



COLORADO
Department of Transportation

CDOT AFFIRMATIVE ACTION REPORT

(October 1, 2014 – September 30, 2015)

and

CDOT AFFIRMATIVE ACTION PLAN

(October 1, 2015 – September 30, 2016)

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AFFIRMATIVE ACTION PROGRAM

Colorado Department of Transportation
2015 Annual Report: October 1, 2014 to September 30, 2015
2015 Affirmative Action Pan: October 1, 2015 to September 30, 2015

Colorado Department of Transportation
4201 E. Arkansas Ave.
Denver, CO 80222
303-757-9201

Authorities:
Federal Highway Administration
23 CRF Part 230
Federal Transit Administration
Circular 4701.1

Completed by Beverly Wyatt, HR Business Partner Date

Approved by FHWA Date

Greg Diehl, Director Civil Rights Business Resource Center Date

Kevin Furman, Director Division of Human Resources Date

Shailen P Bhatt, Executive Director Colorado Department of Transportation Date

Preface

Colorado Department of Transportation is fully committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment.

In the preparation of this AAP, the Colorado Department of Transportation has used the terminology used in E.O. 11246 and its implementing regulations as a guide. Therefore, the use of such terms as "underutilization," "deficiency," "concentration," "affected class," "goal," "problem area," etc. should not be construed as an admission by the Colorado Department of Transportation, in whole or in part, that any problem area exists or that either minorities or women have been or are presently being underutilized, concentrated, or discriminated against in any way by the Colorado Department of Transportation in violation of federal, state, or local fair employment practice laws. Furthermore, nothing contained in this AAP or its supporting data should be construed as an admission by the Colorado Department of Transportation, in whole or in part, that it has contravened such federal, state, or local employment practice laws.

In developing and implementing the AAP, the Colorado Department of Transportation has been guided by its established policy of providing equal employment opportunity. Any placement goals that the Colorado Department of Transportation has established herein are not intended as rigid, inflexible quotas that must be met, but rather as targets reasonably attainable by applying every good faith effort in implementing this AAP. The use of placement goals in this AAP is not intended, nor is the effect of such placement goals intended, to discriminate against an individual or group of individuals with respect to any employment opportunities for which he, she, or they are qualified on the grounds that he, she, or they are not the beneficiaries of affirmative action themselves. Nothing herein is intended to sanction the discriminatory treatment of any person. Indeed, all employment decisions at the Colorado Department of Transportation are made based on job-related criteria. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (29 C.F.R. Part 1608).

Introduction

Ever committed to affirmative action, the Colorado Department of Transportation has prepared this AAP to cover employees working in CDOT. As detailed in the Job Group Analysis, this AAP covers 2947 employees including 627 (21.28%) minorities and 532 (18.05%) women. It is expected that these employees will help us to reach mutual goals of public service and the Best DOT in the Country. As described in detail in the Plan that follows, the leadership of Colorado Department of Transportation has a continuing commitment to the practice and implemented action of this AAP.

Affirmative Action Program Commitment Statement

The Colorado Department of Transportation's (CDOT) Executive Director, directed by and through its staff, is committed to equal employment opportunity and a program of affirmative action to fulfill that commitment. This affirmative action plan serves as a guide that outlines to management his/her responsibilities regarding the implementation of the affirmative action program.

To support CDOT in achieving its mission, this affirmative action plan reinforces equal employment opportunity principles by ensuring that the workforce and public has an equal opportunity to enter public service and work in an environment that is free of unlawful employment barriers.

CDOT is committed to equal opportunity and non-discrimination under the laws instituted by the State and the U.S. Congress. It is the responsibility of every person within CDOT to incorporate and implement actions of equal opportunity. In addition, CDOT prohibits retaliation against any employee because he or she has made a report of alleged discrimination or harassment; has testified, assisted or participated in any manner in an investigation of such report; or has opposed discrimination or harassment.

CDOT is dedicated to the principles and goals of fairness, equality, courtesy, and respect for all individuals. As an employer, CDOT is committed to fairness and equality of opportunity in the workplace. All recruitment, hiring, training, promotions, transfers, and administration of all personnel policies, procedures, programs, and services are conducted or administered without regard to differences in age, ancestry, color, creed, marital status, disability, national origin, race, religion, gender or sexual orientation, political affiliation, organizational membership, and veteran's status, or other non-job related factors.

CDOT will ensure that no person shall, on the grounds of age, ancestry, color, creed, marital status, disability, national origin, race, religion, gender or sexual orientation, political affiliation, organizational membership, and veteran's status, or other non-job related factors, be excluded from participation in, be denied the benefit of, or be subjected, to discrimination or harassment under any program or activity receiving state

or federal financial assistance directly or indirectly by CDOT.

It is the policy of CDOT to promote equal opportunity in the employment of women, minorities, veterans and persons with disabilities. Reasonable accommodations are offered in the selection process and minimum qualifications are written to guarantee job relatedness.

Individuals responsible for classification and compensation review the minimum qualifications for positions to guarantee that women, minorities, veterans or persons with disabilities are not adversely screened out of the employment process. CDOT values the individual diversity of all employees, applicants, volunteers and citizens. Differences in age, race, ethnic heritage, religion, appearance, sexual orientation or any number of other distinguishing factors provide experiences, viewpoints and ideas that can strengthen and enrich our work environment. Our goal is to create an environment that is inclusive, respectful, and equitable; and to employ the talents of people with different backgrounds experiences, and perspectives to accomplish the mission of CDOT.

Introduction to CDOT

The Colorado Department of Transportation maintains 23,000 miles of roads and bridges— this equates to 9,146 highway center line miles and 3,447 bridges. The vehicle miles travelled (VMT) on our state highway system is now more than 27 billion—an increase of 57 percent since 1990. During the same time, our road capacity (or new lane miles) added to handle that growth increased by only 2 percent. Projections show the VMT is expected to grow by another 48 percent in the next 20 years.

CDOT takes care of more than 20 high-mountain passes, seven of which are higher than 11,000 feet. The Department's snow and ice budget in fiscal year 2014 million was \$69 million; and \$262 million total was spent on all maintenance activities. This means CDOT spends 35 percent of its maintenance budget on snow and ice control, alone.

CDOT is divided into 5 Transportation or Engineering Regions and each has a Director appointed by the CDOT Executive Director, Shailen P Bhatt. Each Region has a Regional Civil Rights Manager and staff who shares FHWA compliance obligations regarding Civil Rights Program implementation with the Headquarters-based Civil Rights Business Resource Center and Division of Human Resources.

CDOT Vision

To enhance the quality of life and the environment of the citizens of Colorado by creating an integrated transportation system that focuses on safely moving people and goods by offering convenient linkages among modal choices.

CDOT Mission

Provide freedom, connection and experience through travel.

CDOT Values

Safety -We work and live safely. We protect human life, preserve property, and put employee safety before production.

Integrity -We earn Colorado's trust. We are honest and responsible in all that we do and hold ourselves to the highest moral and ethical standards. We are honest and responsible in all that we do and hold ourselves to the highest moral and ethical standards.

People -We value our employees. We acknowledge and recognize the skills and abilities of our coworkers and draw strength from our diversity and commitment to equal opportunity.

Customer Service -We satisfy our customers. With a can-do attitude we work together and with others to respond effectively to our customer's needs.

Excellence -We are committed to quality. We are leaders and problem solvers, continuously improving our products and services in support of our commitment to provide the best transportation systems for Colorado.

Respect -We are kind and civil with everyone, and we act with courage and humility.

CDOT History

- 1909 – The first highway bill was passed by forming a three-member Highway Commission to approve work and allocate funds.
- 1917 – The State Highway Fund was created and the State Highway Department (CDOH – Colorado Department of Highways) was formed.
- 1968 – The legislation reorganized highway matters and created the Division of Highways
- 1991 – CDOH became Colorado Department of Transportation (CDOT)

Colorado Department of Transportation Headquarters

(An organizational chart detailing the agency structure can be found in Appendix A)

CDOT Headquarters is located in Denver Colorado. The Civil Rights Business Resource Center and the Division of Human Resources Division tasked with managing the execution and reporting of internal EEO and Affirmative Action, are located at CDOT Headquarters.

Colorado Department of Transportation Regions

(A map of the state outlining Transportation Regions can be found in Appendix A)

CDOT is divided into five separate geographic Regions. Each Region has a Director appointed by the CDOT Executive Director, Shailen P Bhatt. Each Region has a

Regional Civil Rights Manager and staff who shares FHWA compliance obligations regarding Civil Rights Program implementation with the Headquarters based offices. The region locations and RTD's are as follows:

Region 1

Denver Metro

Paul Jesaitis

2000 South Holly Street
Denver, CO 80222

Region 2

Pueblo

Karen Rowe

905 Erie Avenue
Pueblo, CO 81002

Region 3

Grand Junction

Dave Eller

222 South 6th Street, #317
Grand Jct., CO 81501-2769

Region 4

Greeley

Johnny Olson

10601 West 10th Street
Greeley, CO 80634

Region 5

Durango

Kerrie Neet

3803 North Main Avenue, #306
Durango, CO 81301

Responsibility for Implementation

Responsibilities

Shailen P Bhatt, Executive Director of the Colorado Department of Transportation, has overall responsibility for implementation of the Equal Employment Opportunity Policy and the AAP. CDOT has assigned primary management responsibility and accountability for ensuring full compliance with the plan to Kevin Furman, Director of the Division of Human Resources. The Affirmative Action Officer has the authority, resources, support of and access to top management necessary to ensure the effective implementation of the AAP. The Director of Human Resources actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications.

