	0.0%	1.0%	1.0%	0.0%	4.4%
Administrative Support	25	0	1	0	2	4	0	0	0	0	32
%	78.1%	0.0%	3.1%	0.0%	6.3%	12.5%	0.0%	0.0%	0.0%	0.0%	1.5%
Skilled Craft	22	0	0	0	1	726	1	3	1	45	799
%	2.8%	0.0%	0.0%	0.0%	0.1%	90.9%	0.1%	0.4%	0.1%	5.6%	36.3%
Service/Maintenance	7	0	0	0	0	72	0	0	0	1	80
%	8.8%	0.0%	0.0%	0.0%	0.0%	90.0%	0.0%	0.0%	0.0%	1.3%	3.6%
Total	406	0	5	4	10	1700	2	7	8	58	2200

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Administration Division

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1.8%
Professionals	27	0	0	0	0	9	0	1	0	1	38
%	71.1%	0.0%	0.0%	0.0%	0.0%	23.7%	0.0%	2.6%	0.0%	2.6%	69.1%
Technicians	8	0	0	1	0	2	0	0	0	1	12
%	66.7%	0.0%	0.0%	8.3%	0.0%	16.7%	0.0%	0.0%	0.0%	8.3%	21.8%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	1	2	0	0	0	0	4
%	25.0%	0.0%	0.0%	0.0%	25.0%	50.0%	0.0%	0.0%	0.0%	0.0%	7.3%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	36	0	0	1	1	14	0	1	0	2	55

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Aeronautics Division

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%
Professionals	2	0	0	0	0	7	0	0	0	0	9
%	22.2%	0.0%	0.0%	0.0%	0.0%	77.8%	0.0%	0.0%	0.0%	0.0%	69.2%
Technicians	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%
Protective Service	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	4	0	0	0	0	9	0	0	0	0	13

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Billings District

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Professionals	15	0	0	0	0	53	0	0	1	0	69
%	21.7%	0.0%	0.0%	0.0%	0.0%	76.8%	0.0%	0.0%	1.4%	0.0%	25.8%
Technicians	9	0	2	0	0	27	0	1	0	1	40
%	22.5%	0.0%	5.0%	0.0%	0.0%	67.5%	0.0%	2.5%	0.0%	2.5%	15.0%
Protective Service	2	0	0	0	0	16	0	1	1	0	20
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.5%
Administrative Support	5	0	0	0	0	1	0	0	0	0	6
%	83.3%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	2.2%
Skilled Craft	1	0	0	0	0	108	0	0	0	10	119
%	0.8%	0.0%	0.0%	0.0%	0.0%	90.8%	0.0%	0.0%	0.0%	8.4%	44.6%
Service/Maintenance	0	0	0	0	0	12	0	0	0	0	12
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	4.5%
Total	32	0	2	0	0	218	0	2	2	11	267

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Butte District

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Professionals	8	0	0	0	0	74	0	1	0	0	83
%	9.6%	0.0%	0.0%	0.0%	0.0%	89.2%	0.0%	1.2%	0.0%	0.0%	25.2%
Technicians	11	0	1	0	0	11	0	0	0	0	23
%	47.8%	0.0%	4.3%	0.0%	0.0%	47.8%	0.0%	0.0%	0.0%	0.0%	7.0%
Protective Service	1	0	0	0	1	17	0	0	0	0	19
%	5.3%	0.0%	0.0%	0.0%	5.3%	89.5%	0.0%	0.0%	0.0%	0.0%	5.8%
Administrative Support	6	0	1	0	1	0	0	0	0	0	8
%	75.0%	0.0%	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%
Skilled Craft	6	0	0	0	0	169	0	1	0	4	180
%	3.3%	0.0%	0.0%	0.0%	0.0%	93.9%	0.0%	0.6%	0.0%	2.2%	54.7%
Service/Maintenance	0	0	0	0	0	15	0	0	0	0	15
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	4.6%
Total	32	0	2	0	2	287	0	2	0	4	329

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Director's Office

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	1	0	0	0	0	5	0	0	0	0	6
%	16.7%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	7.9%
Professionals	32	0	0	0	3	28	0	0	0	1	64
%	50.0%	0.0%	0.0%	0.0%	4.7%	43.8%	0.0%	0.0%	0.0%	1.6%	84.2%
Technicians	5	0	0	0	0	0	0	0	0	0	5
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.6%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.3%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	39	0	0	0	3	33	0	0	0	1	76

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Engineering Division

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professionals	39	0	0	1	1	193	0	0	3	0	237
%	16.5%	0.0%	0.0%	0.4%	0.4%	81.4%	0.0%	0.0%	1.3%	0.0%	81.7%
Technicians	14	0	0	0	0	10	0	0	0	0	24
%	58.3%	0.0%	0.0%	0.0%	0.0%	41.7%	0.0%	0.0%	0.0%	0.0%	8.3%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	4	0	0	0	0	24	0	1	0	0	29
%	0.0%	0.0%	0.0%	0.0%	0.0%	82.8%	0.0%	0.0%	0.0%	0.0%	10.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	57	0	0	1	1	227	0	1	3	0	290

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Glendive District

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Professionals	9	0	0	1	0	50	0	0	1	4	65
%	13.8%	0.0%	0.0%	1.5%	0.0%	76.9%	0.0%	0.0%	1.5%	6.2%	26.0%
Technicians	6	0	0	0	0	19	0	0	0	0	25
%	24.0%	0.0%	0.0%	0.0%	0.0%	76.0%	0.0%	0.0%	0.0%	0.0%	10.0%
Protective Service	4	0	0	0	0	10	0	0	0	0	14
%	28.6%	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%	0.0%	0.0%	0.0%	5.6%
Administrative Support	4	0	0	0	0	0	0	0	0	0	4
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%
Skilled Craft	1	0	0	0	0	121	0	0	0	7	129
%	0.8%	0.0%	0.0%	0.0%	0.0%	93.8%	0.0%	0.0%	0.0%	5.4%	51.6%
Service/Maintenance	1	0	0	0	0	11	0	0	0	0	12
%	8.3%	0.0%	0.0%	0.0%	0.0%	91.7%	0.0%	0.0%	0.0%	0.0%	4.8%
Total	25	0	0	1	0	212	0	0	1	11	250

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Great Falls District

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Professionals	16	0	0	0	0	57	0	0	0	1	74
%	21.6%	0.0%	0.0%	0.0%	0.0%	77.0%	0.0%	0.0%	0.0%	1.4%	27.5%
Technicians	10	0	0	0	0	23	0	0	0	1	34
%	29.4%	0.0%	0.0%	0.0%	0.0%	67.6%	0.0%	0.0%	0.0%	2.9%	12.6%
Protective Service	2	0	0	0	0	12	0	0	0	0	14
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%
Administrative Support	1	0	0	0	0	1	0	0	0	0	2
%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.7%
Skilled Craft	2	0	0	0	1	110	1	1	1	16	132
%	1.5%	0.0%	0.0%	0.0%	0.8%	83.3%	0.8%	0.8%	0.8%	12.1%	49.1%
Service/Maintenance	2	0	0	0	0	10	0	0	0	0	12
%	16.7%	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	0.0%	0.0%	0.0%	4.5%
Total	33	0	0	0	1	214	1	1	1	18	269

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Information Services Division

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	1.7%
Professionals	18	0	1	0	0	31	0	0	0	1	51
%	35.3%	0.0%	2.0%	0.0%	0.0%	60.8%	0.0%	0.0%	0.0%	2.0%	87.9%
Technicians	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	3	0	0	0	0	0	0	0	0	0	3
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%
Skilled Craft	0	0	0	0	0	3	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	21	0	1	0	0	35	0	0	0	1	58

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Maintenance Division

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	2	0	0	0	0	2
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	3.1%
Professionals	7	0	0	0	0	16	0	0	0	0	23
%	30.4%	0.0%	0.0%	0.0%	0.0%	69.6%	0.0%	0.0%	0.0%	0.0%	35.9%
Technicians	2	0	0	0	0	0	0	0	0	0	2
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	16	0	0	0	1	17
%	0.0%	0.0%	0.0%	0.0%	0.0%	94.1%	0.0%	0.0%	0.0%	5.9%	26.6%
Service/Maintenance	3	0	0	0	0	16	0	0	0	1	20
%	15.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	5.0%	31.3%
Total	12	0	0	0	0	50	0	0	0	2	64

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Missoula District

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.3%
Professionals	27	0	0	0	1	66	0	0	0	1	95
%	28.4%	0.0%	0.0%	0.0%	1.1%	69.5%	0.0%	0.0%	0.0%	1.1%	27.2%
Technicians	11	0	0	0	0	22	1	0	0	0	34
%	32.4%	0.0%	0.0%	0.0%	0.0%	64.7%	2.9%	0.0%	0.0%	0.0%	9.7%
Protective Service	3	0	0	0	0	17	0	0	0	0	20
%	15.0%	0.0%	0.0%	0.0%	0.0%	85.0%	0.0%	0.0%	0.0%	0.0%	5.7%
Administrative Support	4	0	0	0	0	0	0	0	0	0	4
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%
Skilled Craft	8	0	0	0	0	171	0	0	0	7	186
%	4.3%	0.0%	0.0%	0.0%	0.0%	91.9%	0.0%	0.0%	0.0%	3.8%	53.3%
Service/Maintenance	1	0	0	0	0	8	0	0	0	0	9
%	11.1%	0.0%	0.0%	0.0%	0.0%	88.9%	0.0%	0.0%	0.0%	0.0%	2.6%
Total	54	0	0	0	1	285	1	0	0	8	349

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Motor Carrier Services Division

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	0	0	0	0	0	1	0	0	0	0	1
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	2.9%
Professionals	4	0	0	0	0	10	0	0	0	0	14
%	28.6%	0.0%	0.0%	0.0%	0.0%	71.4%	0.0%	0.0%	0.0%	0.0%	40.0%
Technicians	10	0	0	0	0	2	0	0	0	0	12
%	83.3%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	34.3%
Protective Service	0	0	0	0	0	8	0	0	0	0	8
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	22.9%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	14	0	0	0	0	21	0	0	0	0	35

WORKFORCE ANALYSIS BY DEPARTMENT/UNIT/DIVISION

Transportation Planning Division

Employment Data - 1/1/2010 through 12/31/2010

EEO-4 Category	White Female	Black Female	Hispanic Female	Asian Female	Am.Indian Female	White Male	Black Male	Hispanic Male	Asian Male	Am. Indian Male	Total
Officials/ Administrators	1	0	0	0	0	0	0	0	0	0	1
%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.7%
Professionals	37	0	0	0	1	81	0	0	1	0	120
%	30.8%	0.0%	0.0%	0.0%	0.8%	67.5%	0.0%	0.0%	0.8%	0.0%	82.8%
Technicians	9	0	0	1	0	11	0	0	0	0	21
%	42.9%	0.0%	0.0%	4.8%	0.0%	52.4%	0.0%	0.0%	0.0%	0.0%	14.5%
Protective Service	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Support	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Skilled Craft	0	0	0	0	0	3	0	0	0	0	3
%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	2.1%
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	0
%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Total	47	0	0	1	1	95	0	0	1	0	145

Workforce Analysis by Title and Division

WORKFORCE ANALYSIS																	
Date: 1/1/2010 - 12/31/2010				Organizational Unit: ADMINISTRATION													
Department: TRANSPORTATION				MINORITY EMPLOYEES													
Job Title	Job Group No.	EEO-4 Category	Pay Rate/ Salary Range	All Employees			MALES					FEMALES					Total M/F Min
				Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
TECHNICAL	436113	Technicians	27620	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	433313	Technicians	27696	4	2	2	0	0	1	0	1	0	0	0	0	0	1
TECHNICAL	433113	Technicians	28506	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	439513	Administrative Support	28559	2	2	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	433113	Technicians	29023	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	433314	Technicians	32981	3	0	3	0	0	0	0	0	0	1	0	0	1	1
TECHNICAL	436114	Technicians	34293	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	433614	Technicians	35744	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	433513	Administrative Support	37630	1	0	1	0	0	0	0	0	0	0	1	0	1	1
PROFESSIONAL	131735	Professionals	37736	2	0	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131735	Professionals	38302	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131415	Professionals	39184	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	431214	Administrative Support	40167	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131935	Professionals	40229	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132115	Professionals	40391	2	1	1	0	0	1	0	1	0	0	0	0	0	1
PROFESSIONAL	131215	Professionals	41478	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131816	Professionals	48029	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	48470	5	0	5	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132916	Professionals	48470	3	1	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131216	Professionals	49774	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	50893	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132316	Professionals	53097	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	53317	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132136	Professionals	54198	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132117	Professionals	58162	3	1	2	0	0	0	1	1	0	0	0	0	0	1
PROFESSIONAL	111916	Professionals	62599	4	0	4	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132317	Professionals	63723	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	73335	3	2	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	81483	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111217	Professionals	85006	1	0	1	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administrators	100917	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				55	17	38	0	0	2	1	3	0	1	1	0	2	5

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: AERONAUTICS

				All Employees			MINORITY EMPLOYEES										Total M/F Min
				Total	M	F	MALES					FEMALES					
Job Title	Job Group	EEO-4 Category	Pay Rate/				B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
PROTECTIVE SER	332113	Protective Service	30271	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436114	Technicians	32889	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	493114	Skilled Craft	35374	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	48470	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131416	Professionals	51668	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	532136	Professionals	54148	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	532136	Professionals	62671	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111916	Professionals	66262	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	67156	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	74618	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administrators	93274	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Total				13	9	4	0	0	0	0	0	0	0	0	0	0	0

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: BILLINGS

				All Employees			MINORITY EMPLOYEES										Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES					FEMALES						
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem		
CLERICAL	439612	Administrative Support	21101	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173212	Technicians	22414	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	439612	Administrative Support	23445	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173212	Technicians	25212	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	27130	5	4	1	0	0	0	0	0	0	0	0	0	1	1	1
TECHNICAL	436113	Technicians	27620	2	0	2	0	0	0	0	0	0	0	0	0	1	1	1
TECHNICAL	436113	Technicians	28506	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	28701	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	28702	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	30002	10	7	3	0	0	0	1	1	0	0	0	0	0	0	1
CRAFT	519613	Skilled Craft	30002	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	32018	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	433613	Administrative Support	32841	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998905	Service/Maintenance	34231	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	35860	11	10	1	0	0	1	0	1	0	0	0	0	0	0	1
TECHNICAL	173214	Technicians	36068	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	999101	Service/Maintenance	36152	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999307	Skilled Craft	36152	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	36908	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	992205	Service/Maintenance	37116	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999308	Skilled Craft	37116	19	19	0	0	0	1	0	1	0	0	0	0	0	0	1
TECHNICAL	173214	Technicians	37190	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	37193	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536554	Protective Service	37457	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131855	Professionals	37468	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	999102	Service/Maintenance	38076	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999309	Skilled Craft	38076	12	12	0	0	0	2	0	2	0	0	0	0	0	0	2
TECHNICAL	171254	Technicians	39029	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999310	Skilled Craft	39037	41	40	1	0	0	5	0	5	0	0	0	0	0	0	5
PROTECTIVE SER	536554	Protective Service	39330	13	11	2	0	1	0	1	2	0	0	0	0	0	0	2
MAINTENANCE	998510	Service/Maintenance	39998	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132115	Professionals	40391	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996311	Skilled Craft	40959	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998405	Skilled Craft	40959	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998612	Skilled Craft	40959	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998911	Service/Maintenance	40959	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0