The duties of the Affirmative Action Officer include:

- Recommending policy statements, AAP methods, and internal and external communication techniques. Affirmative action policies and procedures will continue to be developed to ensure an efficient yet positive interaction between the Affirmative Action Officer and the managers charged with employment responsibility.
- Assisting in the identification of problem areas, and developing strategies to eliminate any problems identified.
- Assisting line management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and EEO policies and procedures.
- Designing and implementing monitoring and reporting methods that will:
 - Measure the effectiveness of CDOT's equal employment and AAP.
 - Indicate any need for remedial action.
 - Determine the degree to which CDOT's placement goals and objectives are being attained.
 - Provide management with a working understanding of CDOT's AAP placement goals and objectives.
- Meeting with managers, supervisors, and employees to assure that the company's EEO policies are being followed.
- Ensuring that supervisors understand that it is their responsibility to prevent all types of unlawful workplace harassment.
- Keeping management informed of developments in the equal employment opportunity and affirmative action area.

- Conducting a periodic audit to ensure that CDOT complies in the following ways:
 - EEO posters are properly displayed.
 - All employees are afforded the opportunity and are encouraged to participate in all CDOT sponsored educational, training, recreation, and social activities.

The duties of the CDOT Recruiter include:

- Managing CDOT's Facebook and LinkedIn sites
- Scheduling and attending Veteran Recruiting events
- Seeking out and coordinating local Job Fair events
- Liaison and contact for third party CDL testers, Colorado Workforce Centers, women and minority groups, and college career offices
- Coordinating and attending College Career Fairs
- Writing and posting advertisement in local newspapers and radio and television public service announcements.

CDOT recognizes that the cooperation of supervisors and managers is required to reach the full potential of this AAP. Therefore, supervisors and managers are expected to:

- Assist the Affirmative Action Officer in the identification of any problem areas and help to eliminate any barriers to equal employment opportunity.
- Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs.
- Work with the Affirmative Action Officer and Civil Rights Manager to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings.
- Provide career counseling for employees as needed.
- Adhere to CDOT's policy of equal employment opportunity for all employees and ensure that the policy is understood, supported and adhered to by the employees they supervise.
- Take action to prevent the harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of CDOT's affirmative action efforts.

Compliance

Federal Funding

All state departments of transportation receiving federal financial assistance are required to have an effective Equal Employment Opportunity Program and Affirmative Action Plan. The Colorado Department of Transportation (CDOT) receives federal funds from a number of federal reporting agencies. These federal funds help support and maintain a number of CDOT's programs and projects. The funds are provided by the Federal Highway Administration (FHWA), the Federal Transit Administration (FTA) and the Federal Aviation Administration (FAA).

Code of Federal Regulations -23 CFR pt. 230 (c) -State Highway Equal Employment Opportunity Programs

In accordance with 23 CFR pt. 230(c), this Affirmative Action Plan is prepared and updated every year, with annual progress reports provided to the Federal Highway Administration (FHWA) for approval. FHWA sets reporting requirements for CDOT in developing and implementing an effective affirmative action program. Currently, CDOT is required to have an approved Plan with Annual Update submissions

EEO-4 Report

The EEO-4 Report provides a job group analysis of the CDOT workforce. This report provides the total number of employees based on job category, salary, race, and gender. The State of Office of Finance and Budget prepares an EEO-4 report based on the employee data from June 30, each year. CDOT is required by federal regulation to complete an EEO-4 Report annually. The latest EEO-4 Report can be found in Appendix D. In transitioning to a new software platform, CDOT has evaluated and realigned the State's Job Classifications with the EEO -4 groups and Census Codes. These can be found in Appendix G.

Organizational Profile

As one of the diagnostic components of Colorado Department of Transportation's AAP and to conform to applicable regulations, CDOT has completed a profile of the workforce within the State of Colorado. The organizational profile is an overview of the staffing patterns at this establishment and is used to determine whether there are areas in the workforce where minorities or women are underrepresented or concentrated. To complete our organizational profile we have elected to follow the Workforce Analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the departments at the Colorado Department of Transportation establishment and for each department lists all job titles from the lowest paid to the highest paid. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents by racial/ethnic group.

Information regarding the organizational structure, individual availability and shortfalls for each of CDOT's geographic Regions are located in the Appendices.

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Workforce Analysis

1100

R1 Maintenance

Job Code & Title	Pay Grade & EEO Code		Total	W	B	A	H	I	P	2		
D8D1TX	D07	Total	4	Mal	2	1	0	0	1	0	0	0
General Labor I	8	Tot Min	3	Fem	2	0	1	0	1	0	0	0
D8D2XX	D08	Total	1	Mal	1	1	0	0	0	0	0	0
General Labor II	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D7D1TX	D09	Total	182	Mal	180	118	7	1	52	1	1	0
Transportation Mtc I	7	Tot Min	62	Fem	2	2	0	0	0	0	0	0
D8D3XX	D11	Total	1	Mal	1	1	0	0	0	0	0	0
General Labor III	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6D1TX	D11	Total	2	Mal	2	2	0	0	0	0	0	0
Structural Trades I	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6B1TX	D12	Total	1	Mal	1	0	0	0	1	0	0	0
Machining Trades I	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D7B3XX	D12	Total	36	Mal	34	21	4	0	8	1	0	0
Equipment Operator III	7	Tot Min	15	Fem	2	0	0	0	2	0	0	0
D6D2XX	D13	Total	1	Mal	1	1	0	0	0	0	0	0
Structural Trades II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6A1TX	D13	Total	1	Mal	1	1	0	0	0	0	0	0
Electrical Trades I	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D7B4XX	D13	Total	5	Mal	5	5	0	0	0	0	0	0
Equipment Operator IV	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D7D2XX	D14	Total	46	Mal	46	32	4	0	10	0	0	0
Transportation Mtc II	7	Tot Min	14	Fem	0	0	0	0	0	0	0	0
D7A3XX	D15	Total	23	Mal	23	18	0	1	4	0	0	0
Equipment Mechanic III	7	Tot Min	5	Fem	0	0	0	0	0	0	0	0
D6D3XX	D15	Total	2	Mal	2	0	0	0	2	0	0	0
Structural Trades III	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
D6B3XX	D15	Total	3	Mal	3	2	0	0	1	0	0	0
Machining Trades III	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1100

R1 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
D7D3XX	D15	Total	22	Mal	20	13	1	1	5	0	0	0
Transportation Mtc III	7	Tot Min	7	Fem	2	2	0	0	0	0	0	0
D6A2XX	D16	Total	3	Mal	3	2	0	0	1	0	0	0
Electrical Trades II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D7A4XX	D16	Total	1	Mal	1	1	0	0	0	0	0	0
Equipment Mechanic IV	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6A3XX	D18	Total	1	Mal	1	0	0	0	1	0	0	0
Electrical Trades III	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 1100		Total	335	Mal	327	219	16	3	86	2	1	0
Tot Min		112 Fem		8	4	1	0	3	0	0	0	

1200

R1 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
D9B2TX	D08	Total	2	Mal	2	2	0	0	0	0	0	0
Engr/Phys Sci Asst II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
G3A3XX	G10	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
I9B1IX	I01	Total	1	Mal	0	0	0	0	0	0	0	0
Land Survey Intern I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D9B3XX	D12	Total	2	Mal	2	1	0	0	1	0	0	0
Engr/Phys Sci Asst III	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
G3A4XX	G16	Total	5	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	2	Fem	5	3	1	0	1	0	0	0
H4R1XX	H18	Total	3	Mal	0	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	2	Fem	3	1	2	0	0	0	0	0
I5D1*A	I05	Total	18	Mal	16	14	1	0	1	0	0	0
Engr/Phys Sci Tech I	3	Tot Min	2	Fem	2	2	0	0	0	0	0	0
I5D1*B	I05	Total	1	Mal	1	1	0	0	0	0	0	0
Engr/Phys Sci Tech I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1200

R1 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
I9B2TX	I04	Total	1	Mal	1	1	0	0	0	0	0
Land Survey Intern II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
H4R2XX	H20	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G3XX	H19	Total	2	Mal	1	1	0	0	0	0	0
General Professional III	2	Tot Min	1	Fem	1	0	0	0	1	0	0
I5D2*A	I07	Total	12	Mal	8	4	0	0	2	1	1
Engr/Phys Sci Tech II	3	Tot Min	5	Fem	4	3	0	0	1	0	0
I5D2*B	I07	Total	1	Mal	1	0	0	0	1	0	0
Engr/Phys Sci Tech II	3	Tot Min	1	Fem	0	0	0	0	0	0	0
I5D3*A	I09	Total	23	Mal	22	17	0	1	4	0	0
Engr/Phys Sci Tech III	3	Tot Min	6	Fem	1	0	1	0	0	0	0
I5D3*B	I09	Total	1	Mal	0	0	0	0	0	0	0
Engr/Phys Sci Tech III	3	Tot Min	0	Fem	1	1	0	0	0	0	0
I2C1IA	I10	Total	9	Mal	7	5	1	0	1	0	0
Engineer-In-Training I	2	Tot Min	3	Fem	2	1	0	1	0	0	0
I9B3XX	I10	Total	7	Mal	6	5	0	0	1	0	0
Prof Land Surveyor I	2	Tot Min	1	Fem	1	1	0	0	0	0	0
H6G4XX	H28	Total	6	Mal	4	3	0	1	0	0	0
General Professional IV	2	Tot Min	1	Fem	2	2	0	0	0	0	0
I5C1*B	I12	Total	3	Mal	1	0	0	0	0	0	1
Civil Eng Proj Manager I	3	Tot Min	2	Fem	2	1	0	1	0	0	0
I5C1*A	I12	Total	11	Mal	10	9	0	0	0	1	0
Civil Eng Proj Manager I	3	Tot Min	1	Fem	1	1	0	0	0	0	0
I2C2TA	I12	Total	7	Mal	6	4	1	0	1	0	0
Engineer-In-Training II	2	Tot Min	3	Fem	1	0	1	0	0	0	0
I2C3*A	I14	Total	4	Mal	2	1	0	1	0	0	0
Engineer-In-Training III	2	Tot Min	1	Fem	2	2	0	0	0	0	0
I5C2*B	I16	Total	2	Mal	1	1	0	0	0	0	0
Civil Eng Proj Manager II	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1200