Department: TRANSPORTATION **Organizational Unit: BILLINGS**

				All Employees			MINORITY EMPLOYEES										Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				Total Males	FEMALES				Total Fem	
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H		
PROTECTIVE SER	536554	Protective Service	41296	4	4	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996307	Skilled Craft	41920	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42152	4	3	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42737	6	6	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	45656	11	11	0	0	0	1	0	1	0	0	0	0	0	1
PROFESSIONAL	172715	Professionals	46699	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171255	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	46836	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	46836	8	8	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	48060	8	8	0	0	0	1	0	1	0	0	0	0	0	1
PROFESSIONAL	131776	Professionals	48151	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	50463	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151416	Professionals	52067	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131976	Professionals	52275	5	1	4	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536555	Protective Service	52932	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	53317	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	492235	Skilled Craft	55215	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131856	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	56203	5	4	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	56203	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173146	Professionals	56203	3	1	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173296	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171256	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	59012	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	59012	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111916	Professionals	61641	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	61821	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173146	Professionals	61821	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172016	Professionals	62566	10	10	0	0	1	0	0	1	0	0	0	0	0	1
PROFESSIONAL	111917	Professionals	62945	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172556	Professionals	63442	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536556	Protective Service	63518	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	75380	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	83755	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	84216	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	102256	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				99	85	14	0	1	2	0	3	0	0	0	0	0	3

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: BUTTE

				All Employees			MINORITY EMPLOYEES										Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES					FEMALES						
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem		
CLERICAL	439612	Administrative Support	21101	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	439612	Administrative Support	23445	7	0	7	0	0	0	0	0	0	0	0	0	1	1	2
TECHNICAL	173213	Technicians	27130	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	27620	3	0	3	0	0	0	0	0	0	0	0	0	1	1	1
TECHNICAL	436113	Technicians	29777	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	29909	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	30002	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	30546	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	33107	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998906	Service/Maintenance	35192	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	35860	11	4	7	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	999101	Service/Maintenance	36152	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999307	Skilled Craft	36152	30	30	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	992205	Service/Maintenance	37116	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999308	Skilled Craft	37116	18	17	1	0	0	1	0	1	0	0	0	0	0	0	1
MAINTENANCE	999102	Service/Maintenance	38076	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999309	Skilled Craft	38076	20	18	2	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	171254	Technicians	39029	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998404	Skilled Craft	39037	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999310	Skilled Craft	39037	63	60	3	0	0	2	0	2	0	0	0	0	0	0	2
PROTECTIVE SER	536554	Protective Service	39330	15	14	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998510	Service/Maintenance	39998	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132115	Professionals	40391	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996311	Skilled Craft	40959	13	13	0	0	0	0	1	1	0	0	0	0	0	0	1
CRAFT	998405	Skilled Craft	40959	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998612	Skilled Craft	40959	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998911	Service/Maintenance	40959	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536554	Protective Service	41296	3	2	1	0	0	0	0	0	0	0	0	0	1	1	1
CRAFT	996307	Skilled Craft	41920	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	42152	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173135	Professionals	42152	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42152	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42737	11	9	2	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: BUTTE

				All Employees			MINORITY EMPLOYEES										Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				Total Males	FEMALES				Total Fem		
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H			
CRAFT	471115	Skilled Craft	45656	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172715	Professionals	46699	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	46836	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172915	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	46836	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	48060	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131776	Professionals	48151	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	50463	4	4	0	0	0	1	0	1	0	0	0	0	0	0	1
MAINTENANCE	998911	Service/Maintenance	50463	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151416	Professionals	52067	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131976	Professionals	52275	4	2	2	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	492235	Skilled Craft	55215	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131856	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171256	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	56203	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	56203	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173296	Professionals	56203	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171256	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	59012	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	59013	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111916	Professionals	61641	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172016	Professionals	62566	15	15	0	0	0	0	1	1	0	0	0	0	0	0	1
PROFESSIONAL	111917	Professionals	62945	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172556	Professionals	63442	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536556	Protective Service	63518	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	75380	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	75380	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	83755	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	102256	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total				92	87	5	0	0	1	1	2	0	0	0	0	0	0	2

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: DIRECTORS OFFICE

				All Employees		MINORITY EMPLOYEES											Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				Total Males	FEMALES						
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H	Total Fem		
TECHNICAL	433313	Technicians	27696	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	434813	Technicians	28080	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436154	Technicians	32653	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	433334	Technicians	32981	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	273315	Professionals	33865	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	436214	Administrative Support	34103	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131915	Professionals	37286	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	273315	Professionals	37630	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	232115	Professionals	39965	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131475	Professionals	40125	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131715	Professionals	40125	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131775	Professionals	40125	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151415	Professionals	43390	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131476	Professionals	47436	1	0	1	0	0	0	0	0	0	0	1	0	1	1	1
PROFESSIONAL	131756	Professionals	48151	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131776	Professionals	48151	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131936	Professionals	48275	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132915	Professionals	48436	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132136	Professionals	48470	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131476	Professionals	49808	1	1	0	0	0	1	0	1	0	0	0	0	0	0	1
PROFESSIONAL	131756	Professionals	50115	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132136	Professionals	50893	4	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	299116	Professionals	51513	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131996	Professionals	53102	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	53317	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132136	Professionals	54198	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	299116	Professionals	56936	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131777	Professionals	57782	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132117	Professionals	58162	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132136	Professionals	59469	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: DIRECTORS OFFICE

				All Employees			MINORITY EMPLOYEES										Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES					FEMALES					
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
PROFESSIONAL	151516	Professionals	60331	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	273317	Professionals	64947	1	0	1	0	0	0	0	0	0	0	1	0	1	1
PROFESSIONAL	151516	Professionals	66364	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	152317	Professionals	66957	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132136	Professionals	68005	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	68756	4	1	3	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131776	Professionals	68756	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	68777	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	113217	Professionals	73820	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	113417	Professionals	76396	3	0	3	0	0	0	0	0	0	0	1	0	1	1
PROFESSIONAL	231118	Professionals	83345	8	4	4	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111217	Professionals	85006	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111217	Professionals	85147	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	231118	Professionals	94772	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	71	Officials/Administors	96968	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	97062	2	2	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	100917	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	109801	2	1	1	0	0	0	0	0	0	0	0	0	0	0
Total				36	21	15	0	0	0	0	0	0	0	2	0	2	2

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: ENGINEERING

				All Employees			MINORITY EMPLOYEES										Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				Total Males	FEMALES						
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H	Total Fem		
CRAFT	519612	Skilled Craft	19822	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519612	Skilled Craft	22025	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173212	Technicians	22414	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519613	Skilled Craft	23786	3	3	0	0	0	0	1	1	0	0	0	0	0	0	1
TECHNICAL	173212	Technicians	25212	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519613	Skilled Craft	26429	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	27620	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	28007	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173133	Technicians	30002	4	3	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519612	Skilled Craft	30002	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436154	Technicians	32653	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436114	Technicians	32889	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	433334	Technicians	32981	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436154	Technicians	33203	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519614	Skilled Craft	33620	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	273315	Professionals	33865	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519614	Skilled Craft	34880	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	131974	Technicians	36302	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131976	Professionals	36302	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436154	Technicians	36675	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	475214	Skilled Craft	36976	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519614	Skilled Craft	37355	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	151914	Technicians	38276	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	171254	Technicians	39029	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131415	Professionals	39184	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519614	Skilled Craft	39223	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	151914	Technicians	40190	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132915	Professionals	40391	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	274215	Professionals	41132	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	519614	Skilled Craft	41184	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	42152	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173135	Professionals	42152	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	475215	Skilled Craft	42258	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	475215	Skilled Craft	43318	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131756	Professionals	45051	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0

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Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: ENGINEERING

				All Employees			MINORITY EMPLOYEES										Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES					FEMALES					
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
PROFESSIONAL	172715	Professionals	46699	13	12	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171255	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172915	Professionals	46836	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173135	Professionals	46836	4	3	1	0	1	0	0	1	0	0	0	0	0	1
PROFESSIONAL	131916	Professionals	49000	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131756	Professionals	49556	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471136	Skilled Craft	52130	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131976	Professionals	52275	3	1	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	152316	Professionals	53112	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	192316	Professionals	53464	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193536	Professionals	53781	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131976	Professionals	54889	3	2	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172716	Professionals	55923	3	2	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171236	Professionals	56203	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172516	Professionals	56203	11	9	2	0	2	0	0	2	0	1	0	0	1	3
PROFESSIONAL	172537	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	56203	6	4	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	56203	23	20	3	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173296	Professionals	56203	4	2	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172537	Professionals	57820	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131856	Professionals	59012	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171256	Professionals	59012	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172516	Professionals	59012	16	14	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172716	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	59013	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172516	Professionals	60205	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	60206	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151516	Professionals	60331	5	4	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172537	Professionals	60863	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	152317	Professionals	60872	1	0	1	0	0	0	0	0	0	0	0	0	0	0

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Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: ENGINEERING

				All Employees			MINORITY EMPLOYEES										Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES					FEMALES					
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
PROFESSIONAL	172716	Professionals	61516	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	61821	4	4	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	61821	7	7	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	62945	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172517	Professionals	63496	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	64069	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172517	Professionals	64069	11	10	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172537	Professionals	64069	6	6	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172917	Professionals	64069	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172537	Professionals	64072	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	66262	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172517	Professionals	66576	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172537	Professionals	66576	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172517	Professionals	66577	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131857	Professionals	67400	7	7	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172517	Professionals	67400	4	4	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172537	Professionals	67400	6	5	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	71611	22	20	2	0	0	0	0	0	0	0	0	1	0	1
PROFESSIONAL	172017	Professionals	73465	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151117	Professionals	73820	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	75380	10	10	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	75547	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	75854	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	77765	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	79683	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	81827	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	81827	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	83755	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	84216	4	2	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119418	Professionals	93233	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Total				106	95	11	0	0	0	0	0	0	0	1	0	1	1

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Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: GLENDIVE

				All Employees			MINORITY EMPLOYEES										Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES					FEMALES						
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem		
CLERICAL	439612	Administrative Support	23445	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173212	Technicians	25212	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	27130	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	27620	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	30002	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	433613	Administrative Support	31180	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536554	Protective Service	33763	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	35190	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	35860	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999307	Skilled Craft	36152	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	131974	Technicians	36302	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	992205	Service/Maintenance	37116	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999308	Skilled Craft	37116	15	14	1	0	0	1	0	1	0	0	0	0	0	0	1
MAINTENANCE	999102	Service/Maintenance	38064	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	999102	Service/Maintenance	38076	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999309	Skilled Craft	38076	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	171254	Technicians	39029	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998404	Skilled Craft	39037	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999310	Skilled Craft	39037	52	52	0	0	0	5	0	5	0	0	0	0	0	0	5
PROTECTIVE SER	536554	Protective Service	39330	7	4	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132115	Professionals	40391	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999310	Skilled Craft	40957	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996311	Skilled Craft	40959	10	10	0	0	0	1	0	1	0	0	0	0	0	0	1
CRAFT	998405	Skilled Craft	40959	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998612	Skilled Craft	40959	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998911	Service/Maintenance	40959	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536554	Protective Service	41296	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996307	Skilled Craft	41920	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	42152	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42152	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42727	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42737	1	1	0	0	0	1	0	1	0	0	0	0	0	0	1

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: GLENDIVE

				All Employees			MINORITY EMPLOYEES										Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				FEMALES							
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem		
PROFESSIONAL	131975	Professionals	43562	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	45656	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172715	Professionals	46699	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131855	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	46836	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173135	Professionals	46836	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	46951	11	11	0	0	0	2	0	2	0	0	0	0	0	0	2
CRAFT	471115	Skilled Craft	48060	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131776	Professionals	48151	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	492235	Skilled Craft	49693	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	50463	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131976	Professionals	52275	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	53317	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151416	Professionals	54495	1	0	1	0	0	0	0	0	0	0	1	0	0	1	1
CRAFT	492235	Skilled Craft	55215	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131856	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	56203	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173296	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171256	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	59013	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111916	Professionals	61641	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	61821	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172016	Professionals	62566	17	17	0	0	1	1	0	2	0	0	0	0	0	0	2
PROFESSIONAL	111917	Professionals	62945	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172556	Professionals	63442	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536556	Protective Service	63518	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	75380	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	83755	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	102256	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Total				83	75	8	0	1	3	0	4	0	1	0	0	1	5	

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: GREAT FALLS

				All Employees			MINORITY EMPLOYEES										Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				Total Males	FEMALES						
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H	Total Fem		
CLERICAL	439612	Administrative Support	23445	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	25212	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	27130	9	8	1	0	0	1	0	1	0	0	0	0	0	0	1
TECHNICAL	436113	Technicians	27620	5	0	5	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	30002	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	131973	Technicians	30252	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	31269	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	35860	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	999101	Service/Maintenance	36152	4	2	2	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999307	Skilled Craft	36152	15	15	0	0	0	2	0	2	0	0	0	0	0	0	2
TECHNICAL	151414	Technicians	36158	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	131974	Technicians	36302	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	36739	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	992205	Service/Maintenance	37116	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999308	Skilled Craft	37116	15	14	1	0	0	2	0	2	0	0	0	0	0	0	2
PROFESSIONAL	171255	Professionals	37468	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999309	Skilled Craft	38076	13	13	0	0	0	2	0	2	0	0	0	0	0	0	2
CRAFT	998404	Skilled Craft	39037	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999310	Skilled Craft	39037	47	45	2	1	1	7	1	10	0	0	1	0	1	1	11
PROTECTIVE SER	536554	Protective Service	39330	10	8	2	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998510	Service/Maintenance	39998	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132115	Professionals	40391	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996311	Skilled Craft	40959	11	11	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998405	Skilled Craft	40959	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998612	Skilled Craft	40959	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998911	Service/Maintenance	40959	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536554	Protective Service	41296	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996307	Skilled Craft	41920	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	42152	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173135	Professionals	42152	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42152	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42737	8	8	0	0	0	1	0	1	0	0	0	0	0	0	1
CRAFT	471115	Skilled Craft	45656	15	15	0	0	0	1	0	1	0	0	0	0	0	0	1

Department: TRANSPORTATION **Organizational Unit: GREAT FALLS**

				MINORITY EMPLOYEES														Total M/F Min
				All Employees			MALES					FEMALES						
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem		
PROFESSIONAL	172715	Professionals	46699	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	171255	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	172515	Professionals	46836	2	2	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	173135	Professionals	46836	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	173145	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	173215	Professionals	46836	9	9	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	173215	Professionals	46951	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
CRAFT	471115	Skilled Craft	48060	5	5	0	0	0	2	0	2	0	0	0	0	0	2	
PROFESSIONAL	131776	Professionals	48151	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
CRAFT	471115	Skilled Craft	50463	3	3	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	151416	Professionals	52067	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	131976	Professionals	52275	2	0	2	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	132116	Professionals	53317	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
CRAFT	492235	Skilled Craft	55215	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	131856	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	172515	Professionals	56203	7	7	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	173136	Professionals	56203	2	1	1	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	173296	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	172916	Professionals	59012	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	173146	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	111916	Professionals	61641	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	173136	Professionals	61821	2	0	2	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	172016	Professionals	62566	14	13	1	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	111917	Professionals	62945	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	172556	Professionals	63442	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
PROTECTIVE SER	536556	Protective Service	63518	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	171256	Professionals	64824	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	172017	Professionals	75380	2	1	1	0	0	0	0	0	0	0	0	0	0	0	
PROFESSIONAL	119417	Professionals	83755	4	4	0	0	0	0	0	0	0	0	0	0	0	0	
ADMINISTRATIVE	111218	Officials/Administors	102256	1	1	0	0	0	0	0	0	0	0	0	0	0	0	
Total				71	58	13	0	0	2	0	2	0	0	0	0	0	2	