R1 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
I5C2*A	I16	Total	8	Mal	7	6	0	0	1	0	0	0
Civil Eng Proj Manager II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
I9B4XX	I16	Total	4	Mal	3	3	0	0	0	0	0	0
Prof Land Surveyor II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
I2C4*A	I16	Total	54	Mal	46	37	1	3	4	1	0	0
Professional Engineer I	2	Tot Min	12	Fem	8	5	1	1	1	0	0	0
H6G5XX	H33	Total	3	Mal	1	1	0	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
H6G6XX	H35	Total	2	Mal	1	1	0	0	0	0	0	0
General Professional VI	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
I2C5*A	I19	Total	21	Mal	19	13	3	1	2	0	0	0
Professional Engineer II	2	Tot Min	7	Fem	2	1	0	1	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	1	0	0	0	0	0	0
General Professional VII	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I2C6*A	I20	Total	5	Mal	4	3	0	0	1	0	0	0
Professional Engineer III	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
Total for 1200		Total	221	Mal	173	134	7	7	20	3	2	0
Tot Min		54 Fem	48	33	6	5	4	0	0	0		

1300

R1 Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
G3A3XX	G10	Total	1	Mal	1	1	0	0	0	0	0	0
Admin Assistant II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H8B3XX	H16	Total	3	Mal	0	0	0	0	0	0	0	0
Accounting Technician III	5	Tot Min	1	Fem	3	2	0	0	1	0	0	0
H4M3XX	H16	Total	1	Mal	0	0	0	0	0	0	0	0
Technician III	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H6G2TX	H14	Total	1	Mal	0	0	0	0	0	0	0	0
General Professional II	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0

Workforce Analysis

1300

R1 Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H8A1XX	H14	Total	1	Mal	0	0	0	0	0	0	0
Accountant I	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H4R1XX	H18	Total	2	Mal	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	1	Fem	2	1	0	0	1	0	0
H6G3XX	H19	Total	2	Mal	1	1	0	0	0	0	0
General Professional III	2	Tot Min	1	Fem	1	0	1	0	0	0	0
H6G4XX	H28	Total	13	Mal	6	6	0	0	0	0	0
General Professional IV	2	Tot Min	0	Fem	7	7	0	0	0	0	0
I2D3XX	I12	Total	1	Mal	0	0	0	0	0	0	0
Landscape Architect I	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G5XX	H33	Total	3	Mal	3	3	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G6XX	H35	Total	2	Mal	1	0	0	0	1	0	0
General Professional VI	2	Tot Min	2	Fem	1	0	0	0	1	0	0
H6G7XX	H36	Total	1	Mal	1	1	0	0	0	0	0
General Professional VII	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G8XX	H36	Total	1	Mal	0	0	0	0	0	0	0
Management	1	Tot Min	0	Fem	1	1	0	0	0	0	0
160SES	999	Total	1	Mal	1	1	0	0	0	0	0
Senior Executive Service	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1300		Total	33	Mal	14	13	0	0	1	0	0
Tot Min			6	Fem	19	14	1	0	4	0	0

1400

R1 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8G1TX	D06	Total	1	Mal	1	0	1	0	0	0	0
Materials Handler I	8	Tot Min	1	Fem	0	0	0	0	0	0	0
D8G2XX	D09	Total	2	Mal	1	1	0	0	0	0	0
Materials Handler II	8	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1400

R1 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
G2D4XX	G12	Total	1	Mal	0	0	0	0	0	0	0
Data Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A4XX	G16	Total	9	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	3	Fem	9	6	0	0	3	0	0
D8G3XX	D13	Total	1	Mal	1	0	0	0	1	0	0
Materials Handler III	8	Tot Min	1	Fem	0	0	0	0	0	0	0
H4M3XX	H16	Total	1	Mal	1	1	0	0	0	0	0
Technician III	5	Tot Min	0	Fem	0	0	0	0	0	0	0
H4M4XX	H18	Total	4	Mal	3	2	0	0	1	0	0
Technician IV	5	Tot Min	1	Fem	1	1	0	0	0	0	0
G3A5XX	G20	Total	1	Mal	0	0	0	0	0	0	0
Office Manager I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
D8G4XX	D15	Total	1	Mal	1	1	0	0	0	0	0
Materials Supervisor	8	Tot Min	0	Fem	0	0	0	0	0	0	0
D9D1TX	D18	Total	9	Mal	9	6	1	0	2	0	0
LTC Operations I	7	Tot Min	3	Fem	0	0	0	0	0	0	0
D9D2XX	D20	Total	2	Mal	2	2	0	0	0	0	0
LTC Operations II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G5XX	H33	Total	2	Mal	2	2	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	0	1	0	0	0	0
General Professional VII	2	Tot Min	1	Fem	0	0	0	0	0	0	0
H6G8XX	H36	Total	1	Mal	1	1	0	0	0	0	0
Management	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1400		Total	36	Mal	23	16	3	0	4	0	0
Tot Min		10 Fem	13	10	0	0	3	0	0	0	

Workforce Analysis

1500

R1 Tunnel

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
D8D1TX	D07	Total 1	Mal 1	1	0	0	0	0	0
General Labor I	8	Tot Min 0	Fem 0	0	0	0	0	0	0
G3A3XX	G10	Total 1	Mal 0	0	0	0	0	0	0
Admin Assistant II	6	Tot Min 0	Fem 1	1	0	0	0	0	0
D7D1TX	D09	Total 19	Mal 19	18	0	1	0	0	0
Transportation Mtc I	7	Tot Min 1	Fem 0	0	0	0	0	0	0
G3A4XX	G16	Total 2	Mal 0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min 0	Fem 2	2	0	0	0	0	0
D7D2XX	D14	Total 4	Mal 2	2	0	0	0	0	0
Transportation Mtc II	7	Tot Min 0	Fem 2	2	0	0	0	0	0
G3A5XX	G20	Total 1	Mal 0	0	0	0	0	0	0
Office Manager I	6	Tot Min 0	Fem 1	1	0	0	0	0	0
D6E1TX	D15	Total 1	Mal 0	0	0	0	0	0	0
Utility Plant Oper I	7	Tot Min 1	Fem 1	0	0	1	0	0	0
D7A3XX	D15	Total 2	Mal 2	2	0	0	0	0	0
Equipment Mechanic III	7	Tot Min 0	Fem 0	0	0	0	0	0	0
D6C2XX	D15	Total 4	Mal 4	4	0	0	0	0	0
Pipe/Mech Trades II	7	Tot Min 0	Fem 0	0	0	0	0	0	0
D7D3XX	D15	Total 2	Mal 2	1	0	1	0	0	0
Transportation Mtc III	7	Tot Min 1	Fem 0	0	0	0	0	0	0
I5E3XX	I08	Total 1	Mal 1	1	0	0	0	0	0
Electronics Spec II	3	Tot Min 0	Fem 0	0	0	0	0	0	0
D6C3XX	D17	Total 1	Mal 1	1	0	0	0	0	0
Pipe/Mech Trades III	7	Tot Min 0	Fem 0	0	0	0	0	0	0
I5E4XX	I10	Total 1	Mal 1	1	0	0	0	0	0
Electronics Spec III	3	Tot Min 0	Fem 0	0	0	0	0	0	0
D9D1TX	D18	Total 2	Mal 2	2	0	0	0	0	0
LTC Operations I	7	Tot Min 0	Fem 0	0	0	0	0	0	0
I5E5XX	I14	Total 1	Mal 1	1	0	0	0	0	0
Electronics Spec IV	3	Tot Min 0	Fem 0	0	0	0	0	0	0

Workforce Analysis

1500

R1 Tunnel

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D9D2XX	D20	Total	1	Mal	1	1	0	0	0	0	0
LTC Operations II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	0	0	0	1	0	0
General Professional VII	2	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1500		Total	45	Mal	38	35	0	0	3	0	0
Tot Min		4 Fem	7		6	0	0	1	0	0	0

2100

R2 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8D1TX	D07	Total	5	Mal	4	1	0	0	3	0	0
General Labor I	8	Tot Min	3	Fem	1	1	0	0	0	0	0
D7D1TX	D09	Total	120	Mal	116	87	2	0	25	1	1
Transportation Mtc I	7	Tot Min	29	Fem	4	4	0	0	0	0	0
D7B3XX	D12	Total	19	Mal	19	16	0	0	3	0	0
Equipment Operator III	7	Tot Min	3	Fem	0	0	0	0	0	0	0
D7A2XX	D13	Total	1	Mal	1	1	0	0	0	0	0
Equipment Mechanic II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D6A1TX	D13	Total	3	Mal	3	3	0	0	0	0	0
Electrical Trades I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D7B4XX	D13	Total	5	Mal	5	4	0	0	1	0	0
Equipment Operator IV	7	Tot Min	1	Fem	0	0	0	0	0	0	0
D6B2XX	D13	Total	1	Mal	1	0	0	0	1	0	0
Machining Trades II	7	Tot Min	1	Fem	0	0	0	0	0	0	0
D7D2XX	D14	Total	57	Mal	57	42	1	0	13	1	0
Transportation Mtc II	7	Tot Min	15	Fem	0	0	0	0	0	0	0
D7A3XX	D15	Total	15	Mal	15	12	0	0	3	0	0
Equipment Mechanic III	7	Tot Min	3	Fem	0	0	0	0	0	0	0
D7D3XX	D15	Total	15	Mal	15	10	0	0	5	0	0
Transportation Mtc III	7	Tot Min	5	Fem	0	0	0	0	0	0	0