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: INFORMATION SERVICES

				All Employees		MINORITY EMPLOYEES											Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				FEMALES				Total Fem		
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN		H	
CLERICAL	436134	Administrative Support	31716	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	515234	Skilled Craft	31828	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	439114	Administrative Support	31961	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	515234	Skilled Craft	33624	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	439114	Administrative Support	34306	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131215	Professionals	41478	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151415	Professionals	43390	2	2	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	511116	Skilled Craft	48474	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151416	Professionals	52067	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	152316	Professionals	53112	1	0	1	0	0	0	0	0	0	0	0	1	1	1
PROFESSIONAL	151216	Professionals	53563	3	2	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131756	Professionals	54507	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151416	Professionals	54507	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131236	Professionals	55926	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151816	Professionals	55926	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151616	Professionals	58648	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151516	Professionals	60331	10	7	3	0	0	1	0	1	0	0	0	0	0	1
PROFESSIONAL	151817	Professionals	63755	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151517	Professionals	67112	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151517	Professionals	68777	6	4	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151517	Professionals	72397	6	2	4	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151117	Professionals	73820	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151817	Professionals	73820	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151117	Professionals	77511	4	3	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	113217	Professionals	81386	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111217	Professionals	85006	2	1	1	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	109801	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				58	36	22	0	0	1	0	1	0	0	0	1	1	2

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: MAINTENANCE

				All Employees			MINORITY EMPLOYEES										Total M/F Min	
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES					FEMALES						
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem		
TECHNICAL	436113	Technicians	27620	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	28175	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998905	Service/Maintenance	34231	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998950	Service/Maintenance	34231	7	6	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	999101	Service/Maintenance	36152	3	3	0	0	0	1	0	1	0	0	0	0	0	0	1
MAINTENANCE	992205	Service/Maintenance	37116	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998918	Service/Maintenance	37116	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131915	Professionals	37286	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	273315	Professionals	37630	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	999102	Service/Maintenance	38076	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998403	Skilled Craft	39037	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996311	Skilled Craft	40959	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998612	Skilled Craft	40959	4	4	0	0	0	1	0	1	0	0	0	0	0	0	1
MAINTENANCE	998911	Service/Maintenance	40959	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996307	Skilled Craft	41920	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	511135	Service/Maintenance	42939	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151415	Professionals	43390	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	273316	Professionals	45155	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	492235	Skilled Craft	46933	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	491115	Service/Maintenance	48438	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	491115	Service/Maintenance	51538	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151416	Professionals	52067	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	492235	Skilled Craft	55215	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132917	Professionals	58005	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132117	Professionals	58162	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172016	Professionals	62566	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	66111	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151836	Professionals	66955	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131857	Professionals	67400	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131857	Professionals	70770	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: MAINTENANCE

				All Employees			MINORITY EMPLOYEES										Total M/F Min
				Total	M	F	MALES					FEMALES					
Job Title	Job Group	EEO-4 Category	Pay Rate/				B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
PROFESSIONAL	172437	Professionals	71451	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131857	Professionals	71611	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	83755	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	83755	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	92634	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	102256	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				7	7	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: MISSOULA

				All Employees			MINORITY EMPLOYEES										Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				Total Males	FEMALES				Total Fem	
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H		
CLERICAL	439612	Administrative Support	21101	2	0	2	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	439612	Administrative Support	23445	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173212	Technicians	25212	3	3	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	27130	2	2	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	27620	7	0	7	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	28506	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	30002	8	7	1	0	0	0	0	0	0	0	0	0	0	0
CLERICAL	433613	Administrative Support	31181	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	35860	10	9	1	1	0	0	0	1	0	0	0	0	0	1
MAINTENANCE	999101	Service/Maintenance	36152	2	2	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999307	Skilled Craft	36152	29	29	0	0	0	3	0	3	0	0	0	0	0	3
TECHNICAL	131974	Technicians	36302	3	2	1	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	992205	Service/Maintenance	37116	2	1	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999308	Skilled Craft	37116	26	26	0	0	0	1	0	1	0	0	0	0	0	1
PROTECTIVE SER	536554	Protective Service	37457	1	1	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	999102	Service/Maintenance	38076	1	1	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999309	Skilled Craft	38076	18	16	2	0	0	1	0	1	0	0	0	0	0	1
CRAFT	998404	Skilled Craft	39037	3	1	2	0	0	0	0	0	0	0	0	0	0	0
CRAFT	999310	Skilled Craft	39037	56	54	2	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536554	Protective Service	39330	11	8	3	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998510	Service/Maintenance	39998	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132115	Professionals	40391	1	0	1	0	0	0	0	0	0	0	1	0	1	1
CRAFT	996311	Skilled Craft	40959	16	16	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998405	Skilled Craft	40959	2	2	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	998612	Skilled Craft	40959	3	3	0	0	0	0	0	0	0	0	0	0	0	0
MAINTENANCE	998911	Service/Maintenance	40959	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536554	Protective Service	41296	6	6	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	996307	Skilled Craft	41920	2	2	0	0	0	1	0	1	0	0	0	0	0	1
PROFESSIONAL	173215	Professionals	42152	7	4	3	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131855	Professionals	42737	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	42737	12	10	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131975	Professionals	43562	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	45656	20	18	2	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: MISSOULA

				All Employees			MINORITY EMPLOYEES										Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				Total Males	FEMALES				Total Fem	
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H		
PROFESSIONAL	172715	Professionals	46699	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171255	Professionals	46836	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	46836	3	2	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172915	Professionals	46836	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173215	Professionals	46836	6	6	0	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	48060	5	5	0	0	0	1	0	1	0	0	0	0	0	1
PROFESSIONAL	131776	Professionals	48151	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	471115	Skilled Craft	50463	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131976	Professionals	52275	2	1	1	0	0	1	0	1	0	0	0	0	0	1
PROTECTIVE SER	536555	Protective Service	52932	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	53317	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151416	Professionals	54507	1	0	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	492235	Skilled Craft	55215	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	192415	Professionals	55470	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131856	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171256	Professionals	56203	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	56203	15	13	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172516	Professionals	56203	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	56203	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	56203	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173146	Professionals	56203	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173296	Professionals	56203	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	171256	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172516	Professionals	59012	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172916	Professionals	59012	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173146	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	61821	2	0	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172016	Professionals	62566	16	14	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	62945	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172556	Professionals	63442	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536556	Protective Service	63518	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	75380	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	83755	4	4	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	102256	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				87	66	21	0	0	2	0	2	0	0	0	0	0	2

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: MOTOR CARRIER SERVICES

				All Employees			MINORITY EMPLOYEES										Total M/F Min
				Total	M	F	MALES					FEMALES					
Job Title	Job Group	EEO-4 Category	Pay Rate/				B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
TECHNICAL	434313	Technicians	27054	2	0	2	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436113	Technicians	27620	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	434313	Technicians	28406	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	434313	Technicians	29384	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	434313	Technicians	29518	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	434314	Technicians	32464	4	1	3	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436114	Technicians	32889	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131455	Professionals	35504	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131935	Professionals	40229	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SER	536555	Protective Service	40395	8	8	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173334	Technicians	41275	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151415	Professionals	43390	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131995	Professionals	44252	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131416	Professionals	47020	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131416	Professionals	47408	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132116	Professionals	48470	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111916	Professionals	58899	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	152316	Professionals	58956	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151516	Professionals	60331	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111937	Professionals	77714	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111937	Professionals	81804	1	1	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	102256	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total				35	21	14	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: RAIL, TRANSIT & PLANNING

				All Employees			MINORITY EMPLOYEES										Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES				Total Males	FEMALES				Total Fem	
							B	AS/PI	AI/AN	H		B	AS/PI	AI/AN	H		
TECHNICAL	436113	Technicians	27620	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	194613	Technicians	27965	1	0	1	0	0	0	0	0	0	1	0	0	1	1
TECHNICAL	436113	Technicians	28906	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173213	Technicians	30002	8	4	4	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	439814	Technicians	31835	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173134	Technicians	32301	1	1	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	436114	Technicians	32889	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	194614	Technicians	33558	3	0	3	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173134	Technicians	35860	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	35860	1	0	1	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL	173214	Technicians	35860	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193535	Professionals	40335	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173135	Professionals	42152	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193535	Professionals	44818	4	3	1	0	0	0	0	0	0	0	0	0	0	0
CRAFT	492955	Skilled Craft	44952	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172515	Professionals	46836	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173135	Professionals	46836	4	3	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193535	Professionals	47059	4	2	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193536	Professionals	48403	10	5	5	0	0	0	0	0	0	0	1	0	1	1
PROFESSIONAL	132116	Professionals	48470	2	0	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	192416	Professionals	50056	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	273316	Professionals	50149	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193536	Professionals	53781	10	5	5	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193536	Professionals	55559	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172516	Professionals	56203	6	4	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	56203	5	4	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	192417	Professionals	57689	12	10	2	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193537	Professionals	58084	3	2	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	132117	Professionals	58162	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	131856	Professionals	59012	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172516	Professionals	59012	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172436	Professionals	59543	1	1	0	0	0	0	0	0	0	0	0	0	0	0

WORKFORCE ANALYSIS

Date: 1/1/2010 - 12/31/2010

Department: TRANSPORTATION

Organizational Unit: RAIL, TRANSIT & PLANNING

				All Employees			MINORITY EMPLOYEES										Total M/F Min
Job Title	Job Group	EEO-4 Category	Pay Rate/	Total	M	F	MALES					FEMALES					
							B	AS/PI	AI/AN	H	Total Males	B	AS/PI	AI/AN	H	Total Fem	
PROFESSIONAL	173136	Professionals	60204	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	151516	Professionals	60331	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	61821	4	3	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	173136	Professionals	63029	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172517	Professionals	64069	10	7	3	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172537	Professionals	64069	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193537	Professionals	64543	5	3	2	0	1	0	0	1	0	0	0	0	0	1
PROFESSIONAL	193536	Professionals	64947	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172517	Professionals	67400	3	2	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	71611	2	2	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119717	Professionals	72425	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172557	Professionals	72425	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	193537	Professionals	74140	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	75380	2	1	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	172017	Professionals	77765	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	81804	3	3	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	111917	Professionals	83648	1	0	1	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	83755	1	1	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	119417	Professionals	84216	2	2	0	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE	111218	Officials/Administors	102256	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Total				45	32	13	0	1	0	0	1	0	0	0	0	0	1

Workforce Analysis by EEO Category and Job Group

JOB GROUP ANALYSIS														
Job Group	Job Group No.	Job Titles	Total Employees	Total Male	Total Females	Total Minority	Male				Female			
							B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Professionals	232115	PARALEGAL LEGAL AST	1	0	1	0	0	0	0	0	0	0	0	0
Professionals	273315	PUBLIC RELATIONS SPC	3	1	2	0	0	0	0	0	0	0	0	0
Professionals	273316	PUBLIC RELATIONS SPC	2	0	2	0	0	0	0	0	0	0	0	0
Professionals	273317	PUBLIC RELATIONS SPEC	1	0	1	1	0	0	0	0	0	0	1	0
Professionals	274215	PHOTOGRAPHER	1	1	0	0	0	0	0	0	0	0	0	0
Professionals	299116	OCC HEALTH SAFETY SPECIALIST	4	3	1	0	0	0	0	0	0	0	0	0
Professionals	433334	AUDITING TCH	2	0	2	0	0	0	0	0	0	0	0	0
Professionals	532136	AIRCRAFT PILOT	2	2	0	0	0	0	0	0	0	0	0	0
Total			904	666	238	27	0	7	10	2	0	2	5	1
Technicians	131973	RIGHT OF WAY TCH	2	0	2	0	0	0	0	0	0	0	0	0
Technicians	131974	RIGHT OF WAY TCH	4	3	1	0	0	0	0	0	0	0	0	0
Technicians	151414	COMPUTER SUPPORT TCH	1	0	1	0	0	0	0	0	0	0	0	0
Technicians	151914	DATA CONTROL TECH	3	0	3	0	0	0	0	0	0	0	0	0
Technicians	171254	SURVEYOR	4	3	1	0	0	0	0	0	0	0	0	0
Technicians	173112	DRAFTER	3	3	0	0	0	0	0	0	0	0	0	0
Technicians	173133	DESIGN TECH	1	0	1	0	0	0	0	0	0	0	0	0
Technicians	173134	DESIGN TECH	2	2	0	0	0	0	0	0	0	0	0	0
Technicians	173212	CIVIL ENGINEERING TECH	6	6	0	0	0	0	0	0	0	0	0	0
Technicians	173213	CIVIL ENGINEERING TCH	48	39	9	2	0	0	0	1	0	0	0	1
Technicians	173214	CIVIL ENGINEERING TCH	54	46	8	2	1	0	1	0	0	0	0	0
Technicians	173334	INSTRUMENT CALIBRATION TECH	1	1	0	0	0	0	0	0	0	0	0	0
Technicians	194614	PLANNING TCH	3	0	3	0	0	0	0	0	0	0	0	0
Technicians	433113	COLLECTIONS TCH	1	0	1	0	0	0	0	0	0	0	0	0
Technicians	433313	ACCOUNTING TCH	3	1	2	1	0	0	1	0	0	0	0	0
Technicians	433314	ACCOUNTING TCH	3	0	3	1	0	0	0	0	0	1	0	0
Technicians	433614	PURCHASING TCH	1	1	0	0	0	0	0	0	0	0	0	0
Technicians	434313	LICENSE PERMIT TCH	11	1	10	0	0	0	0	0	0	0	0	0
Technicians	436113	ADMINISTRATIVE AST	42	3	39	2	0	0	0	0	0	0	0	2
Technicians	436114	ADMINISTRATIVE AST	9	0	9	0	0	0	0	0	0	0	0	0
Technicians	436154	COMP TECH	5	3	2	0	0	0	0	0	0	0	0	0
Technicians	439814	STATISTICAL AST	2	2	0	0	0	0	0	0	0	0	0	0
Total			209	114	95	8	1	0	2	1	0	1	0	3