Workforce Analysis

2100

R2 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D6A2XX	D16	Total	2	Mal	2	2	0	0	0	0	0
Electrical Trades II	7	Tot Min	0	Fem	0	0	0	0	0	0	
D7A4XX	D16	Total	1	Mal	1	1	0	0	0	0	
Equipment Mechanic IV	7	Tot Min	0	Fem	0	0	0	0	0	0	
I5E3XX	I08	Total	1	Mal	1	0	1	0	0	0	
Electronics Spec II	3	Tot Min	1	Fem	0	0	0	0	0	0	
I5E4XX	I10	Total	1	Mal	1	0	0	1	0	0	
Electronics Spec III	3	Tot Min	1	Fem	0	0	0	0	0	0	
D6A3XX	D18	Total	1	Mal	1	1	0	0	0	0	
Electrical Trades III	7	Tot Min	0	Fem	0	0	0	0	0	0	
Total for 2100		Total	247	Mal	242	180	4	0	55	2	1
Tot Min		62 Fem	5	5	0	0	0	0	0	0	

2200

R2 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D9B3XX	D12	Total	1	Mal	1	0	0	0	1	0	0
Engr/Phys Sci Asst III	7	Tot Min	1	Fem	0	0	0	0	0	0	
H6G1IX	H12	Total	1	Mal	1	1	0	0	0	0	
General Professional I	2	Tot Min	0	Fem	0	0	0	0	0	0	
G3A4XX	G16	Total	3	Mal	0	0	0	0	0	0	
Admin Assistant III	6	Tot Min	2	Fem	3	1	0	2	0	0	
H6G2TX	H14	Total	1	Mal	1	1	0	0	0	0	
General Professional II	2	Tot Min	0	Fem	0	0	0	0	0	0	
H4R1XX	H18	Total	3	Mal	0	0	0	0	0	0	
Program Assistant I	5	Tot Min	0	Fem	3	3	0	0	0	0	
I5D1*A	I05	Total	5	Mal	5	3	0	2	0	0	
Engr/Phys Sci Tech I	3	Tot Min	2	Fem	0	0	0	0	0	0	
I9B2TX	I04	Total	1	Mal	1	1	0	0	0	0	
Land Survey Intern II	3	Tot Min	0	Fem	0	0	0	0	0	0	

Workforce Analysis

2200

R2 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H6G3XX	H19	Total	2	Mal	0	0	0	0	0	0	0
General Professional III	2	Tot Min	0	Fem	2	2	0	0	0	0	0
I5D2*A	I07	Total	5	Mal	5	4	0	0	1	0	0
Engr/Phys Sci Tech II	3	Tot Min	1	Fem	0	0	0	0	0	0	0
I5D3*A	I09	Total	10	Mal	9	9	0	0	0	0	0
Engr/Phys Sci Tech III	3	Tot Min	0	Fem	1	1	0	0	0	0	0
I2C1A	I10	Total	5	Mal	5	4	0	0	1	0	0
Engineer-In-Training I	2	Tot Min	1	Fem	0	0	0	0	0	0	0
I9B3XX	I10	Total	3	Mal	2	2	0	0	0	0	0
Prof Land Surveyor I	2	Tot Min	1	Fem	1	0	0	0	1	0	0
H6G4XX	H28	Total	4	Mal	1	1	0	0	0	0	0
General Professional IV	2	Tot Min	1	Fem	3	2	0	0	1	0	0
I5C1*B	I12	Total	3	Mal	2	0	0	0	2	0	0
Civil Eng Proj Manager I	3	Tot Min	2	Fem	1	1	0	0	0	0	0
I5C1*A	I12	Total	8	Mal	8	5	0	0	3	0	0
Civil Eng Proj Manager I	3	Tot Min	3	Fem	0	0	0	0	0	0	0
I2C3*A	I14	Total	2	Mal	1	0	0	0	1	0	0
Engineer-In-Training III	2	Tot Min	1	Fem	1	1	0	0	0	0	0
I5C2*A	I16	Total	6	Mal	6	3	0	0	3	0	0
Civil Eng Proj Manager II	3	Tot Min	3	Fem	0	0	0	0	0	0	0
I9B4XX	I16	Total	2	Mal	2	2	0	0	0	0	0
Prof Land Surveyor II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
I2C4*A	I16	Total	14	Mal	11	9	0	1	1	0	0
Professional Engineer I	2	Tot Min	3	Fem	3	2	0	0	1	0	0
D9D2XX	D20	Total	1	Mal	1	1	0	0	0	0	0
LTC Operations II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G5XX	H33	Total	1	Mal	0	0	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	1	1	0	0	0	0	0
I2C5*A	I19	Total	9	Mal	9	9	0	0	0	0	0
Professional Engineer II	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

2200

R2 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
H6G7XX	H36	Total	1	Mal	1	0	0	0	1	0	0	0
General Professional VII	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
I2C6*A	I20	Total	3	Mal	2	2	0	0	0	0	0	0
Professional Engineer III	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
Total for 2200		Total	94	Mal	74	57	0	1	16	0	0	0
Tot Min		23 Fem	20	Mal	14	0	1	5	0	0	0	0

2300

R2 Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
H6G1IX	H12	Total	1	Mal	0	0	0	0	0	0	0	0
General Professional I	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
G3A4XX	G16	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
H8B3XX	H16	Total	4	Mal	0	0	0	0	0	0	0	0
Accounting Technician III	5	Tot Min	1	Fem	4	3	0	1	0	0	0	0
H4R2XX	H20	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant II	5	Tot Min	1	Fem	1	0	0	1	0	0	0	0
H6G3XX	H19	Total	2	Mal	1	0	0	1	0	0	0	0
General Professional III	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
H6G4XX	H28	Total	7	Mal	4	3	0	1	0	0	0	0
General Professional IV	2	Tot Min	2	Fem	3	2	0	1	0	0	0	0
H6G5XX	H33	Total	1	Mal	0	0	0	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H6G6XX	H35	Total	2	Mal	2	2	0	0	0	0	0	0
General Professional VI	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
160SES	999	Total	1	Mal	0	0	0	0	0	0	0	0
Senior Executive Service	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 2300		Total	20	Mal	7	5	0	2	0	0	0	0
Tot Min		6 Fem	13	Mal	9	0	0	4	0	0	0	0

Workforce Analysis

2400

R2 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
D8D1TX	D07	Total	1	Mal	1	0	0	0	1	0	0	0
General Labor I	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D8G2XX	D09	Total	2	Mal	2	1	1	0	0	0	0	0
Materials Handler II	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
G3A4XX	G16	Total	6	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	1	Fem	6	5	0	0	1	0	0	0
H4M3XX	H16	Total	1	Mal	0	0	0	0	0	0	0	0
Technician III	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4R1XX	H18	Total	1	Mal	0	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
H4M4XX	H18	Total	1	Mal	0	0	0	0	0	0	0	0
Technician IV	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D9D1TX	D18	Total	8	Mal	8	7	0	0	1	0	0	0
LTC Operations I	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
H6G5XX	H33	Total	2	Mal	2	0	0	0	2	0	0	0
General Professional V	2	Tot Min	2	Fem	0	0	0	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	0	0	0	1	0	0	0
General Professional VII	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 2400		Total	23	Mal	14	8	1	0	5	0	0	0
Tot Min		7 Fem	9		8	0	0	1	0	0	0	0

3100

R3 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
D8D1TX	D07	Total	2	Mal	1	1	0	0	0	0	0	0
General Labor I	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D8G2XX	D09	Total	1	Mal	1	1	0	0	0	0	0	0
Materials Handler II	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D7D1TX	D09	Total	174	Mal	167	152	1	1	12	1	0	0
Transportation Mtc I	7	Tot Min	15	Fem	7	7	0	0	0	0	0	0

Workforce Analysis

3100

R3 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
D6D1TX	D11	Total	1	Mal	1	0	0	0	1	0	0	0
Structural Trades I	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D7B3XX	D12	Total	7	Mal	7	7	0	0	0	0	0	0
Equipment Operator III	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D8G3XX	D13	Total	1	Mal	1	0	0	0	1	0	0	0
Materials Handler III	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6D2XX	D13	Total	5	Mal	5	4	0	0	1	0	0	0
Structural Trades II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6A1TX	D13	Total	1	Mal	1	1	0	0	0	0	0	0
Electrical Trades I	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D7B4XX	D13	Total	8	Mal	8	7	0	0	1	0	0	0
Equipment Operator IV	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D7D2XX	D14	Total	52	Mal	51	48	1	0	2	0	0	0
Transportation Mtc II	7	Tot Min	3	Fem	1	1	0	0	0	0	0	0
D7A3XX	D15	Total	22	Mal	22	21	0	0	1	0	0	0
Equipment Mechanic III	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6D3XX	D15	Total	1	Mal	1	0	0	0	1	0	0	0
Structural Trades III	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D6B3XX	D15	Total	4	Mal	4	3	0	0	1	0	0	0
Machining Trades III	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D7D3XX	D15	Total	20	Mal	18	14	0	0	3	1	0	0
Transportation Mtc III	7	Tot Min	4	Fem	2	2	0	0	0	0	0	0
D6A2XX	D16	Total	8	Mal	8	8	0	0	0	0	0	0
Electrical Trades II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D7A4XX	D16	Total	1	Mal	1	1	0	0	0	0	0	0
Equipment Mechanic IV	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6A3XX	D18	Total	2	Mal	2	2	0	0	0	0	0	0
Electrical Trades III	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 3100		Total	310	Mal	299	270	2	1	24	2	0	0
Tot Min		29 Fem	11	11	0	0	0	0	0	0	0	0