JOB GROUP ANALYSIS

Job Group	Job Group No.	Job Titles	Total Employees	Total Male	Total Females	Total Minority	Male				Female			
							B	AS/PI	A/AN	Hisp	B	AS/PI	A/AN	Hisp
Protective Service	332113	FIRE FIGHTER	1	1	0	0	0	0	0	0	0	0	0	0
Protective Service	536554	MOTOR VEHICLE SAFETY INSPECTOR	75	63	12	2	0	1	0	1	0	0	0	0
Protective Service	536555	MOTOR VEHICLE SAFETY INS	10	10	0	0	0	0	0	0	0	0	0	0
Protective Service	536556	MCS OFFICER	4	4	0	0	0	0	0	0	0	0	0	0
Total			90	78	12	2	0	1	0	1	0	0	0	0
Administrative Support	431214	ADMINISTRATIVE SUPPORT SU	7	0	7	1	0	0	0	0	0	0	1	0
Administrative Support	433513	PAYROLL TCH	1	0	1	1	0	0	0	0	0	0	1	0
Administrative Support	433613	PURCHASING TECHNICIAN	3	0	3	0	0	0	0	0	0	0	0	0
Administrative Support	436134	RECORDS MANAGEMENT AST	1	0	1	0	0	0	0	0	0	0	0	0
Administrative Support	436214	LEGAL SECRETARY	1	0	1	0	0	0	0	0	0	0	0	0
Administrative Support	439114	COMPUTER OPERATOR	1	0	1	0	0	0	0	0	0	0	0	0
Administrative Support	439513	MAIL CLERK	2	2	0	0	0	0	0	0	0	0	0	0
Administrative Support	439612	ADMIN CLERK	24	5	19	1	0	0	0	0	0	0	1	0
Total			40	7	33	3	0	0	0	0	0	0	3	0
Skilled Craft	471115	CONSTRUCTION TR WRK SUPV/MGR	118	116	2	6	0	0	6	0	0	0	0	0
Skilled Craft	471136	DRILL SUPMGR	1	1	0	0	0	0	0	0	0	0	0	0
Skilled Craft	475214	DRILL OPERATOR	5	5	0	0	0	0	0	0	0	0	0	0
Skilled Craft	475215	DRILL OPERATOR	3	3	0	0	0	0	0	0	0	0	0	0
Skilled Craft	492235	COMMUNICATIONS TCG	11	11	0	0	0	0	0	0	0	0	0	0
Skilled Craft	492954	ELECTRONIC REPAIR TCH	1	1	0	0	0	0	0	0	0	0	0	0
Skilled Craft	492955	ELECTRONIC REPAIR TCG	2	2	0	0	0	0	0	0	0	0	0	0
Skilled Craft	493114	AIRCRAFT MECHANIC	1	1	0	0	0	0	0	0	0	0	0	0
Skilled Craft	511116	PRINTNG DUPLICATNG SVC SU	1	1	0	0	0	0	0	0	0	0	0	0
Skilled Craft	515234	LITHOGRAPHIC PRESS OPERATOR	2	2	0	0	0	0	0	0	0	0	0	0
Skilled Craft	519614	MATERIALS INSPECTION TCH	13	11	2	0	0	0	0	0	0	0	0	0
Skilled Craft	996307	WORK SHOP FOREMAN	14	14	0	1	0	0	1	0	0	0	0	0
Skilled Craft	996311	MECH/MACH	67	67	0	2	0	0	1	1	0	0	0	0
Skilled Craft	998403	PNTR SGN	2	2	0	0	0	0	0	0	0	0	0	0
Skilled Craft	998404	STRP MCHOD	8	7	1	0	0	0	0	0	0	0	0	0
Skilled Craft	998405	STRPG FRM	9	9	0	0	0	0	0	0	0	0	0	0
Skilled Craft	998612	MAINT CRP	15	15	0	1	0	0	1	0	0	0	0	0
Skilled Craft	999307	MTC TEC 1	199	196	3	14	0	1	13	0	0	0	0	0
Skilled Craft	999308	MTC TEC 2	103	100	3	6	0	0	6	0	0	0	0	0
Skilled Craft	999309	MTC TEC 3	57	54	3	3	0	0	3	0	0	0	0	0
49 Skilled Craft	999310	MAINT TECH IV	258	250	8	23	1	1	19	1	0	0	1	0

JOB GROUP ANALYSIS

Job Group	Job Group No.	Job Titles	Total Employees	Total Male	Total Females	Total Minority	Male				Female			
							B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Service/Maintenance	491115	MECHANIC MAINTENANCE SUPM	3	2	1	0	0	0	0	0	0	0	0	0
Service/Maintenance	511135	PROD SERV SUPV/MGR	1	1	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	519613	MATERIALS INSPECTION AIDE	1	1	0	1	0	0	0	1	0	0	0	0
Service/Maintenance	992205	STOCKPERSON	12	10	2	0	0	0	0	0	0	0	0	0
Service/Maintenance	998510	VEG & NOX WEED SPRAY FOREMAN	7	7	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	998906	LABORER	2	2	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	998911	MTCE C LDR	20	20	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	998918	FACILITY TECH	3	3	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	998950	CUSTODIAN	6	5	1	0	0	0	0	0	0	0	0	0
Service/Maintenance	999101	SERV/COM A	11	9	2	1	0	0	1	0	0	0	0	0
Service/Maintenance	999102	SERV/COM B	9	9	0	0	0	0	0	0	0	0	0	0
Total			75	69	6	2	0	0	1	1	0	0	0	0
Grand Total			2224	1815	409	98	2	10	63	7	0	3	9	4

Legend:

B - Black/African American

AS/PI - Asian American/Pacific Islander

AI/AN - American Indian/Alaskan Native

Hisp - Hispanic

New Hires/Terminations

NEW HIRES AGENCYWIDE ANALYSIS													
EEO-4 Job Category	Female						Male						Grand Total
	White	Black	Hisp	Asian/Pacific	American Indian	Total Females	White	Black	Hisp	Asian/Pacific	American Indian	Total Males	
Officials/ Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	7	0	0	0	2	9	19	0	0	1	0	20	29
Technicians	17	0	0	1	0	18	52	0	0	0	1	53	71
Protective Service	0	0	0	0	0	0	1	0	0	0	0	1	1
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Office/Clerical	10	0	0	0	0	10	3	0	0	0	0	3	13
Skilled Craft Works	5	0	0	0	0	5	188	0	0	1	14	203	208
Service/Maintenance	1	0	0	0	0	1	11	0	0	0	1	12	13
Total	40	0	0	1	2	43	274	0	0	2	16	292	335

TERMINATIONS AGENCYWIDE													
EEO-4 Job Category	Female						Male						Grand Total
	White	Black	Hisp	Asian/Pacific	American Indian	Total Females	White	Black	Hisp	Asian/Pacific	American Indian	Total Males	
Officials/ Administrators	0	0	0	0	0	0	3	0	0	0	0	3	3
Professionals	14	0	0	0	1	15	56	0	0	0	0	56	71
Technicians	17	0	0	1	1	19	43	0	0	0	1	44	63
Protective Service	0	0	0	0	1	1	7	0	0	0	0	7	8
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	5	0	1	0	0	6	0	0	0	0	0	0	6
Skilled Craft	4	0	0	0	0	4	80	0	0	0	6	86	90
Service/Maintenance	1	0	0	0	0	1	9	0	0	0	0	9	10
Total	41	0	1	1	3	46	198	0	0	0	7	205	251

Net changes in Employment

NET CHANGES IN EMPLOYMENT
AGENCY WIDE
Report Period: 01-Jan-2010 through 31-Dec-2010

Ethnic Categories ↓	AFRI. AMER./BLACKS				AMER. IND./ALSKN. NAT.				ASIANS				HISPANIC/LATINOS				WHITES				FEMALES			
	FY 2009	FY 2010	Net Diff.	%	FY 2009	FY 2010	Net Diff.	%	FY 2009	FY 2010	Net Diff.	%	FY 2009	FY 2010	Net Diff.	%	FY 2009	FY 2010	Net Diff.	%	FY 2009	FY 2010	Net Diff.	%
EEO																								
Job Categories ↓																								
Official/Administrators	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	18	18	0	0.0%	3	3	0	0.0%
Professionals	0	0	0	0.0%	15	15	0	0.0%	8	8	0	0.0%	3	3	0	0.0%	902	916	14	1.6%	233	250	17	7.3%
Technicians	1	1	0	0.0%	2	3	1	50.0%	1	2	1	100.0%	4	4	0	0.0%	205	223	18	8.8%	98	101	3	3.1%
Protect Svc. Wrk(NS)	0	0	0	0.0%	1	1	0	0.0%	1	1	0	0.0%	1	1	0	0.0%	93	93	0	0.0%	14	13	-1	-7.1%
Admin Support	0	0	0	0.0%	2	2	0	0.0%	0	0	0	0.0%	1	1	0	0.0%	35	29	-6	-17.1%	32	28	-4	-12.5%
Skilled Craft Wrkrs.	1	1	0	0.0%	46	46	0	0.0%	1	1	0	0.0%	3	3	0	0.0%	823	748	-75	-9.1%	22	23	1	4.5%
Svc./Maintenance	0	0	0	0.0%	1	1	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	69	79	10	14.5%	7	7	0	0.0%
ALL EMPLOYEES	2	2	0	0.0%	67	68	1	1.5%	11	12	1	9.1%	12	12	0	0.0%	2145	2106	-39	-1.8%	409	425	16	3.9%

Employees who did not indicate a race/gender or listed as multi-racial were omitted from calculations

FY' 10 Perm FT Wrkfr	2200
FY' 09 Perm FT Wrkfr	2237
(+Gain / - Loss)	-37

	FY'09	FY'10	(+Gain / - Loss)
Non-Minorities	2145	2106	-39
Minorities	92	94	2

	FY'09	FY'10	(+Gain / - Loss)
Females	409	425	16

D. EMPLOYMENT DATA AS OF DECEMBER 31

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	Total Columns (B-K)	MALE				FEMALE					
			NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK				WHITE	BLACK			
			A	B	C	D	E	F	G	H	I	J
OFFICIALS ADMINISTRATORS	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0
	6. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
	7. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	8. 70.0 PLUS	18	15	0	0	0	0	3	0	0	0	0
PROFESSIONALS	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
	13. 33.0-42.9	112	67	0	0	0	3	41	0	0	0	1
	14. 43.0-54.9	230	139	0	0	1	4	82	0	1	1	2
	15. 55.0-69.9	443	350	0	2	5	2	82	0	0	1	1
	16. 70.0 PLUS	143	114	0	0	0	0	27	0	0	0	2
TECHNICIANS	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	20. 25.0-32.9	114	46	0	1	0	1	62	0	3	1	0
	21. 33.0-42.9	79	57	1	0	0	1	20	0	0	0	0
	22. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
	23. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	24. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SERVICES	25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
	29. 33.0-42.9	88	73	0	1	1	0	12	0	0	0	1
	30. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
	31. 55.0-69.9	7	7	0	0	0	0	0	0	0	0	0
	32. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONALS	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
	37. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0
	38. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
	39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	40. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
	43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
	44. 25.0-32.9	6	2	0	0	0	0	4	0	0	0	0
	45. 33.0-42.9	4	0	0	0	0	0	3	0	0	0	1
	46. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0
	47. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
	48. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0

D. EMPLOYMENT DATA AS OF DECEMBER 31 (Cont.)

(Do not include elected/appointed officials. Blanks will be counted as zero)

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

ANNUALS ALARY(In thousands 000)	Total Columns (B-K)	MALE					FEMALE				
		NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		WHITE	BLACK				WHITE	BLACK			
A	B	C	D	E	F	G	H	I	J	K	
49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
51. 20.0-24.9	1	0	0	1	0	0	0	0	0	0	0
52. 25.0-32.9	1	1	0	0	0	0	0	0	0	0	0
53. 33.0-42.9	537	483	1	2	1	33	16	0	0	0	1
54. 43.0-54.9	127	118	0	0	0	7	2	0	0	0	0
55. 55.0-69.9	9	9	0	0	0	0	0	0	0	0	0
56. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0
58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0
59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0
60. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0
61. 33.0-42.9	70	65	0	0	0	1	4	0	0	0	0
62. 43.0-54.9	4	3	0	0	0	0	1	0	0	0	0
63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0
64. 70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (LINES 1 - 64)	1993	1549	2	7	8	52	359	0	4	3	9
2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees)											
66. OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0
67. PROFESSIONALS	14	5	0	0	0	0	9	0	0	0	0
68. TECHNICIANS	40	24	0	0	0	1	14	0	0	1	0
69. PROTECTIVE SERVICE	1	1	0	0	0	0	0	0	0	0	0
70. PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0
71. ADMIN. SUPPORT	22	2	0	0	0	0	18	0	1	0	1
72. SKILLED CRAFT	124	115	0	0	0	5	4	0	0	0	0
73. SERVICE/MAINTENANCE	6	4	0	0	0	0	2	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (LINES 66 - 73)	207	151	0	0	0	6	47	0	1	1	1
3. NEW HIRES DURING FISCAL YEAR - Permanent full time only JANUARY 1 - DECEMBER 31											
75. OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0
76. PROFESSIONALS	20	14	0	0	0	0	5	0	0	0	1
77. TECHNICIANS	16	13	0	0	0	0	3	0	0	0	0
78. PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0
79. PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0
80. ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0
81. SKILLED CRAFT	44	42	0	0	0	2	0	0	0	0	0
82. SERVICE/MAINTENANCE	8	7	0	0	0	1	0	0	0	0	0
83. TOTAL NEW HIRES (LINES 75 - 82)	88	76	0	0	0	3	8	0	0	0	1

IEOC FORM 164, FEB 97 (Previous Editions are Obsolete)

Utilization Analysis

MDT compared the race/sex composition of its workforce, occupational category and job title to that of the relevant labor market area utilizing the 2000 US census data.

Officials/Administrators

This job category shows underutilization in only one category, white females. While this category is underrepresented by 1 white female, we have no goals for Officials/Administrators. Vacancies occur rarely and we are not anticipating any openings during the five year period.

Professionals

The professional job category shows underutilization in several areas. The most significant is the white females, which are underrepresented by 34 positions. This number has decreased from last year's annual update of 52 positions. MDT has set aggressive goals for white females over the next five years. Based in the expected number of vacancies during the AAP period of 5 years, MDT strives to add an additional 25 white females.

Hispanic and Native American females are the next highest rate of underutilization. Both of these categories are underrepresented by 6 positions. A review of the applicant flow shows MDT received only 2 applications from Hispanic females and 2 applications from American Indian females out of the total 820 received in the professional category. MDT must be proactive to increase the number of applications received or parity will not be reached. MDT set the goal to add 5 Native American females over the next 5 years and will continue to target employment resources that may be able to assist in increasing the number of applications received.

Asian and Hispanic males are both underrepresented by 3. MDT received 6 applications from Asian males and 5 applications from Hispanic males. Applications in both of these categories must be increased to reach parity.

Native American males are underrepresented by 2. They represent the largest number of applications received from minorities in the Professionals category with a total of 12. With the number of applications received and the vacancies anticipated, MDT believes this goal can be met within the five year timeframe.

Asian females are also underrepresented by 2 in the professional job category. With only receiving 4 applications, MDT will continue to utilize aggressive recruitment efforts in order to reach parity.

Technicians

Technicians are underrepresented in both the Native American male and female categories. A review of the applicant flow indicates that there were 33 applications out of the 1070 which is 3.2% of the total applications received for this specific job category. Given that this is about half of the availability of Native Americans in the labor market, MDT will continue to look at its recruitment process for Technicians to ensure there are no barriers. (Please refer to page 21 of the 2009, Affirmative Action 5 year plan).

Protective Services

Like the Technicians Job Category, Protective Services shows underutilization in the Native American population. MDT received 8 applications in this category. This represents approximately 5% of the applications received for this specific job category for the 2010 year. The labor market indicates that there is a total availability of 12.5%. MDT continues to project an increase in Native American representation in protective Services by 8 in the remainder of the 5 year plan.

Administrative Support

This job category is slightly underutilized in the Native American female workforce by 2. MDT received 8 out of 125 applications in this category which represents 6.4% applicant flow. With an availability of 3.4% MDT should be able to reach parity with anticipated vacancies and recruitment efforts.

Skilled Craft

This category is underutilized in Black males, Hispanic males, Native American males, Asian males as well as white females, Hispanic females, and Native American females.

Female underrepresentation is 20 for whites, 2 for Hispanics and 1 for Native Americans. MDT only received a total of 5 applications in all female categories for this specific category. The goal for MDT is to remain aggressive in recruiting strategies which includes partnering with employment sources representing females and minorities to increase the overall applicant pool.

MDT did receive a total 69 (6.7%) applications from the total amount of 1024 from minority males. This is an improvement from the number of applications received in the previous year. MDT will continue to strive for the goals set out to reach parity in the 5 year plan.

Service Maintenance

Service maintenance is underrepresented by 1 Native American male and 3 of the female sections, including White, Hispanic and Native American.

MDT received 0 applications for vacancies from females in the service maintenance category. Additionally, MDT only received 16 out of 412 applications for the 2010 year, in the male minority categories.

In order to reach the goals that have been established, MDT needs to significantly increase efforts and resources to encourage minorities and females to apply for vacancies in these positions. MDT will update and research referral source listings and engage in other non-traditional recruitment processes to assist in increasing the applicant pool for minorities and females.

UTILIZATION ANALYSIS REPORT											
Job Category	Total Workforce	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators											
Current # Workforce	18	15	0	0	0	0	3	0	0	0	0
% in Category		81.25%	0.00%	0.00%	0.00%	0.00%	18.75%	0.00%	0.00%	0.00%	0.00%
% of Avail			0.1%	0.5%	0.9%	0.4%	26.7%	0.0%	0.2%	0.5%	0.1%
% Utilization			-0.1%	-0.5%	-0.9%	-0.4%	-8.0%	0.0%	-0.2%	-0.5%	-0.1%
Under-utilized (Yes/No)			N	N	N	N	Y	N	N	N	N
# Needed to Reach Parity			0	0	0	0	2	0	0	0	0
Professional											
Current # Workforce	942	675	0	2	9	6	241	0	1	6	2
% in Category		71.57%	0.00%	22.00%	1.1%	0.77%	25.44%	0.00%	0.1%	0.55%	0.22%
% of Avail			0.1%	0.6%	1.3%	0.4%	29.2%	0.0%	0.8%	1.2%	0.4%
Utilization			-0.1%	2.14%	-0.2%	0.4%	-3.8%	0.0%	-0.7%	-0.7%	-0.2%
Under-utilized (Yes/No)			N	Y	Y	Y	Y	N	Y	Y	Y
# Needed to Reach Parity			0	4	3	2	34	0	7	5	2
Technicians											
Current # Workforce	233	127	1	1	0	3	96	0	3	0	2
% in Category		52.63%	0.48%	0.48%	0.96%	0.00%	43.54%	0.00%	1.44%	0.00%	0.48%
% of Avail			0.1%	0.1%	6.5%	0.0%	19.5%	0.0%	0.1%	1.0%	0.3%
Utilization			0.4%	0.4%	-5.5%	0.0%	24.0%	0.0%	1.3%	-1.0%	0.2%
Under-utilized (Yes/No)			N	N	Y	Y	N	N	N	Y	Y
# Needed to Reach Parity			0	0	15	3	0	0	0	2	1
Protective Service											
Current # Workforce	96	81	0	1	0	1	12	0	0	1	0
% in Category		84.44%	0.00%	1.1%	0.00%	1.1%	13.33%	0.00%	0.00%	0.00%	0.00%
% of Avail			0.1%	0.1%	11.0%	0.0%	10.0%	0.1%	0.2%	2.5%	0.0%
Utilization			-0.1%	1.0%	-11.0%	1.1%	3.3%	-0.1%	-0.2%	-2.5%	0.0%
Under-utilized (Yes/No)			N	N	Y	N	N	N	N	Y	N
# Needed to Reach Parity			0	0	11	0	0	0	0	1	0
Administrative Support											
Current # Workforce	32	4	0	0	0	0	25	0	1	2	0
% in Category		17.50%	0.00%	0.00%	0.00%	0.00%	75.00%	0.00%	0.00%	7.50%	0.00%
% of Avail			0.1%	0.4%	0.9%	0.2%	78.3%	0.1%	1.2%	3.4%	0.2%
Utilization			-0.1%	-0.4%	-0.9%	-0.2%	-3.3%	-0.1%	-1.2%	4.1%	-0.2%
Under-utilized (Yes/No)			N	N	N	N	N	N	Y	Y	N
# Needed to Reach Parity			0	0	0	0	0	0	1	1	0
Skilled Craft											
Current # Workforce	799	726	1	3	45	1	22	0	0	1	0
% in Category		91.35%	0.1%	22.00%	5.62%	22.00%	2.36%	0.00%	0.00%	11.00%	0.00%
% of Avail			0.1%	14%	4.1%	0.1%	4.6%	0.2%	0.2%	0.0%	0.0%
Utilization			0.0%	20.6%	1.5%	21.9%	-2.2%	-0.2%	-0.2%	11.0%	0.0%
Under-utilized (Yes/No)			Y	Y	Y	N	Y	Y	Y	Y	N
# Needed to Reach Parity			1	8	12	0	11	2	2	1	0
Service/Maintenance											
Current # Workforce	80	72	0	0	1	0	7	0	0	0	0
% in Category		89.33%	0.00%	1.33%	1.33%	0.00%	8.00%	0.00%	0.00%	0.00%	0.00%
% of Avail			0.1%	1.3%	3.1%	0.2%	11.9%	0.1%	1.1%	2.6%	0.3%
Utilization			-0.1%	0.0%	-1.8%	-0.2%	-3.9%	-0.1%	-1.1%	-2.6%	-0.3%
Under-utilized (Yes/No)			N	Y	Y	N	Y	N	Y	Y	N
# Needed to Reach Parity			0	1	1	0	3	0	1	2	0

Goal Setting

MDT has conducted a utilization analysis. This analysis outlines when there are fewer minorities or females in a specific job category than would be expected given the workforce availability in the labor market. The following information represents how MDT determined the goals in the underutilized categories for the years covered in this AAP (2009-2014).

Officials

White Females

Number of Underutilized	2
Number of Anticipated Vacancies	0
Number of years planned to reach ultimate goal	5
Annual Placement goal	0

Because of the small number of officials (18) in our workforce and nonexistent turnover, MDT has not set any goals for the five year period.

Professionals

Hispanic Males

Number of Underutilized	4
Number of Anticipated Vacancies	15
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Native American Males

Number of Underutilized	3
Number of Anticipated Vacancies	15
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Asian Males

Number of Underutilized	2
Number of Anticipated Vacancies	15
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

White Females

Number of Underutilized	34 (-13 from 2010 annual update)
Number of Anticipated Vacancies	15
Number of years planned to reach ultimate goal	5
Annual Placement goal	10

Hispanic Females	
Number of Underutilized	7
Number of Anticipated Vacancies	15
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Native American Females	
Number of Underutilized	5
Number of Anticipated Vacancies	15
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Asian Females	
Number of Underutilized	2
Number of Anticipated Vacancies	15
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Technicians

Native American Males	
Number of Underutilized	15
Number of Anticipated Vacancies	5
Number of years planned to reach ultimate goal	5
Annual Placement goal	2

Asian Males	
Number of Underutilized	3
Number of Anticipated Vacancies	5
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Native American Females	
Number of Underutilized	2
Number of Anticipated Vacancies	5
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Asian Females	
Number of Underutilized	1
Number of Anticipated Vacancies	5
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Protective Service

Native American Males	
Number of Underutilized	11
Number of Anticipated Vacancies	6
Number of years planned to reach ultimate goal	5
Annual Placement goal	2
Native American Females	
Number of Underutilized	1
Number of Anticipated Vacancies	6
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Administrative Services

Hispanic Females	
Number of Underutilized	1
Number of Anticipated Vacancies	4
Number of years planned to reach ultimate goal	5
Annual Placement goal	1
Native American Females	
Number of Underutilized	1
Number of Anticipated Vacancies	4
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Skilled Craft

Black Males	
Number of Underutilized	1
Number of Anticipated Vacancies	18
Number of years planned to reach ultimate goal	5
Annual Placement goal	1
Hispanic Males	
Number of Underutilized	8
Number of Anticipated Vacancies	18
Number of years planned to reach ultimate goal	5
Annual Placement goal	1
Native American Males	
Number of Underutilized	12
Number of Anticipated Vacancies	18
Number of years planned to reach ultimate goal	5
Annual Placement goal	1
White Females	
Number of Underutilized	11
Number of Anticipated Vacancies	18
Number of years planned to reach ultimate goal	5
Annual Placement goal	3

Black Females	
Number of Underutilized	2
Number of Anticipated Vacancies	18
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Hispanic Females	
Number of Underutilized	2
Number of Anticipated Vacancies	18
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Native American Females	
Number of Underutilized	1
Number of Anticipated Vacancies	18
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Service/Maintenance

Hispanic Males	
Number of Underutilized	1
Number of Anticipated Vacancies	10
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Native American Males	
Number of Underutilized	1
Number of Anticipated Vacancies	10
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

White Females	
Number of Underutilized	3
Number of Anticipated Vacancies	10
Number of years planned to reach ultimate goal	5
Annual Placement goal	3

Hispanic Females	
Number of Underutilized	1
Number of Anticipated Vacancies	10
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

Native American Females	
Number of Underutilized	2
Number of Anticipated Vacancies	10
Number of years planned to reach ultimate goal	5
Annual Placement goal	1

STA 5 Year Projected Goals

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2009										
Professional				1	1	1	10		1	1	1
Technicians					2					1	
Protective Service					2					1	
Para-Professionals											
Administrative Support											
Skilled Craft			1		1	1		3		1	
Service/Maintenance					1	1		1		1	1

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2010										
Professional				1	1	1	10		1	1	1
Technicians					2	1				1	1
Protective Service					2					1	
Para-Professionals											
Administrative Support									1	1	
Skilled Craft			1		1	1		3	1	1	1
Service/Maintenance					1	1		3		1	1

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2011										
Professional				1			10		1	1	
Technicians					2						
Protective Service					2						
Para-Professionals											
Administrative Support											
Skilled Craft					1	1		3			
Service/Maintenance											

STA 5 Year Projected Goals

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2012										
Professional				1			10		1	1	
Technicians					2						
Protective Service					2						
Para-Professionals											
Administrative Support											
Skilled Craft					2	1		3			
Service/Maintenance											

Job Category	Numerical Goals	Males					Females				
		White	Blacks	Hisp	AI/AN	AS/PI	White	Blacks	Hisp	AI/AN	AS/PI
Official Administrators	Goals FY 2013										
Professional							10		1	1	
Technicians					2						
Protective Service					2						
Para-Professionals											
Administrative Support											
Skilled Craft					2	1		3			
Service/Maintenance											

Analysis of Accomplishments

ANALYSIS OF ACCOMPLISHMENTS VS PRIOR YEAR GOALS													
Job Group or Title	Prior Year Goals					Prior Year Accomplishments					Goals Met?		Narrative Attached for Groups Marked (*)
	Expected Openings	Goals				Actual Openings	Placements						
		Minority		Female			Minority		Female				
	#	#	%	#	%	#	#	%	#	%	Yes	No	
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	
Professional	15	6	40.0%	10	66.7%	22	2	9.1%	6	27.3%	N		
Technicians	5	3	60.0%	2	40.0%	49	2	4.1%	13	26.5%	Y		
Protective Services	6	3	50.0%	0	0.0%	1	0	0.0%	0	0.0%	N		
Administrative Services	4	2	50.0%	0	0.0%	11	0	0.0%	9	81.8%	N		
Skilled Craft	18	8	44.4%	1	5.6%	49	14	28.6%	5	10.2%	Y		
Service Maintenance	10	7	70.0%	3	30.0%	11	1	9.1%	1	9.1%	N		

GOALS NOT ATTAINED EXPLANATION	
GOAL # 1 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Professional
GOAL DESCRIPTION:	Increase representation of minorities by 6 and actual hired was 2.
GOOD FAITH EFFORTS:	MDT attended several job fair events on the reservation. Worked with a variety of agencies across the state that serve minority populations.
REASON(S) GOAL NOT MET:	MDT received only 45 applications from minorities for Professional positions during the 2010 year.
PROPOSED CORRECTIVE MEASURES:	Continue to target state job service agencies and geographic areas with higher representation of minorities
GOALS NOT ATTAINED EXPLANATION	
GOAL # 3 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Protective Services
GOAL DESCRIPTION:	Increase representation of minorities by 3.
GOOD FAITH EFFORTS:	MDT attended several job fair events on the reservation. Worked with a variety of agencies across the state that serve minority populations.
REASON(S) GOAL NOT MET:	MDT had only one vacancy during the year for Protective Services and only 10 minority applications.
PROPOSED CORRECTIVE MEASURES:	Continue to target state job service agencies and geographic areas with higher representation of minorities over the coming year in an effort to increase the minority applicant pool.
GOALS NOT ATTAINED EXPLANATION	
GOAL # 4 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Administrative Services
GOAL DESCRIPTION:	Increase representation of minorities by 2. Although minority goal was not met 9 females were hired into these positions.
GOOD FAITH EFFORTS:	MDT attended several job fair events and also reached out to a variety of agencies across the state that serve minority populations.
REASON(S) GOAL NOT MET:	MDT received only 12 applications from minorities for Administrative Services positions during the 2010 year.
PROPOSED CORRECTIVE MEASURES:	Continue to target state job service agencies and geographic areas with higher representation of minorities
GOALS NOT ATTAINED EXPLANATION	
GOAL # 6 NOT ATTAINED	
ORGANIZATIONAL UNIT:	Agency-Wide
EEO JOB CATEGORY:	Service Maintenance
GOAL DESCRIPTION:	Increase representation of minorities by 7 and females by 3.
GOOD FAITH EFFORTS:	Again MDT used various recruitment strategies to target women and minorities, including job services and other agencies specializing in the placement of women and minorities. MDT was able to increase representation by 1 minority and 1 female.
REASON(S) GOAL NOT MET:	MDT had only eleven vacancies during the year for Service Maintenance and only 16 minority applications.
PROPOSED CORRECTIVE MEASURES:	Continue to target state job service agencies and geographic areas with higher representation of minorities over the coming year in an effort to increase the minority applicant pool.

Complaint Analysis

MDT has developed and implemented complaint procedures for employees and applicants to file allegations of discrimination to an impartial body.

The EEO/Affirmative Action Office has overall responsibility for the process. Other MDT staffs that may be assigned responsibilities include members of the Civil Rights Bureau, management and supervisors, as well as legal staff.

These procedures provide for informal and formal complaint resolution. Informal complaints are complaints handled between the complainant and the alleged perpetrator.

Formal complaint procedures outline the process for conducting an investigation into the complaints. These procedures include outlined timelines for various stages in the process. In addition, the procedures instruct the complaining individual on the various steps that will be taken to include, but is not limited to, interviewing witnesses; reviewing hard copy information (such as personnel files, training records, safety records, and other disciplinary actions); gathering any other information related to the complaint, and completing a detailed written report to include a finding of “cause” or “no cause” along with recommendations for relief as appropriate.

Also included in the procedures are other avenues for complainants to file. These include the State Human Right Bureau and the EEOC.

The complaint procedures are distributed to all employees. They also can be found on the STA’s intranet in addition to being posted at each state location and office.