Workforce Analysis

3200

R3 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D9B2TX	D08	Total	2	Mal	1	1	0	0	0	0	0
Engr/Phys Sci Asst II	7	Tot Min	0	Fem	1	1	0	0	0	0	0
D7D1TX	D09	Total	1	Mal	1	1	0	0	0	0	0
Transportation Mtc I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D9B3XX	D12	Total	5	Mal	4	4	0	0	0	0	0
Engr/Phys Sci Asst III	7	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A4XX	G16	Total	4	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	1	Fem	4	3	0	1	0	0	0
H4R1XX	H18	Total	3	Mal	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	0	Fem	3	3	0	0	0	0	0
H4M4XX	H18	Total	1	Mal	0	0	0	0	0	0	0
Technician IV	5	Tot Min	0	Fem	1	1	0	0	0	0	0
I5D1*A	I05	Total	5	Mal	5	5	0	0	0	0	0
Engr/Phys Sci Tech I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G3XX	H19	Total	1	Mal	1	1	0	0	0	0	0
General Professional III	2	Tot Min	0	Fem	0	0	0	0	0	0	0
I5D2*A	I07	Total	8	Mal	5	5	0	0	0	0	0
Engr/Phys Sci Tech II	3	Tot Min	0	Fem	3	3	0	0	0	0	0
I5D2*B	I07	Total	1	Mal	0	0	0	0	0	0	0
Engr/Phys Sci Tech II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
I5D3*A	I09	Total	9	Mal	8	8	0	0	0	0	0
Engr/Phys Sci Tech III	3	Tot Min	0	Fem	1	1	0	0	0	0	0
I2C1IA	I10	Total	3	Mal	3	3	0	0	0	0	0
Engineer-In-Training I	2	Tot Min	0	Fem	0	0	0	0	0	0	0
I9B3XX	I10	Total	4	Mal	4	4	0	0	0	0	0
Prof Land Surveyor I	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G4XX	H28	Total	4	Mal	3	3	0	0	0	0	0
General Professional IV	2	Tot Min	0	Fem	1	1	0	0	0	0	0
I5C1*A	I12	Total	4	Mal	3	3	0	0	0	0	0
Civil Eng Proj Manager I	3	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

3200

R3 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
I2C2TA	I12	Total	2	Mal	1	1	0	0	0	0	0
Engineer-In-Training II	2	Tot Min	1	Fem	1	0	0	1	0	0	0
I2C3*A	I14	Total	5	Mal	5	4	0	0	1	0	0
Engineer-In-Training III	2	Tot Min	1	Fem	0	0	0	0	0	0	0
I5C2*A	I16	Total	4	Mal	4	3	0	0	1	0	0
Civil Eng Proj Manager II	3	Tot Min	1	Fem	0	0	0	0	0	0	0
I9B4XX	I16	Total	1	Mal	1	1	0	0	0	0	0
Prof Land Surveyor II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
I2C4*A	I16	Total	21	Mal	17	17	0	0	0	0	0
Professional Engineer I	2	Tot Min	0	Fem	4	4	0	0	0	0	0
D9D2XX	D20	Total	1	Mal	1	1	0	0	0	0	0
LTC Operations II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G5XX	H33	Total	3	Mal	2	2	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	1	1	0	0	0	0	0
I2C5*A	I19	Total	8	Mal	7	6	0	0	1	0	0
Professional Engineer II	2	Tot Min	1	Fem	1	1	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	0	0	0	0	0	0	0
General Professional VII	2	Tot Min	0	Fem	1	1	0	0	0	0	0
I2C6*A	I20	Total	4	Mal	3	3	0	0	0	0	0
Professional Engineer III	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 3200		Total	105	Mal	79	76	0	0	3	0	0
Tot Min			5	Fem	26	24	0	2	0	0	0

3300

R3 Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
G3A3XX	G10	Total	1	Mal	0	0	0	0	0	0	0
Admin Assistant II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A4XX	G16	Total	1	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

3300

R3 Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H8B3XX	H16	Total	2	Mal	1	1	0	0	0	0	0
Accounting Technician III	5	Tot Min	0	Fem	1	1	0	0	0	0	0
H4R1XX	H18	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	0	Fem	1	1	0	0	0	0	0
H4R2XX	H20	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G3XX	H19	Total	3	Mal	1	1	0	0	0	0	0
General Professional III	2	Tot Min	1	Fem	2	1	1	0	0	0	0
I5D3*A	I09	Total	1	Mal	1	1	0	0	0	0	0
Engr/Phys Sci Tech III	3	Tot Min	0	Fem	0	0	0	0	0	0	0
I2D2TX	I08	Total	1	Mal	0	0	0	0	0	0	0
Landscape Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G4XX	H28	Total	4	Mal	3	2	0	0	1	0	0
General Professional IV	2	Tot Min	1	Fem	1	1	0	0	0	0	0
H6G5XX	H33	Total	2	Mal	1	1	0	0	0	0	0
General Professional V	2	Tot Min	1	Fem	1	0	0	0	1	0	0
H6G6XX	H35	Total	2	Mal	2	2	0	0	0	0	0
General Professional VI	2	Tot Min	0	Fem	0	0	0	0	0	0	0
160SES	999	Total	1	Mal	1	1	0	0	0	0	0
Senior Executive Service	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 3300		Total	20	Mal	10	9	0	0	1	0	0
Tot Min		3 Fem		10	8	1	0	0	1	0	0

3400

R3 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8G2XX	D09	Total	1	Mal	0	0	0	0	0	0	0
Materials Handler II	8	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A4XX	G16	Total	10	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	2	Fem	10	8	0	0	2	0	0

Workforce Analysis

3400

R3 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8G3XX	D13	Total	1	Mal	1	1	0	0	0	0	0
Materials Handler III	8	Tot Min	0	Fem	0	0	0	0	0	0	
H4M3XX	H16	Total	1	Mal	0	0	0	0	0	0	
Technician III	5	Tot Min	0	Fem	1	1	0	0	0	0	
H4M4XX	H18	Total	3	Mal	1	1	0	0	0	0	
Technician IV	5	Tot Min	0	Fem	2	2	0	0	0	0	
G3A5XX	G20	Total	2	Mal	0	0	0	0	0	0	
Office Manager I	6	Tot Min	0	Fem	2	2	0	0	0	0	
D9D1TX	D18	Total	11	Mal	11	9	0	2	0	0	
LTC Operations I	7	Tot Min	2	Fem	0	0	0	0	0	0	
D9D2XX	D20	Total	1	Mal	1	1	0	0	0	0	
LTC Operations II	7	Tot Min	0	Fem	0	0	0	0	0	0	
H6G5XX	H33	Total	3	Mal	3	3	0	0	0	0	
General Professional V	2	Tot Min	0	Fem	0	0	0	0	0	0	
H6G7XX	H36	Total	2	Mal	2	2	0	0	0	0	
General Professional VII	2	Tot Min	0	Fem	0	0	0	0	0	0	
Total for 3400		Total	35	Mal	19	17	0	2	0	0	
Tot Min		4 Fem	16		14	0	0	2	0	0	

3500

R3 Tunnel

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2
D7D1TX	D09	Total	17	Mal	15	15	0	0	0	0
Transportation Mtc I	7	Tot Min	0	Fem	2	2	0	0	0	0
D7B3XX	D12	Total	1	Mal	1	1	0	0	0	0
Equipment Operator III	7	Tot Min	0	Fem	0	0	0	0	0	0
D7D2XX	D14	Total	4	Mal	3	1	0	2	0	0
Transportation Mtc II	7	Tot Min	2	Fem	1	1	0	0	0	0
D6C2XX	D15	Total	1	Mal	1	1	0	0	0	0
Pipe/Mech Trades II	7	Tot Min	0	Fem	0	0	0	0	0	0

Workforce Analysis

3500

R3 Tunnel

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D7D3XX	D15	Total	2	Mal	1	1	0	0	0	0	0
Transportation Mtc III	7	Tot Min	0	Fem	1	1	0	0	0	0	0
D6A2XX	D16	Total	1	Mal	1	1	0	0	0	0	0
Electrical Trades II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
I5E3XX	I08	Total	1	Mal	1	1	0	0	0	0	0
Electronics Spec II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
D9D1TX	D18	Total	1	Mal	1	1	0	0	0	0	0
LTC Operations I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
I5E5XX	I14	Total	1	Mal	1	1	0	0	0	0	0
Electronics Spec IV	3	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 3500		Total	29	Mal	25	23	0	0	2	0	0
Tot Min		2 Fem	4	4	0	0	0	0	0	0	

4100

R4 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D7D1TX	D09	Total	176	Mal	175	155	1	1	18	0	0
Transportation Mtc I	7	Tot Min	20	Fem	1	1	0	0	0	0	0
D7B3XX	D12	Total	9	Mal	9	7	0	0	2	0	0
Equipment Operator III	7	Tot Min	2	Fem	0	0	0	0	0	0	0
D6D2XX	D13	Total	1	Mal	1	1	0	0	0	0	0
Structural Trades II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D6A1TX	D13	Total	4	Mal	4	2	0	0	2	0	0
Electrical Trades I	7	Tot Min	2	Fem	0	0	0	0	0	0	0
D7B4XX	D13	Total	3	Mal	3	3	0	0	0	0	0
Equipment Operator IV	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D6B2XX	D13	Total	1	Mal	1	0	0	0	1	0	0
Machining Trades II	7	Tot Min	1	Fem	0	0	0	0	0	0	0
H4M3XX	H16	Total	1	Mal	1	1	0	0	0	0	0
Technician III	5	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

4100

R4 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
D7D2XX	D14	Total	49	Mal	48	43	0	0	5	0	0	0
Transportation Mtc II	7	Tot Min	5	Fem	1	1	0	0	0	0	0	0
H4M4XX	H18	Total	3	Mal	3	3	0	0	0	0	0	0
Technician IV	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6E1TX	D15	Total	1	Mal	0	0	0	0	0	0	0	0
Utility Plant Oper I	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
D7A3XX	D15	Total	14	Mal	14	13	0	0	1	0	0	0
Equipment Mechanic III	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D7D3XX	D15	Total	20	Mal	20	16	0	0	4	0	0	0
Transportation Mtc III	7	Tot Min	4	Fem	0	0	0	0	0	0	0	0
D6A2XX	D16	Total	2	Mal	2	1	0	0	1	0	0	0
Electrical Trades II	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D7A4XX	D16	Total	1	Mal	1	1	0	0	0	0	0	0
Equipment Mechanic IV	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D6A3XX	D18	Total	1	Mal	1	1	0	0	0	0	0	0
Electrical Trades III	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 4100		Total	286	Mal	283	247	1	1	34	0	0	0
Tot Min		36 Fem		3	3	0	0	0	0	0	0	0