A strong statement with regard to retaliation against any individual filing or participating in a complaint is also addressed, along with sanctions for any person found guilty of retaliation.

The following is the EEO Complaint Analysis Report for the calendar year 2010. MDT received a total of 4 complaints, two hostile work environment and two for sexual harassment. Of those 4, all were investigated through MDT’s internal process and only one complaint ended with a “cause” finding.

EEO Complaint Analysis

EEO COMPLAINT ANALYSIS REPORT																		
Period: 01/01/10 to 12/31/10																		
#	Issue	Race	Gender	Agency Filed With			Race	Gender (Sex)	Age	Disability	National Origin	Religion	Sex Harassment	Color	Political	Retaliation	Status/Comments	Investigating Entity
				STA	OEES	EEOC												
				MMDDYY	MMDDYY	MMDDYY												
1	Harassment	A	F	1/3/2010								X					cause finding, employee suspended	MDT CRB
2	Harassment	A	M	1/15/2010								X					no cause finding	MDT CRB
3	Hostile Work	A	M	5/26/2010			X										No cause finding, training provided	MDT CRB
4	Hostile Work	A	M	6/16/2010				X									No cause finding, mandatory training provided	MDT CRB

- Legend**
- A = White
 - B = Black
 - C = Hispanic
 - D = Asian
 - E = American Indian
 - U = Unknown Race

Applicant Flow/Four Fifth Rule Analysis

Applicant flow information indicates that MDT vacancy announcements attract very few minorities and women. Applications received from minorities and women are well below those received from white male applicants.

One hundred thirty-two applications were received from Native Americans. This represents almost 3.7% of the total applications, slightly less than 2009 when 4.3% of all applications received were from Native Americans. Asians submitted only 24, Hispanics submitted 24, and Black accounted for only 23 applications.

The four-fifth rule analysis is used to determine if there is evidence of an adverse impact on any racial/ethnic or gender groups. If any of these groups have a selection rate, promotion rate, training rate, or termination rate of less than 80% (4/5) there may be evidence of adverse impact.

MDT conducted a four-fifth rule analysis on new hires, promotions, training, and terminations as well as demotions and disciplinary actions. MDT did not have any layoffs or recalls during the 2010 calendar year, therefore analysis was not necessary. However, we have implemented a procedure for gathering this data and it will be included with the annual update.

Because of the small number of minorities and women in our Agency, some of the statistics might be misrepresented. For example, if we have two Asian professionals and one is promoted, that category has a promotion rate of 50%. This causes all other categories to show they were adversely impacted. Although no other category was promoted at 50%, several categories had many promotions. Therefore, adverse impact may not have occurred and MDT will consider these circumstances on a case-by-case basis.

APPLICANT FLOW																				
Job Category↓	Month of January										Year to Date: January => January									
	White		Minority								White		Minority							
			Males				Females						Males				Females			
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	4	1	0	0	0	0	0	0	0	0	4	1	0	0	0	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	2	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Administrative Support	3	53	0	0	0	0	0	0	2	1	3	53	0	0	0	0	0	0	2	1
Technicians	4	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0
Skilled Craft Workers	23	0	0	0	0	0	0	0	0	0	23	0	0	0	0	0	0	0	0	0
Totals	36	54	0	0	0	0	0	0	2	1	36	54	0	0	0	0	0	0	2	1

Mail-in applications and resumes with race and sex unknown is 15 for the month of January . Year to date is 15 .
 Applications received denoting handicapped is 3 for the month of January . Year to date is 3 .
 Applications received denoting disabled veteran is 0 for the month of January . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 1 for the month of January . Year to date is 1 .

Total applications for month of January 2010 108 .
 Total applications year to date 108 .

Legend:

M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of February										Year to Date: January => February									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	4	2	0	0	1	0	0	0	0	0	8	3	0	0	1	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	3	53	0	0	0	0	0	0	2	1
Technicians	111	14	0	1	3	0	0	0	0	0	115	14	0	1	3	0	0	0	0	0
Skilled Craft Workers	0	0	0	0	0	0	0	0	0	0	23	0	0	0	0	0	0	0	0	0
Totals	115	16	0	1	4	0	0	0	0	0	151	70	0	1	4	0	0	0	2	1

Mail-in applications and resumes with race and sex unknown is 18 for the month of February . Year to date is 33 .
 Applications received denoting handicapped is 4 for the month of February . Year to date is 7 .
 Applications received denoting disabled veteran is 0 for the month of February . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 8 for the month of February . Year to date is 9 .

Total applications for month of February 2010 154 .
 Total applications year to date 262 .

Legend:

- M - Male
- F - Female
- B - Blacks/African American
- AS/PI - Asian American/Pacific Islander
- AI/AN - American Indian/Alaskan Native
- Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of March										Year to Date: January => March									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	7	2	0	2	0	0	0	0	0	0	15	5	0	2	1	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	6	0	0	0	0	0	0	0	0	0	8	0	0	0	0	0	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	3	53	0	0	0	0	0	0	2	1
Technicians	268	68	1	0	12	0	0	2	5	0	383	82	1	1	15	0	0	2	5	0
Skilled Craft Workers	29	0	0	0	1	0	0	0	0	0	52	0	0	0	1	0	0	0	0	0
Totals	310	70	1	2	13	0	0	2	5	0	461	140	1	3	17	0	0	2	7	1

Mail-in applications and resumes with race and sex unknown is 22 for the month of March . Year to date is 55 .
 Applications received denoting handicapped is 24 for the month of March . Year to date is 31 .
 Applications received denoting disabled veteran is 0 for the month of March . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 16 for the month of March . Year to date is 25 .

Total applications for month of March 2010 425 .
 Total applications year to date 687 .

Legend:
 M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of April										Year to Date: January => April									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	2	1	0	0	0	0	0	0	0	0	17	6	0	2	1	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	8	0	0	0	0	0	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	3	53	0	0	0	0	0	0	2	1
Technicians	228	55	0	3	2	0	0	0	1	0	611	137	1	4	17	0	0	2	6	0
Skilled Craft Workers	5	1	0	0	0	0	0	0	0	0	57	1	0	0	1	0	0	0	0	0
Totals	235	57	0	3	2	0	0	0	1	0	696	197	1	6	19	0	0	2	8	1

Mail-in applications and resumes with race and sex unknown is 22 for the month of April . Year to date is 77 .
 Applications received denoting handicapped is 22 for the month of April . Year to date is 53 .
 Applications received denoting disabled veteran is 0 for the month of April . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 16 for the month of April . Year to date is 41 .

Total applications for month of April 2010 320 .
 Total applications year to date 1007 .

Legend:
 M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of May										Year to Date: January => May									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
		B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	26	9	0	0	0	0	0	0	0	0	43	15	0	2	1	0	0	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	2	0	0	0	0	0	0	0	0	0	10	0	0	0	0	0	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	3	53	0	0	0	0	0	0	2	1
Technicians	26	1	0	1	4	0	0	0	1	0	637	138	1	5	21	0	0	2	7	0
Skilled Craft Workers	6	1	0	0	4	0	0	0	0	0	63	2	0	0	5	0	0	0	0	0
Totals	60	11	0	1	8	0	0	0	1	0	756	208	1	7	27	0	0	2	9	1

Mail-in applications and resumes with race and sex unknown is 8 for the month of May . Year to date is 85 .
 Applications received denoting handicapped is 8 for the month of May . Year to date is 61 .
 Applications received denoting disabled veteran is 0 for the month of May . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 1 for the month of May . Year to date is 42 .

Total applications for month of May 2010 89 .
 Total applications year to date 1096 .

Legend:
 M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of June										Year to Date: January => June									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	32	9	1	0	1	0	1	0	0	0	75	24	1	2	2	0	1	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	137	7	0	2	1	4	0	0	0	0	147	7	0	2	1	4	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	3	53	0	0	0	0	0	0	2	1
Technicians	18	5	0	0	0	0	0	0	0	0	655	143	1	5	21	0	0	2	7	0
Skilled Craft Workers	138	4	1	0	7	0	0	0	2	0	201	6	1	0	12	0	0	0	2	0
Totals	325	25	2	2	9	4	1	0	2	0	1081	233	3	9	36	4	1	2	11	1

Mail-in applications and resumes with race and sex unknown is 22 for the month of June . Year to date is 107 .
 Applications received denoting handicapped is 25 for the month of June . Year to date is 86 .
 Applications received denoting disabled veteran is 0 for the month of June . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 19 for the month of June . Year to date is 61 .

Total applications for month of June 2010 392 .
 Total applications year to date 1488 .

Legend:

M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of July										Year to Date: January => July									
	White		Minority								White		Minority							
			Males				Females						Males				Females			
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	27	3	0	0	1	0	0	0	0	0	102	27	1	2	3	0	1	0	0	0
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service/Maintenance	57	2	0	2	0	1	0	0	0	0	204	9	0	4	1	5	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	3	53	0	0	0	0	0	0	2	1
Technicians	3	4	1	0	1	1	0	0	1	0	658	147	2	5	22	1	0	2	8	0
Skilled Craft Workers	11	0	0	0	0	0	0	0	0	0	212	6	1	0	12	0	0	0	2	0
Totals	98	9	1	2	2	2	0	0	1	0	1179	242	4	11	38	6	1	2	12	1

Mail-in applications and resumes with race and sex unknown is 2 for the month of July . Year to date is 109 .
 Applications received denoting handicapped is 6 for the month of July . Year to date is 92 .
 Applications received denoting disabled veteran is 0 for the month of July . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 1 for the month of July . Year to date is 62 .

Total applications for month of July 2010 117 .
 Total applications year to date 1605 .

Legend:
 M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of August										Year to Date: January => August									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Professionals	30	3	0	0	0	0	0	0	1	0	0	132	30	1	2	3	0	1	0	0
Protective Service	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0
Service/Maintenance	16	0	0	0	0	0	0	0	0	0	0	220	9	0	4	1	5	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	3	53	0	0	0	0	0	0	0	2
Technicians	19	1	0	0	0	0	0	0	0	0	677	148	2	5	22	1	0	2	8	0
Skilled Craft Workers	69	3	0	0	3	0	0	0	0	0	281	9	1	0	15	0	0	0	2	0
Totals	136	7	0	0	3	0	0	1	0	0	1315	249	4	11	41	6	1	3	12	1

Mail-in applications and resumes with race and sex unknown is 4 for the month of August . Year to date is 113 .
 Applications received denoting handicapped is 13 for the month of August . Year to date is 105 .
 Applications received denoting disabled veteran is 0 for the month of August . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 3 for the month of August . Year to date is 65 .

Total applications for month of August 2010 151 .
 Total applications year to date 1756 .

Legend:

M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of September										Year to Date: January => September									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	11	8	0	0	0	0	2	0	0	0	11	8	0	0	0	0	2	0	0	0
Professionals	91	9	4	2	0	4	0	2	0	0	223	39	5	4	3	4	1	3	0	0
Protective Service	1	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0
Service/Maintenance	86	3	2	0	1	1	0	0	0	0	306	12	2	4	2	6	0	0	0	0
Administrative Support	7	29	0	0	0	1	1	0	3	0	10	82	0	0	0	1	1	0	5	1
Technicians	33	12	0	0	0	0	0	0	0	0	710	160	2	5	22	1	0	2	8	0
Skilled Craft Workers	422	45	1	0	29	5	0	0	2	0	703	54	2	0	44	5	0	0	4	0
Totals	651	106	7	2	30	11	3	2	5	0	1966	355	11	13	71	17	4	5	17	1

Mail-in applications and resumes with race and sex unknown is 14 for the month of September . Year to date is 127 .
 Applications received denoting handicapped is 35 for the month of September . Year to date is 140 .
 Applications received denoting disabled veteran is 0 for the month of September . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 30 for the month of September . Year to date is 95 .

Total applications for month of September 2010 831 .
 Total applications year to date 2587 .

Legend:

M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of October										Year to Date: January => October									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	12	3	0	0	1	0	0	0	0	0	23	11	0	1	0	0	2	0	0	0
Professionals	136	77	2	2	1	1	0	0	1	1	359	116	7	6	4	5	1	3	1	1
Protective Service	8	0	0	0	0	0	0	0	0	0	11	0	0	0	0	0	0	0	0	0
Service/Maintenance	81	1	0	0	1	1	0	0	0	0	387	13	2	4	3	7	0	0	0	0
Administrative Support	16	16	0	1	0	0	0	0	3	0	26	98	0	1	0	1	1	0	8	1
Technicians	6	2	0	0	0	0	0	0	0	0	716	162	2	5	22	1	0	2	8	0
Skilled Craft Workers	76	34	0	0	4	0	0	0	1	0	779	88	2	0	48	5	0	0	5	0
Totals	335	133	2	3	7	2	0	0	5	1	2301	488	13	17	77	19	4	5	22	2

Mail-in applications and resumes with race and sex unknown is 25 for the month of October . Year to date is 152 .
 Applications received denoting handicapped is 37 for the month of October . Year to date is 177 .
 Applications received denoting disabled veteran is 0 for the month of October . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 19 for the month of October . Year to date is 114 .

Total applications for month of October 2010 513 .
 Total applications year to date 3100 .

Legend:

M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of November										Year to Date: January => November									
	White		Minority								White		Minority							
			Males				Females						Males				Females			
	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp	M	F	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	44	27	1	0	0	0	0	1	0	0	67	38	1	1	0	0	2	1	0	0
Professionals	137	113	5	0	7	0	1	1	1	1	496	229	12	6	11	5	2	4	2	2
Protective Service	113	20	1	0	8	0	0	0	0	1	124	20	1	0	8	0	0	0	0	1
Service/Maintenance	11	1	0	0	0	0	0	0	0	0	398	14	2	4	3	7	0	0	0	0
Administrative Support	1	0	0	0	0	0	0	0	0	0	27	98	0	1	0	1	1	0	8	1
Technicians	12	56	0	0	1	0	0	1	1	1	728	218	2	5	23	1	0	3	9	1
Skilled Craft Workers	79	1	0	0	9	0	0	0	0	0	858	89	2	0	57	5	0	0	5	0
Totals	397	218	7	0	25	0	1	3	2	3	2698	706	20	17	102	19	5	8	24	5

Mail-in applications and resumes with race and sex unknown is 32 for the month of November . Year to date is 184 .
 Applications received denoting handicapped is 44 for the month of November . Year to date is 221 .
 Applications received denoting disabled veteran is 0 for the month of November . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 17 for the month of November . Year to date is 131 .

Total applications for month of November 2010 688 .
 Total applications year to date 3788 .

Legend:
 M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

APPLICANT FLOW																				
Job Category↓	Month of December										Year to Date: January => December									
	White		Minority								White		Minority							
	M	F	Males				Females				M	F	Males				Females			
			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp			B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
Officials/Administrators	0	0	0	0	0	0	0	0	0	0	67	38	1	1	0	0	2	1	0	0
Professionals	37	13	0	0	1	0	0	0	0	0	533	242	12	6	12	5	2	4	2	2
Protective Service	4	1	0	0	0	0	0	0	0	0	128	21	1	0	8	0	0	0	0	1
Service/Maintenance	0	0	0	0	0	0	0	0	0	0	398	14	2	4	3	7	0	0	0	0
Administrative Support	0	0	0	0	0	0	0	0	0	0	27	98	0	1	0	1	1	0	8	1
Technicians	43	35	0	0	1	0	0	1	0	0	771	253	2	5	24	1	0	4	9	1
Skilled Craft Workers	76	1	1	0	4	0	0	0	0	0	934	90	3	0	61	5	0	0	5	0
Totals	160	50	1	0	6	0	0	1	0	0	2858	756	21	17	108	19	5	9	24	5

Mail-in applications and resumes with race and sex unknown is 9 for the month of December . Year to date is 193 .
 Applications received denoting handicapped is 8 for the month of December . Year to date is 229 .
 Applications received denoting disabled veteran is 0 for the month of December . Year to date is 0 .
 Applications received denoting veteran of the Vietnam is 5 for the month of December . Year to date is 136 .

Total applications for month of December 2010 227 .
 Total applications year to date 4015 .

Legend:

M - Male
 F - Female
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hisp - Hispanic

NOTES:

**TECHNICAL ASSISTANCE WORKSHEET
PERSONNEL ACTIVITY ANALYSIS**

Job Category	Activity	TOTAL			MINORITIES							
		All Employees			Males				Females			
		Total	Males	Females	Black	AS/PI	AI/AN	Hisp	Black	AS/PI	AI/AN	Hisp
Officials/Managers	Applications	110	69	41	1	1	0	0	2	1	0	0
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	0	0	0	0	0	0	0	0	0	0	0
	Promotions	0	0	0	0	0	0	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	1	1	0	0	0	0	0	0	0	0	0
	Training	18	15	3	0	0	0	0	0	0	0	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	129	85	44	1	1	0	0	2	1	0	0
Professionals	Applications	820	568	252	12	6	12	5	2	4	2	2
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	22	16	6	0	1	0	0	0	0	1	0
	Promotions	82	48	34	0	0	1	0	0	0	3	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	45	36	9	0	0	0	0	0	0	0	0
	Training	751	558	193	0	5	8	2	0	2	4	1
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
Total	1720	1226	494	12	12	21	7	2	6	10	3	
Technicians	Applications	1070	803	267	2	5	24	1	0	4	9	1
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	49	36	13	0	0	1	0	0	1	0	0
	Promotions	27	17	10	0	0	1	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	37	25	12	0	0	1	0	0	1	0	0
	Training	161	96	65	1	0	2	1	0	0	0	3
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
Total	1344	977	367	3	5	29	2	0	6	9	4	
Protective Services	Applications	159	137	22	1	0	8	0	0	0	0	1
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	1	1	0	0	0	0	0	0	0	0	0
	Promotions	15	10	5	0	0	0	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	8	7	1	0	0	0	0	0	0	1	0
	Training	86	73	13	1	0	2	1	0	0	0	3
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
Total	269	228	41	2	0	10	1	0	0	1	4	
Administrative Support	Applications	137	29	108	0	1	0	1	1	0	8	1
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	11	2	9	0	0	0	0	0	0	0	0
	Promotions	4	0	4	0	0	0	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	7	0	7	0	0	0	0	0	0	0	1
	Training	6	0	6	0	0	0	0	0	0	1	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
Total	165	31	134	0	1	0	1	1	0	9	2	

**TECHNICAL ASSISTANCE WORKSHEET
PERSONNEL ACTIVITY ANALYSIS continues**

Job Category	Activity	TOTAL			MINORITIES							
		All Employees			Males				Females			
		Total	Males	Females	Black	AS/PI	AI/AN	Hisp	Black	AS/PI	AI/AN	Hisp
Skilled Craft Workers	Applications	1098	1003	95	3	0	61	5	0	0	5	0
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	192	187	5	0	1	13	0	0	0	0	0
	Promotions	109	105	4	0	0	8	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	76	72	4	0	0	6	0	0	0	0	0
	Training	575	559	16	1	1	33	3	0	0	1	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	2050	1926	124	4	2	121	8	0	0	6	0
Service/Maintenance	Applications	428	414	14	2	4	3	7	0	0	0	0
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	11	10	1	0	0	1	0	0	0	0	0
	Promotions	5	5	0	0	0	0	0	0	0	0	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	7	6	1	0	0	0	0	0	0	0	0
	Training	59	57	2	0	0	1	0	0	0	0	0
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0
	Total	510	492	18	2	4	5	7	0	0	0	0
TOTALS	Applications	3822	3023	799	21	17	108	19	5	9	24	5
	Job Offers	0	0	0	0	0	0	0	0	0	0	0
	New Hires	286	252	34	0	2	15	0	0	1	1	0
	Promotions	242	185	57	0	0	10	0	0	0	3	0
	Transfers	0	0	0	0	0	0	0	0	0	0	0
	Terminations	181	147	34	0	0	7	0	0	1	1	1
	Training	1656	1358	298	3	6	46	7	0	2	6	7
	Layoffs	0	0	0	0	0	0	0	0	0	0	0
	Recalls	0	0	0	0	0	0	0	0	0	0	0

APPLICATION OF FOUR-FIFTH RULE ANALYSIS

Personnel Transactions Category: NEW HIRES

Report Period: 1/1/2010 to 12/31/2010

Race Category	Total Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	2858	235	8.22%	1.00	>.80	N
Black Males	21	0	0.00%	0.00	<.80	Y
Hispanic Males	19	0	0.00%	0.00	<.80	Y
Asian/Pacific Males	17	2	11.76%	1.43	>.80	N
American Indian Males	108	15	13.89%	1.69	>.80	N
White Females	756	32	4.23%	0.51	<.80	Y
Black Females	5	0	0.00%	0.00	<.80	Y
Hispanic Females	5	0	0.00%	0.00	<.80	Y
Asian/Pacific Females	9	1	11.11%	1.35	>.80	N
American Indian Females	24	1	4.17%	0.51	<.80	Y
Total Males	3023	252	8.34%	1.01	>.80	N
Total Females	799	34	4.26%	0.52	<.80	Y

Personnel Transactions Category: TERMINATIONS

Report Period: 1/1/2010 to 12/31/2010

Race Category	Total Workforce	Total Terminations	Number Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	1700	140	1560	8.24%	0.68	<.80	Y
Black Males	2	0	2	0.00%	0.00	<.80	Y
Hispanic Males	7	0	7	0.00%	0.00	<.80	Y
Asian/Pacific Males	8	0	8	0.00%	0.00	<.80	Y
American Indian Males	58	7	51	12.07%	1.00	>.80	N
White Females	406	31	375	7.64%	0.31	<.80	Y
Black Females	0	0	0	0.00%	0.00	<.80	Y
Hispanic Females	5	1	4	20.00%	0.80	>.80	N
Asian/Pacific Females	4	1	3	25.00%	1.00	>.80	N
American Indian Females	10	1	9	10.00%	0.40	<.80	Y
Total Males	1775	147	1628	8.28%	1.00	>.80	N
Total Females	425	34	391	8.00%	0.97	>.80	N

Personnel Transactions Category: DEMOTIONS							
Report Period: 1/1/2010 to 12/31/2010							
Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	1700	8	1692	0.47%	0.04	<.80	Y
Black Males	2	0	2	0.00%	0.00	<.80	
Hispanic Males	7	0	7	0.00%	0.00	<.80	
Asian/Pacific Males	8	0	8	0.00%	0.00	<.80	
American Indian Males	58	0	58	0.00%	0.00	<.80	
White Females	406	2	404	0.49%	0.02	<.80	Y
Black Females	0	0	0	0.00%	0.00	<.80	
Hispanic Females	5	0	5	0.00%	0.00	<.80	
Asian/Pacific Females	4	0	4	0.00%	0.00	<.80	
American Indian Females	10	0	10	0.00%	0.00	<.80	
Total Males	1775	8	1767	0.45%	0.05	<.80	Y
Total Females	425	2	423	0.47%	0.06	<.80	Y

Personnel Transactions Category: DISCIPLINARY ACTIONS							
Report Period: 1/1/2010 to 12/31/2010							
Race Category	Total Workforce	Total Actions	Number Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	1700	10	1690	0.59%	0.05	<.80	Y
Black Males	2	0	2	0.00%	0.00	<.80	
Hispanic Males	7	0	7	0.00%	0.00	<.80	
Asian/Pacific Males	8	0	8	0.00%	0.00	<.80	
American Indian Males	58	2	56	3.45%	0.29	<.80	Y
White Females	406	58	348	14.29%	0.57	<.80	Y
Black Females	0	0	0	0.00%	0.00	<.80	
Hispanic Females	5	1	4	20.00%	0.80	>.80	N
Asian/Pacific Females	4	0	4	0.00%	0.00	<.80	
American Indian Females	10	2	8	20.00%	0.80	>.80	N
Total Males	1775	12	1763	0.68%	0.08	<.80	Y
Total Females	425	61	364	14.35%	1.73	>.80	N

Personnel Transactions Category: LAYOFF/RECALLS							
Report Period: 1/1/2010 to 12/31/2010							
Race Category	Total Workforce	Total Actions	Number Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base of Base	Adverse Impact
White Males	1700	0	1700	0.00%	0.00	<.80	
Black Males	2	0	2	0.00%	0.00	<.80	
Hispanic Males	7	0	7	0.00%	0.00	<.80	
Asian/Pacific Males	8	0	8	0.00%	0.00	<.80	
American Indian Males	58	0	58	0.00%	0.00	<.80	
White Females	406	0	406	0.00%	0.00	<.80	
Black Females	0	0	0	0.00%	0.00	<.80	
Hispanic Females	5	0	5	0.00%	0.00	<.80	
Asian/Pacific Females	4	0	4	0.00%	0.00	<.80	
American Indian Females	10	0	10	0.00%	0.00	<.80	
Total Males	1775	0	1775	0.00%	0.00	<.80	
Total Females	425	0	425	0.00%	0.00	<.80	

New Hires: Four-Fifth Rule Application by Job Category

Time Period: 1/1/2010 to 12/31/2010

Job Category: OFFICIALS/ADMINISTRATORS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	69	41	67	38	1	2	0	0	1	1	0	0
Total Hires	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Ratio to Highest Rate	0	0	0	0	0	0	0	0	0	0	0	0
4/5 Rule 80% of Base	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80
Adverse Impact (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Job Category: PROFESSIONALS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	568	252	533	242	12	2	5	2	6	4	12	2
Total Hires	16	6	15	5	0	0	0	0	1	0	0	1
Selection Rate	2.82%	2.38%	2.81%	2.07%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	50.00%
Ratio to Highest Rate	1.00	0.85	0.06	0.04	0.00	0.00	0.00	0.00	0.33	0.00	0.00	1.00
4/5 Rule 80% of Base	>.80	>.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	>.80
Adverse Impact (Yes/No)	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N

Job Category: TECHNICIAN

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	803	267	771	253	2	0	1	1	5	4	24	9
Total Hires	36	13	35	12	0	0	0	0	0	1	1	0
Selection Rate	4.48%	4.87%	4.54%	4.74%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	4.17%	0.00%
Ratio to Highest Rate	0.92	1.00	0.18	0.19	0.00	0.00	0.00	0.00	0.00	1.00	0.17	0.00
4/5 Rule 80% of Base	>.80	>.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	>.80	<.80	<.80
Adverse Impact (Yes/No)	N	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y

Job Category: PROTECTIVE SERVICES

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	137	22	128	21	1	0	0	1	0	0	8	0
Total Hires	1	0	1	0	0	0	0	0	0	0	0	0
Selection Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ratio to Highest Rate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4/5 Rule 80% of Base	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80
Adverse Impact (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

New Hires: Four-Fifth Rule Application by Job Category

Time Period: 1/1/2010 to 12/31/2010

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	29	108	27	98	0	1	1	1	1	0	0	8
Total Hires	2	9	2	9	0	0	0	0	0	0	0	0
Selection Rate	6.90%	8.33%	7.41%	9.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Ratio to Highest Rate	0.83	1.00	0.81	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80
Adverse Impact (Yes/No)	N	N	N	N	Y	Y	Y	Y	Y	Y	Y	Y

Job Category: SKILLED CRAFT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	1003	95	934	90	3	0	5	0	0	0	61	5
Total Hires	187	5	173	5	0	0	0	0	1	0	13	0
Selection Rate	18.64%	5.26%	18.52%	5.56%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	21.31%	0.00%
Ratio to Highest Rate	1.00	0.28	0.19	0.06	0.00	0.00	0.00	0.00	1.00	0.00	0.21	0.00
4/5 Rule 80% of Base	>.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	>.80	<.80	<.80	<.80
Adverse Impact (Yes/No)	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y

Job Category: SERVICE MAINTENANCE

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants	414	14	398	14	2	0	7	0	4	0	3	0
Total Hires	10	1	9	1	0	0	0	0	0	0	1	0
Selection Rate	2.42%	7.14%	2.26%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
Ratio to Highest Rate	0.34	1.00	0.07	0.21	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00
4/5 Rule 80% of Base	<.80	>.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	<.80	>.80	<.80
Adverse Impact (Yes/No)	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	N	Y

Terminations - Four-Fifth Rule Application by Job Category

Time Period: 1/1/2010 to 12/31/2010

Job Category: OFFICIALS/ADMINISTRATORS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	15	3	15	3	0	0	0	0	0	0	0	0
Total Termination	1	0	1	0	0	0	0	0	0	0	0	0
Number Retained	14	3	14	3	0	0	0	0	0	0	0	0
Retention Rate	93.33%	100.00%	93.33%	100.00%								
Ratio to Highest Rate	0.93	1.00	0.93	1.00								
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80								
Adverse Impact (Yes/No)	N	N	N	N								

Job Category: PROFESSIONALS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	692	250	675	241	0	0	2	1	6	2	9	6
Total Termination	36	9	36	9	0	0	0	0	0	0	0	0
Number Retained	656	241	639	232	0	0	2	1	6	2	9	6
Retention Rate	94.80%	96.40%	94.67%	96.27%			100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Ratio to Highest Rate	0.98	1.00	0.95	0.96			1.00	1.00	1.00	1.00	1.00	1.00
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80			>.80	>.80	>.80	>.80	>.80	>.80
Adverse Impact (Yes/No)	N	N	N	N			N	N	N	N	N	N

Job Category: TECHNICIAN

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	132	101	127	96	1	0	1	3	0	2	3	0
Total Termination	25	12	24	11	0	0	0	0	0	1	1	0
Number Retained	107	89	103	85	1	0	1	3	0	1	2	0
Retention Rate	81.06%	88.12%	81.10%	88.54%	100.00%		100.00%	100.00%		50.00%	66.67%	
Ratio to Highest Rate	0.92	1.00	0.81	0.89	1.00		1.00	1.00		0.50	0.67	
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80	>.80		>.80	>.80		<.80	<.80	
Adverse Impact (Yes/No)	N	N	N	N	N		N	N		Y	N	

Job Category: PROTECTIVE SERVICES

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	83	13	81	12	0	0	1	0	1	0	0	1
Total Termination	7	1	7	0	0	0	0	0	0	0	0	1
Number Retained	76	12	74	12	0	0	1	0	1	0	0	0
Retention Rate	91.57%	92.31%	91.36%	100.00%			100.00%		100.00%			0.00%
Ratio to Highest Rate	0.99	1.00	0.91	1.00			1.00		1.00			0.00
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80			>.80		>.80			<.80
Adverse Impact (Yes/No)	N	N	N	N			N		N			N