4200

R4 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
D9B2TX	D08	Total	2	Mal	2	2	0	0	0	0	0	0
Engr/Phys Sci Asst II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
G3A3XX	G10	Total	2	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
I9B1IX	I01	Total	1	Mal	1	0	0	0	1	0	0	0
Land Survey Intern I	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
D9B3XX	D12	Total	1	Mal	1	1	0	0	0	0	0	0
Engr/Phys Sci Asst III	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

4200

R4 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
G3A4XX	G16	Total	2	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	0	Fem	2	2	0	0	0	0	0
H6G2TX	H14	Total	1	Mal	1	1	0	0	0	0	0
General Professional II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H4R1XX	H18	Total	3	Mal	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	1	Fem	3	2	0	0	1	0	0
I5D1*A	I05	Total	3	Mal	3	3	0	0	0	0	0
Engr/Phys Sci Tech I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
I9B2TX	I04	Total	1	Mal	1	1	0	0	0	0	0
Land Survey Intern II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
H4R2XX	H20	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
I5D2*A	I07	Total	6	Mal	6	3	0	1	1	1	0
Engr/Phys Sci Tech II	3	Tot Min	3	Fem	0	0	0	0	0	0	0
I5D2*B	I07	Total	1	Mal	1	1	0	0	0	0	0
Engr/Phys Sci Tech II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
I5D3*A	I09	Total	9	Mal	8	7	0	0	1	0	0
Engr/Phys Sci Tech III	3	Tot Min	1	Fem	1	1	0	0	0	0	0
I5D3*B	I09	Total	1	Mal	1	1	0	0	0	0	0
Engr/Phys Sci Tech III	3	Tot Min	0	Fem	0	0	0	0	0	0	0
I2C1IA	I10	Total	10	Mal	5	4	0	0	1	0	0
Engineer-In-Training I	2	Tot Min	2	Fem	5	4	0	0	1	0	0
I9B3XX	I10	Total	5	Mal	5	4	1	0	0	0	0
Prof Land Surveyor I	2	Tot Min	1	Fem	0	0	0	0	0	0	0
H6G4XX	H28	Total	5	Mal	3	3	0	0	0	0	0
General Professional IV	2	Tot Min	0	Fem	2	2	0	0	0	0	0
I5C1*A	I12	Total	5	Mal	3	3	0	0	0	0	0
Civil Eng Proj Manager I	3	Tot Min	1	Fem	2	1	0	0	1	0	0
I2C2TA	I12	Total	8	Mal	6	3	1	1	1	0	0
Engineer-In-Training II	2	Tot Min	3	Fem	2	2	0	0	0	0	0

Workforce Analysis

4200

R4 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
I2C3*A	I14	Total	4	Mal	3	2	0	1	0	0	0
Engineer-In-Training III	2	Tot Min	1	Fem	1	1	0	0	0	0	0
I5C2*A	I16	Total	1	Mal	0	0	0	0	0	0	0
Civil Eng Proj Manager II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
I9B4XX	I16	Total	2	Mal	2	1	0	0	1	0	0
Prof Land Surveyor II	2	Tot Min	1	Fem	0	0	0	0	0	0	0
I2C4*A	I16	Total	26	Mal	23	23	0	0	0	0	0
Professional Engineer I	2	Tot Min	0	Fem	3	3	0	0	0	0	0
D9D2XX	D20	Total	1	Mal	1	1	0	0	0	0	0
LTC Operations II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G5XX	H33	Total	1	Mal	0	0	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	1	1	0	0	0	0	0
I2C5*A	I19	Total	13	Mal	12	10	0	1	1	0	0
Professional Engineer II	2	Tot Min	2	Fem	1	1	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	1	0	0	0	0	0
General Professional VII	2	Tot Min	0	Fem	0	0	0	0	0	0	0
I2C6*A	I20	Total	4	Mal	3	3	0	0	0	0	0
Professional Engineer III	2	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 4200		Total	120	Mal	92	78	2	4	7	1	0
Tot Min		17 Fem	28	25	0	0	3	0	0	0	

4300

R4 Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
G3A4XX	G16	Total	2	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	0	Fem	2	2	0	0	0	0	0
H8B3XX	H16	Total	3	Mal	0	0	0	0	0	0	0
Accounting Technician III	5	Tot Min	0	Fem	3	3	0	0	0	0	0
H4R2XX	H20	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

4300

R4 Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H6G3XX	H19	Total	3	Mal	1	1	0	0	0	0	0
General Professional III	2	Tot Min	0	Fem	2	2	0	0	0	0	0
H6G4XX	H28	Total	7	Mal	4	4	0	0	0	0	0
General Professional IV	2	Tot Min	1	Fem	3	2	0	0	1	0	0
H6G5XX	H33	Total	3	Mal	1	1	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	2	2	0	0	0	0	0
H6G6XX	H35	Total	1	Mal	0	0	0	0	0	0	0
General Professional VI	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	0	0	1	0	0	0
General Professional VII	2	Tot Min	1	Fem	0	0	0	0	0	0	0
160SES	999	Total	1	Mal	1	1	0	0	0	0	0
Senior Executive Service	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 4300		Total	22	Mal	8	7	0	1	0	0	0
Tot Min		2 Fem	14		13	0	0	1	0	0	0

4400

R4 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8G2XX	D09	Total	1	Mal	1	1	0	0	0	0	0
Materials Handler II	8	Tot Min	0	Fem	0	0	0	0	0	0	0
G3A4XX	G16	Total	9	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	2	Fem	9	7	0	0	2	0	0
G3A5XX	G20	Total	1	Mal	0	0	0	0	0	0	0
Office Manager I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
D8G4XX	D15	Total	1	Mal	0	0	0	0	0	0	0
Materials Supervisor	8	Tot Min	0	Fem	1	1	0	0	0	0	0
D9D1TX	D18	Total	8	Mal	7	6	0	0	1	0	0
LTC Operations I	7	Tot Min	1	Fem	1	1	0	0	0	0	0
H6G5XX	H33	Total	3	Mal	3	2	0	0	1	0	0
General Professional V	2	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

4400

R4 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H6G7XX	H36	Total	1	Mal	1	0	1	0	0	0	0
General Professional VII	2	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 4400		Total	24	Mal	12	9	1	0	2	0	0
Tot Min		5 Fem	12		10	0	0	2	0	0	0

5100

R5 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8D1TX	D07	Total	3	Mal	3	2	0	0	1	0	0
General Labor I	8	Tot Min	1	Fem	0	0	0	0	0	0	0
D7D1TX	D09	Total	88	Mal	84	62	0	0	21	1	0
Transportation Mtc I	7	Tot Min	22	Fem	4	4	0	0	0	0	0
D7A1TX	D11	Total	2	Mal	2	1	0	0	1	0	0
Equipment Mechanic I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
D7B3XX	D12	Total	24	Mal	24	18	0	0	5	1	0
Equipment Operator III	7	Tot Min	6	Fem	0	0	0	0	0	0	0
D6D2XX	D13	Total	2	Mal	2	0	0	0	2	0	0
Structural Trades II	7	Tot Min	2	Fem	0	0	0	0	0	0	0
D7B4XX	D13	Total	8	Mal	8	8	0	0	0	0	0
Equipment Operator IV	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D6B2XX	D13	Total	5	Mal	5	4	0	0	1	0	0
Machining Trades II	7	Tot Min	1	Fem	0	0	0	0	0	0	0
D7D2XX	D14	Total	40	Mal	39	25	0	0	13	1	0
Transportation Mtc II	7	Tot Min	14	Fem	1	1	0	0	0	0	0
H4M4XX	H18	Total	1	Mal	1	1	0	0	0	0	0
Technician IV	5	Tot Min	0	Fem	0	0	0	0	0	0	0
D7A3XX	D15	Total	15	Mal	15	12	0	0	3	0	0
Equipment Mechanic III	7	Tot Min	3	Fem	0	0	0	0	0	0	0
D7D3XX	D15	Total	15	Mal	15	9	0	0	6	0	0
Transportation Mtc III	7	Tot Min	6	Fem	0	0	0	0	0	0	0

Workforce Analysis

5100

R5 Maintenance

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D6A2XX	D16	Total	4	Mal	4	3	0	0	1	0	0
Electrical Trades II	7	Tot Min	1	Fem	0	0	0	0	0	0	0
D7A4XX	D16	Total	2	Mal	2	1	0	0	1	0	0
Equipment Mechanic IV	7	Tot Min	1	Fem	0	0	0	0	0	0	0
D9D1TX	D18	Total	1	Mal	1	1	0	0	0	0	0
LTC Operations I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D6A3XX	D18	Total	1	Mal	1	0	0	0	1	0	0
Electrical Trades III	7	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 5100		Total	211	Mal	206	147	0	0	56	3	0
Tot Min		59 Fem	5	5	0	0	0	0	0	0	

5200

R5 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D9B1IX	D06	Total	2	Mal	2	1	0	0	1	0	0
Engr/Phys Sci Asst I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
G3A3XX	G10	Total	1	Mal	0	0	0	0	0	0	0
Admin Assistant II	6	Tot Min	1	Fem	1	0	0	1	0	0	0
H6G1IX	H12	Total	1	Mal	0	0	0	0	0	0	0
General Professional I	2	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A4XX	G16	Total	3	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	0	Fem	3	3	0	0	0	0	0
H6G2TX	H14	Total	1	Mal	1	1	0	0	0	0	0
General Professional II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H4R1XX	H18	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	0	Fem	1	1	0	0	0	0	0
I5D1*A	I05	Total	2	Mal	1	0	0	1	0	0	0
Engr/Phys Sci Tech I	3	Tot Min	1	Fem	1	1	0	0	0	0	0
H6G3XX	H19	Total	1	Mal	0	0	0	0	0	0	0
General Professional III	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

5200

R5 Engineering

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
I5D2*A	I07	Total	7	Mal	7	4	0	0	2	1	0	0
Engr/Phys Sci Tech II	3	Tot Min	3	Fem	0	0	0	0	0	0	0	0
I5D3*A	I09	Total	4	Mal	3	3	0	0	0	0	0	0
Engr/Phys Sci Tech III	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
I2C1IA	I10	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-In-Training I	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I9B3XX	I10	Total	3	Mal	3	3	0	0	0	0	0	0
Prof Land Surveyor I	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H6G4XX	H28	Total	3	Mal	2	2	0	0	0	0	0	0
General Professional IV	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
I5C1*A	I12	Total	2	Mal	1	0	0	0	1	0	0	0
Civil Eng Proj Manager I	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
I2C2TA	I12	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-In-Training II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I2C3*A	I14	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-In-Training III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
I5C2*A	I16	Total	2	Mal	2	2	0	0	0	0	0	0
Civil Eng Proj Manager II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I9B4XX	I16	Total	1	Mal	1	0	0	0	1	0	0	0
Prof Land Surveyor II	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
I2C4*A	I16	Total	11	Mal	9	9	0	0	0	0	0	0
Professional Engineer I	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
I2C5*A	I19	Total	5	Mal	5	5	0	0	0	0	0	0
Professional Engineer II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	0	0	0	1	0	0	0
General Professional VII	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
I2C6*A	I20	Total	2	Mal	2	1	0	0	1	0	0	0
Professional Engineer III	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 5200		Total	56	Mal	42	33	0	0	7	2	0	0
Tot Min		10 Fem	14		13	0	0	1	0	0	0	

Workforce Analysis

5300

R5 Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H6G1IX	H12	Total	1	Mal	0	0	0	0	0	0	0
General Professional I	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H8B3XX	H16	Total	1	Mal	0	0	0	0	0	0	0
Accounting Technician III	5	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G2TX	H14	Total	2	Mal	0	0	0	0	0	0	0
General Professional II	2	Tot Min	1	Fem	2	1	0	0	1	0	0
H4R2XX	H20	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant II	5	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G3XX	H19	Total	3	Mal	1	1	0	0	0	0	0
General Professional III	2	Tot Min	1	Fem	2	1	0	0	1	0	0
H6G4XX	H28	Total	4	Mal	3	3	0	0	0	0	0
General Professional IV	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G5XX	H33	Total	1	Mal	1	0	0	0	1	0	0
General Professional V	2	Tot Min	1	Fem	0	0	0	0	0	0	0
H6G6XX	H35	Total	2	Mal	2	2	0	0	0	0	0
General Professional VI	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G8XX	H36	Total	1	Mal	0	0	0	0	0	0	0
Management	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 5300		Total	16	Mal	7	6	0	0	1	0	0
Tot Min			3	Fem	9	7	0	0	2	0	0

5400

R5 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8D1TX	D07	Total	2	Mal	1	0	0	1	0	0	0
General Labor I	8	Tot Min	1	Fem	1	1	0	0	0	0	0
G3A4XX	G16	Total	8	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	0	Fem	8	8	0	0	0	0	0
D8G3XX	D13	Total	2	Mal	2	2	0	0	0	0	0
Materials Handler III	8	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

5400

R5 Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H4M3XX	H16	Total	1	Mal	0	0	0	0	0	0	0
Technician III	5	Tot Min	1	Fem	1	0	0	0	1	0	0
H4R1XX	H18	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	0	Fem	1	1	0	0	0	0	0
G3A5XX	G20	Total	1	Mal	0	0	0	0	0	0	0
Office Manager I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G3XX	H19	Total	2	Mal	2	1	0	0	1	0	0
General Professional III	2	Tot Min	1	Fem	0	0	0	0	0	0	0
D9D1TX	D18	Total	10	Mal	10	7	0	0	3	0	0
LTC Operations I	7	Tot Min	3	Fem	0	0	0	0	0	0	0
D9D2XX	D20	Total	2	Mal	2	2	0	0	0	0	0
LTC Operations II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G5XX	H33	Total	1	Mal	1	1	0	0	0	0	0
General Professional V	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G7XX	H36	Total	2	Mal	2	0	0	0	1	1	0
General Professional VII	2	Tot Min	2	Fem	0	0	0	0	0	0	0
Total for 5400		Total	32	Mal	20	13	0	0	6	1	0
Tot Min		8 Fem	12		11	0	0	1	0	0	0

7100

HQ Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8B1TX	D04	Total	2	Mal	1	0	0	0	1	0	0
Custodian I	8	Tot Min	1	Fem	1	1	0	0	0	0	0
D8B2XX	D05	Total	1	Mal	0	0	0	0	0	0	0
Custodian II	8	Tot Min	1	Fem	1	0	0	0	1	0	0
G3A2TX	G06	Total	1	Mal	1	0	0	0	1	0	0
Admin Assistant I	6	Tot Min	1	Fem	0	0	0	0	0	0	0
D8D1TX	D07	Total	2	Mal	2	1	1	0	0	0	0
General Labor I	8	Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

7100

HQ Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
G3A3XX	G10	Total	6	Mal	2	1	0	0	1	0	0
Admin Assistant II	6	Tot Min	4	Fem	4	1	0	0	3	0	0
D7C3XX	D09	Total	5	Mal	5	2	2	0	1	0	0
Production III	7	Tot Min	3	Fem	0	0	0	0	0	0	0
G2D4XX	G12	Total	1	Mal	0	0	0	0	0	0	0
Data Specialist	6	Tot Min	1	Fem	1	0	0	0	1	0	0
D6D1TX	D11	Total	3	Mal	3	2	0	0	1	0	0
Structural Trades I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
D7C4XX	D12	Total	1	Mal	1	0	0	0	1	0	0
Production IV	7	Tot Min	1	Fem	0	0	0	0	0	0	0
G3A4XX	G16	Total	4	Mal	1	1	0	0	0	0	0
Admin Assistant III	6	Tot Min	2	Fem	3	1	0	0	2	0	0
H8B3XX	H16	Total	8	Mal	1	1	0	0	0	0	0
Accounting Technician III	5	Tot Min	6	Fem	7	1	3	0	3	0	0
H4M3XX	H16	Total	7	Mal	3	2	0	0	0	1	0
Technician III	5	Tot Min	3	Fem	4	2	0	0	1	0	1
H6G2TX	H14	Total	1	Mal	0	0	0	0	0	0	0
General Professional II	2	Tot Min	1	Fem	1	0	1	0	0	0	0
H8A1XX	H14	Total	3	Mal	2	1	1	0	0	0	0
Accountant I	2	Tot Min	1	Fem	1	1	0	0	0	0	0
H4R1XX	H18	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	0	Fem	1	1	0	0	0	0	0
H4M4XX	H18	Total	1	Mal	0	0	0	0	0	0	0
Technician IV	5	Tot Min	0	Fem	1	1	0	0	0	0	0
H8D2XX	H17	Total	1	Mal	1	0	1	0	0	0	0
Auditor I	2	Tot Min	1	Fem	0	0	0	0	0	0	0
H3U4XX	H17	Total	1	Mal	1	0	0	0	1	0	0
Arts Professional II	2	Tot Min	1	Fem	0	0	0	0	0	0	0
G3A5XX	G20	Total	1	Mal	0	0	0	0	0	0	0
Office Manager I	6	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

7100

HQ Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D7C5XX	D15	Total	1	Mal	1	1	0	0	0	0	0
Production V	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D6E1TX	D15	Total	5	Mal	5	5	0	0	0	0	0
Utility Plant Oper I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
H4R2XX	H20	Total	8	Mal	0	0	0	0	0	0	0
Program Assistant II	5	Tot Min	2	Fem	8	6	0	0	2	0	0
H6G3XX	H19	Total	41	Mal	19	13	3	0	3	0	0
General Professional III	2	Tot Min	13	Fem	22	15	2	0	4	0	1
H3U5XX	H19	Total	1	Mal	0	0	0	0	0	0	0
Arts Professional III	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H8A2XX	H19	Total	12	Mal	3	2	0	0	1	0	0
Accountant II	2	Tot Min	6	Fem	9	4	3	2	0	0	0
H8E1XX	H22	Total	2	Mal	1	1	0	0	0	0	0
Budget Analyst I	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H8D3XX	H22	Total	4	Mal	3	2	1	0	0	0	0
Auditor II	2	Tot Min	1	Fem	1	1	0	0	0	0	0
D6E2XX	D17	Total	1	Mal	1	1	0	0	0	0	0
Utility Plant Oper II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
I2A2TX	I10	Total	1	Mal	0	0	0	0	0	0	0
Designer/Planner	2	Tot Min	0	Fem	1	1	0	0	0	0	0
D9D1TX	D18	Total	1	Mal	1	0	0	0	1	0	0
LTC Operations I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
H8E2XX	H28	Total	4	Mal	2	2	0	0	0	0	0
Budget Analyst II	2	Tot Min	0	Fem	2	2	0	0	0	0	0
H6G4XX	H28	Total	35	Mal	16	14	0	1	1	0	0
General Professional IV	2	Tot Min	5	Fem	19	16	1	1	1	0	0
H8D4XX	H28	Total	2	Mal	1	1	0	0	0	0	0
Auditor III	2	Tot Min	1	Fem	1	0	0	0	1	0	0
I2A3XX	I14	Total	1	Mal	0	0	0	0	0	0	0
Architect I	2	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