Terminations - Four-Fifth Rule Application by Job Category

Time Period: 1/1/2010 to 12/31/2010

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	4	28	4	25	0	0	0	1	0	0	0	2
Total Termination	0	7	0	6	0	0	0	1	0	0	0	0
Number Retained	4	21	4	19	0	0	0	0	0	0	0	2
Retention Rate	100.00%	75.00%	100.00%	76.00%				0.00%				100.00%
Ratio to Highest Rate	1.00	0.75	1.00	0.76				0.00				1.00
4/5 Rule 80% of Base	>.80	<.80	>.80	<.80				<.80				>.80
Adverse Impact (Yes/No)	N	Y	N	Y				Y				N

Job Category: SKILLED CRAFT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	776	23	726	22	1	0	3	0	1	0	45	1
Total Termination	72	4	66	4	0	0	0	0	0	0	6	0
Number Retained	704	19	660	18	1	0	3	0	1	0	39	1
Retention Rate	90.72%	82.61%	90.91%	81.82%	100.00%		100.00%		100.00%		86.67%	100.00%
Ratio to Highest Rate	1.00	0.91	0.91	0.82	1.00		1.00		1.00		0.87	1.00
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80	>.80		>.80		>.80		>.80	>.80
Adverse Impact (Yes/No)	N	N	N	N	N		N		N		N	N

Job Category: SERVICE MAINTENANCE

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	73	7	72	7	0	0	0	0	0	0	1	0
Total Termination	6	1	6	1	0	0	0	0	0	0	0	0
Number Retained	67	6	66	6	0	0	0	0	0	0	1	0
Retention Rate	91.78%	85.71%	91.67%	85.71%							100.00%	
Ratio to Highest Rate	1.00	0.93	0.92	0.86							1.00	
4/5 Rule 80% of Base	>.80	>.80	>.80	>.80							>.80	
Adverse Impact (Yes/No)	N	N	N	N							N	

TOTAL TRAINING HOURS ANALYSIS													
EEO-4 Job Category	Female						Male						Grand Total
	White	Black	Hisp	Asian/ Pacific	American Indian	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian	Total Males	
Officials/ Administrators	53	0	0	0	0	53	271	0	0	0	0	271	324
Professionals	3,528	0	10	113	50	3,701	12,117	0	19	64	216	12,416	16,117
Technicians	646	0	15	0	0	661	3,177	64	113	0	21	3,375	4,036
Protective Service	302	0	0	0	23	325	2,338	0	23	23	0	2,384	2,709
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	45	0	0	0	9	54	0	0	0	0	0	0	54
Skilled Craft	176	0	0	0	26	202	6,965	14	42	6	412	7,439	7,641
Service/Maintenance	10	0	0	0	0	10	466	0	0	0	2	468	478
Total Count	4,760	0	25	113	108	5,006	25,334	78	197	93	651	26,353	31,359

	Number	Percent
TOTAL MINORITIES =	1,265	4.0%
TOTAL FEMALES =	5,006	16.0%

TOTAL TRAINING PARTICIPANTS ANALYSIS													
EEO-4 Job Category	Female						Male						Grand Total
	White	Black	Hisp	Asian/ Pacific	American Indian	Total Females	White	Black	Hisp	Asian/ Pacific	American Indian	Total Males	
Officials/ Administrators	3	0	0	0	0	3	15	0	0	0	0	15	18
Professionals	186	0	1	2	4	193	543	0	2	5	8	558	751
Technicians	62	0	3	0	0	65	92	1	1	0	2	96	161
Protective Service	12	0	0	0	1	13	71	0	1	1	0	73	86
Paraprofessionals	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	5	0	0	0	1	6	0	0	0	0	0	0	6
Skilled Craft	15	0	0	0	1	16	521	1	3	1	33	559	575
Service/Maintenance	2	0	0	0	0	2	56	0	0	0	1	57	59
Total Count	285	0	4	2	7	298	1,298	2	7	7	44	1,358	1,656

	Number	Percent
TOTAL MINORITIES =	73	4.4%
TOTAL FEMALES =	298	18.0%

Training Participants - Four-Fifth Rule Application by Job Category

Time Period: 1/1/2010 to 12/31/2010

Job Category: OFFICIALS/ADMINISTRATORS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	15	3	15	3	0	0	0	0	0	0	0	0
Total Participants	16	3	15	3	0	0	0	0	0	0	0	0
Training Rate	1.07	1.00	1.00	1.00								
Ratio to Highest Rate	1.33	1.25	1.00	1.00								
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80								
Adverse Impact (Yes/No)	N	N	N	N								

Job Category: PROFESSIONALS

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	692	250	675	241	0	0	2	1	6	2	9	6
Total Participants	609	200	543	186	0	0	2	1	5	2	8	4
Training Rate	0.88	0.80	0.80	0.77			1.00	1.00	0.83	1.00	0.89	0.67
Ratio to Highest Rate	1.10	1.00	0.80	0.77			1.00	1.00	0.83	1.00	0.89	0.67
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80			> .80	> .80	> .80	> .80	> .80	> .80
Adverse Impact (Yes/No)	N	N	N	Y			N	N	N	N	N	Y

Job Category: TECHNICIAN

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	132	101	127	96	1	0	1	3	0	2	3	0
Total Participants	123	113	0	0	0	0	0	0	0	0	0	0
Training Rate	0.93	1.12										
Ratio to Highest Rate	1.16	1.40										
4/5 Rule 80% of Base	> .80	> .80										
Adverse Impact (Yes/No)	N	N										

Job Category: PROTECTIVE SERVICES

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	83	13	81	12	0	0	1	0	1	0	0	1
Total Participants	73	13	71	12	0	0	1	0	1	0	0	1
Training Rate	0.88	1.00	0.88	1.00			1.00		1.00			1.00
Ratio to Highest Rate	1.10	1.25	0.88	1.00			1.00		1.00			1.00
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80			> .80		> .80			> .80
Adverse Impact (Yes/No)	N	N	N	N			N		N			N

Training Participants - Four-Fifth Rule Application by Job Category

Time Period: 1/1/2010 to 12/31/2010

Job Category: ADMINISTRATIVE SUPPORT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	4	28	4	25	0	0	0	1	0	0	0	2
Total Participants	0	6	0	5	0	0	0	0	0	0	0	1
Training Rate	0.00	0.21		0.20				0.00				0.50
Ratio to Highest Rate	0.00	0.27		0.20				0.00				0.50
4/5 Rule 80% of Base	> .80	> .80		> .80				> .80				> .80
Adverse Impact (Yes/No)	Y	Y		Y				Y				Y

Job Category: SKILLED CRAFT

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	776	23	726	22	1	0	3	0	1	0	45	1
Total Participants	559	16	521	15	1	0	3	0	1	0	33	1
Training Rate	0.72	0.70	0.72	0.68	1.00		1.00		1.00		0.73	1.00
Ratio to Highest Rate	0.90	0.87	0.72	0.68	1.00		1.00		1.00		0.73	1.00
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80	> .80		> .80		> .80		> .80	> .80
Adverse Impact (Yes/No)	N	N	Y	Y	N		N		N		Y	N

Job Category: SERVICE MAINTENANCE

	Total		White		Black		Hispanic		Asian American		American Indian	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Workforce	73	7	72	7	0	0	0	0	0	0	1	0
Total Participants	57	2	56	2	0	0	0	0	0	0	1	0
Training Rate	0.78	0.29	0.78	0.29							1.00	
Ratio to Highest Rate	0.98	0.36	0.78	0.29							1.00	
4/5 Rule 80% of Base	> .80	> .80	> .80	> .80							> .80	
Adverse Impact (Yes/No)	N	Y	Y	Y							N	

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: OFFICIALS/ADMINISTRATORS		Time Period Covered: From: 01/01/2010 To: 12/31/2010											
		1	2	3	4	Male				Female			
Items		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	18	15	3	0	0	0	0	0	0	0	0	0
2	Percent of Female/Minority in Job Group	16.67%		16.67%	0.00%								
3	Job Group Availability Rate			0.00%	0.00%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	0.00%		0.00%	0.00%								
6	Rates of Hire, Promotions For Females/Minorities												
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	0	0	0	0								
10	Anticipated % of Females/Minorities in Job Group	0.00%		0.00%	0.00%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)												
12	Actual # of Employees at End of Period	18	15	3	0	0	0	0	0	0	0	0	0
13	Net increase and Net Decrease	0	0	0	0								
14	Actual % of Female/Minority in Job Group at End of Period	16.67%		16.67%	0.00%								
15	Actual # of Openings During the Period												
16	Actual Rates of Hire/Promotions for Minority/Females			0.00%	0.00%								

- A. Fill out items 1 through 11 at the start of the AAP
- B. Fill out items 12 through 16 at the end of the AAP

Legend:
 B - Blacks/African American
 AS/PI - Asian American/Pacific Islander
 AI/AN - American Indian/Alaskan Native
 Hips - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: PROFESSIONALS		Time Period Covered: From: 01/01/2010 To: 12/31/2010											
		1	2	3	4	Male				Female			
Items		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	928	688	240	26	0	6	10	2	0	2	5	1
2	Percent of Female/Minority in Job Group	28.66%		25.86%	2.80%								
3	Job Group Availability Rate			0.00%	0.00%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	0.00%		0.00%	0.00%								
6	Rates of Hire, Promotions For Females/Minorities												
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	0	0	0	0								
10	Anticipated % of Females/Minorities in Job Group	0.00%		0.00%	0.00%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)												
12	Actual # of Employees at End of Period	942	692	250	26	0	6	9	2	0	2	6	1
13	Net increase and Net Decrease	14	4	10	0								
14	Actual % of Female/Minority in Job Group at End of Period	29.30%		26.54%	2.76%								
15	Actual # of Openings During the Period												
16	Actual Rates of Hire/Promotions for Minority/Females			0.00%	0.00%								

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Legend:
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 Hips - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: TECHNICIANS		Time Period Covered: From: 01/01/2010 To: 12/31/2010											
		1	2	3	4	Male				Female			
Items		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	214	116	98	9	1	0	2	2	0	1	0	3
2	Percent of Female/Minority in Job Group	50.00%		45.79%	4.21%								
3	Job Group Availability Rate			0.00%	0.00%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	0.00%		0.00%	0.00%								
6	Rates of Hire, Promotions For Females/Minorities												
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	0	0	0	0								
10	Anticipated % of Females/Minorities in Job Group	0.00%		0.00%	0.00%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)												
12	Actual # of Employees at End of Period	233	132	101	10	1	0	3	1	0	2	0	3
13	Net increase and Net Decrease	19	16	3	1								
14	Actual % of Female/Minority in Job Group at End of Period	47.64%		43.35%	4.29%								
15	Actual # of Openings During the Period												
16	Actual Rates of Hire/Promotions for Minority/Females			0.00%	0.00%								

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Legend:
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 AI/AN - American Indian/Alaskan Native
 Hips - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: PROTECTIVE SERVICE		Time Period Covered: From: 01/01/2010 To: 12/31/2010											
		1	2	3	4	Male				Female			
Items		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	96	82	14	3	0	1	0	1	0	0	1	0
2	Percent of Female/Minority in Job Group	17.71%		14.58%	3.13%								
3	Job Group Availability Rate			0.00%	0.00%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	0.00%		0.00%	0.00%								
6	Rates of Hire, Promotions For Females/Minorities												
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	0	0	0	0								
10	Anticipated % of Females/Minorities in Job Group	0.00%		0.00%	0.00%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)												
12	Actual # of Employees at End of Period	96	83	13	3	0	1	0	1	0	0	1	0
13	Net increase and Net Decrease	0	1	-1	0								
14	Actual % of Female/Minority in Job Group at End of Period	16.67%		13.54%	3.13%								
15	Actual # of Openings During the Period												
16	Actual Rates of Hire/Promotions for Minority/Females			0.00%	0.00%								

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 Hips - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: ADMINISTRATIVE SUPPORT		Time Period Covered: From: 01/01/2010 To: 12/31/2010											
		1	2	3	4	Male				Female			
Items		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	38	6	32	3	0	0	0	0	0	0	2	1
2	Percent of Female/Minority in Job Group	92.11%		84.21%	7.89%								
3	Job Group Availability Rate			0.00%	0.00%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	0.00%		0.00%	0.00%								
6	Rates of Hire, Promotions For Females/Minorities												
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	0	0	0	0								
10	Anticipated % of Females/Minorities in Job Group	0.00%		0.00%	0.00%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)												
12	Actual # of Employees at End of Period	32	4	28	3	0	0	0	0	0	0	2	1
13	Net increase and Net Decrease	-6	-2	-4	0								
14	Actual % of Female/Minority in Job Group at End of Period	96.88%		87.50%	9.38%								
15	Actual # of Openings During the Period												
16	Actual Rates of Hire/Promotions for Minority/Females			0.00%	0.00%								

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Legend:
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 Hips - Hispanic

PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: SKILLED CRAFT WORKERS		Time Period Covered: From: 01/01/2010 To: 12/31/2010											
		1	2	3	4	Male				Female			
Items		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	873	851	22	50	1	1	45	2	0	0	1	0
2	Percent of Female/Minority in Job Group	8.25%		2.52%	5.73%								
3	Job Group Availability Rate			0.00%	0.00%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	0.00%		0.00%	0.00%								
6	Rates of Hire, Promotions For Females/Minorities												
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	0	0	0	0								
10	Anticipated % of Females/Minorities in Job Group	0.00%		0.00%	0.00%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)												
12	Actual # of Employees at End of Period	799	776	23	51	1	1	45	3	0	0	1	0
13	Net increase and Net Decrease	-74	-75	1	1								
14	Actual % of Female/Minority in Job Group at End of Period	9.26%		2.88%	6.38%								
15	Actual # of Openings During the Period												
16	Actual Rates of Hire/Promotions for Minority/Females			0.00%	0.00%								

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- B. Fill out items 12 through 16 at the end of the AAP

Legend:
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PERSONNEL ACTIVITY ANALYSIS FOR GOALS

EEO-4 Category: SERVICE/MAINTENANCE		Time Period Covered: From: 01/01/2010 To: 12/31/2010											
		1	2	3	4	Male				Female			
Items		Total	Total Male	Total Female	Total Min	B	AS/PI	AI/AN	Hisp	B	AS/PI	AI/AN	Hisp
1	Number of Employees at Start of Period	70	63	7	1	0	0	1	0	0	0	0	0
2	Percent of Female/Minority in Job Group	11.43%		10.00%	1.43%								
3	Job Group Availability Rate			0.00%	0.00%								
4	Underutilized for Females/Minorities (check box)			Y	Y								
5	Ultimate % Goal for Females/Minorities in Job Group	0.00%		0.00%	0.00%								
6	Rates of Hire, Promotions For Females/Minorities												
7	Percent of Anticipated Opening at Start of period												
8	Desired Numerical Net changes for Minorities/Females												
9	Anticipated # of Employees at End of Period	0	0	0	0								
10	Anticipated % of Females/Minorities in Job Group	0.00%		0.00%	0.00%								
11	If anticipated % of Females/Minorities in 10 above is less than 3 above (Col. 3 and/or 4), please show ultimate goal and date for achievement (%/year)												
12	Actual # of Employees at End of Period	80	73	7	1	0	0	1	0	0	0	0	0
13	Net increase and Net Decrease	10	10	0	0								
14	Actual % of Female/Minority in Job Group at End of Period	10.00%		8.75%	1.25%								
15	Actual # of Openings During the Period												
16	Actual Rates of Hire/Promotions for Minority/Females			0.00%	0.00%								

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- B. Fill out items 12 through 16 at the end of the AAP

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