7100

HQ Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H8A3XX	H32	Total	9	Mal	5	5	0	0	0	0	0
Accountant III	2	Tot Min	1	Fem	4	3	0	0	1	0	0
H8E3XX	H32	Total	8	Mal	7	6	0	0	0	1	0
Budget & Policy Anlst III	2	Tot Min	1	Fem	1	1	0	0	0	0	0
H6G5XX	H33	Total	10	Mal	3	3	0	0	0	0	0
General Professional V	2	Tot Min	3	Fem	7	4	1	1	1	0	0
I2A4XX	I17	Total	1	Mal	0	0	0	0	0	0	0
Architect II	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H8A4XX	H34	Total	4	Mal	3	3	0	0	0	0	0
Accountant IV	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H8D5XX	H35	Total	3	Mal	2	2	0	0	0	0	0
Auditor IV	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H8E4XX	H35	Total	3	Mal	3	3	0	0	0	0	0
Budget & Policy Anlst IV	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G6XX	H35	Total	9	Mal	4	3	0	0	1	0	0
General Professional VI	2	Tot Min	2	Fem	5	4	1	0	0	0	0
H8D6XX	H36	Total	1	Mal	1	1	0	0	0	0	0
Auditor V	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H8C3XX	H36	Total	1	Mal	0	0	0	0	0	0	0
Controller III	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	1	0	0	0	0	0
General Professional VII	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G8XX	H36	Total	9	Mal	7	7	0	0	0	0	0
Management	1	Tot Min	0	Fem	2	2	0	0	0	0	0
160DLL	999	Total	1	Mal	1	1	0	0	0	0	0
Dept Legislative Liaison	1	Tot Min	0	Fem	0	0	0	0	0	0	0
160HRD	999	Total	1	Mal	1	1	0	0	0	0	0
Human Resources Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
160PIO	999	Total	1	Mal	0	0	0	0	0	0	0
Public Info Officer	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

7100

HQ Program Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
160CFO	999	Total	1	Mal	0	0	0	0	0	0	0
Chief Financial Officer	1	Tot Min	0	Fem	1	1	0	0	0	0	0
160SES	999	Total	2	Mal	2	2	0	0	0	0	0
Senior Executive Service	1	Tot Min	0	Fem	0	0	0	0	0	0	0
160DDH	999	Total	1	Mal	1	1	0	0	0	0	0
Deputy Department Head	1	Tot Min	0	Fem	0	0	0	0	0	0	0
166000	999	Total	1	Mal	1	0	0	1	0	0	0
Dept Executive Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 7100		Total	236	Mal	119	92	9	2	14	2	0
Tot Min		66 Fem	117	78	12	4	21	0	2	0	

7200

HQ Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D8F7IX	D09	Total	1	Mal	1	1	0	0	0	0	0
LTC Trainee VII	8	Tot Min	0	Fem	0	0	0	0	0	0	0
H4M2TX	H08	Total	2	Mal	1	0	1	0	0	0	0
Technician II	5	Tot Min	1	Fem	1	1	0	0	0	0	0
D7A1TX	D11	Total	2	Mal	2	1	0	0	1	0	0
Equipment Mechanic I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
G3A4XX	G16	Total	3	Mal	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	1	Fem	3	2	1	0	0	0	0
D6C1TX	D13	Total	2	Mal	2	1	0	0	1	0	0
Pipe/Mech Trades I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
D7A2XX	D13	Total	3	Mal	3	3	0	0	0	0	0
Equipment Mechanic II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
H4M3XX	H16	Total	1	Mal	0	0	0	0	0	0	0
Technician III	5	Tot Min	1	Fem	1	0	1	0	0	0	0
H4R1XX	H18	Total	1	Mal	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	1	Fem	1	0	0	0	1	0	0

Workforce Analysis

7200

HQ Maint. Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
H4M4XX	H18	Total	5	Mal	4	2	0	0	2	0	0
Technician IV	5	Tot Min	2	Fem	1	1	0	0	0	0	0
G3A5XX	G20	Total	1	Mal	0	0	0	0	0	0	0
Office Manager I	6	Tot Min	0	Fem	1	1	0	0	0	0	0
D6C2XX	D15	Total	1	Mal	1	1	0	0	0	0	0
Pipe/Mech Trades II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D6C3XX	D17	Total	1	Mal	1	1	0	0	0	0	0
Pipe/Mech Trades III	7	Tot Min	0	Fem	0	0	0	0	0	0	0
D9D1TX	D18	Total	1	Mal	1	0	1	0	0	0	0
LTC Operations I	7	Tot Min	1	Fem	0	0	0	0	0	0	0
H6G4XX	H28	Total	5	Mal	2	2	0	0	0	0	0
General Professional IV	2	Tot Min	1	Fem	3	2	1	0	0	0	0
I2C3*A	I14	Total	1	Mal	0	0	0	0	0	0	0
Engineer-In-Training III	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G6XX	H35	Total	2	Mal	2	1	0	0	1	0	0
General Professional VI	2	Tot Min	1	Fem	0	0	0	0	0	0	0
I2C5*A	I19	Total	1	Mal	1	1	0	0	0	0	0
Professional Engineer II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G7XX	H36	Total	1	Mal	1	1	0	0	0	0	0
General Professional VII	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G8XX	H36	Total	1	Mal	1	1	0	0	0	0	0
Management	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 7200		Total	35	Mal	23	16	2	0	5	0	0
Tot Min		11 Fem	12	8	3	0	1	0	0	0	

7300

HQ Project Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
D9B1IX	D06	Total	3	Mal	2	1	0	0	1	0	0
Engr/Phys Sci Asst I	7	Tot Min	1	Fem	1	1	0	0	0	0	0

Workforce Analysis

7300

HQ Project Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
H4M1IX	H06	Total	1	Mal	1	0	0	0	1	0	0	0
Technician I	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
G3A3XX	G10	Total	1	Mal	0	0	0	0	0	0	0	0
Admin Assistant II	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
G2D4XX	G12	Total	1	Mal	1	1	0	0	0	0	0	0
Data Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
D9B3XX	D12	Total	2	Mal	2	1	0	0	1	0	0	0
Engr/Phys Sci Asst III	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
G3A4XX	G16	Total	2	Mal	0	0	0	0	0	0	0	0
Admin Assistant III	6	Tot Min	1	Fem	2	1	1	0	0	0	0	0
H4M3XX	H16	Total	1	Mal	1	1	0	0	0	0	0	0
Technician III	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H6G2TX	H14	Total	6	Mal	4	3	0	0	1	0	0	0
General Professional II	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
I5E2TX	I02	Total	2	Mal	2	1	0	0	1	0	0	0
Electronics Spec I	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
H4R1XX	H18	Total	7	Mal	0	0	0	0	0	0	0	0
Program Assistant I	5	Tot Min	3	Fem	7	4	0	0	3	0	0	0
H4M4XX	H18	Total	3	Mal	2	1	0	1	0	0	0	0
Technician IV	5	Tot Min	2	Fem	1	0	1	0	0	0	0	0
I5D1*A	I05	Total	3	Mal	2	1	1	0	0	0	0	0
Engr/Phys Sci Tech I	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
I5D1*B	I05	Total	2	Mal	2	2	0	0	0	0	0	0
Engr/Phys Sci Tech I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
H4R2XX	H20	Total	5	Mal	0	0	0	0	0	0	0	0
Program Assistant II	5	Tot Min	2	Fem	5	3	0	0	2	0	0	0
H6G3XX	H19	Total	38	Mal	24	19	2	2	1	0	0	0
General Professional III	2	Tot Min	10	Fem	14	9	1	1	3	0	0	0
I5D2*A	I07	Total	14	Mal	10	8	0	1	1	0	0	0
Engr/Phys Sci Tech II	3	Tot Min	4	Fem	4	2	0	0	1	1	0	0

Workforce Analysis

7300

HQ Project Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2		
I5D2*B	I07	Total	2	Mal	2	0	0	0	1	0	1	0
Engr/Phys Sci Tech II	3	Tot Min	2	Fem	0	0	0	0	0	0	0	0
I5D3*A	I09	Total	13	Mal	13	10	0	0	3	0	0	0
Engr/Phys Sci Tech III	3	Tot Min	3	Fem	0	0	0	0	0	0	0	0
I5D3*B	I09	Total	1	Mal	1	1	0	0	0	0	0	0
Engr/Phys Sci Tech III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I5E3XX	I08	Total	2	Mal	2	2	0	0	0	0	0	0
Electronics Spec II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I2D2TX	I08	Total	2	Mal	2	2	0	0	0	0	0	0
Landscape Specialist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I5E4XX	I10	Total	1	Mal	1	1	0	0	0	0	0	0
Electronics Spec III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I2C1IA	I10	Total	3	Mal	2	0	0	2	0	0	0	0
Engineer-In-Training I	2	Tot Min	3	Fem	1	0	0	1	0	0	0	0
H6G4XX	H28	Total	52	Mal	27	25	0	0	2	0	0	0
General Professional IV	2	Tot Min	6	Fem	25	21	1	2	1	0	0	0
I5C1*B	I12	Total	2	Mal	2	1	0	0	1	0	0	0
Civil Eng Proj Manager I	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
I2C2TA	I12	Total	7	Mal	5	4	0	1	0	0	0	0
Engineer-In-Training II	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
I3B3*C	I12	Total	5	Mal	3	3	0	0	0	0	0	0
Phy Sci Res/Scientist II	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
H2A2XX	T02	Total	8	Mal	5	4	0	1	0	0	0	0
IT Professional	2	Tot Min	2	Fem	3	2	0	1	0	0	0	0
I5E5XX	I14	Total	3	Mal	3	3	0	0	0	0	0	0
Electronics Spec IV	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
I2C3*A	I14	Total	5	Mal	4	2	0	1	1	0	0	0
Engineer-In-Training III	2	Tot Min	2	Fem	1	1	0	0	0	0	0	0
H8E3XX	H32	Total	2	Mal	0	0	0	0	0	0	0	0
Budget & Policy Anlst III	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

7300

HQ Project Support

Job Code & Title	Grade & EEO Code		Total	W	B	A	H	I	P	2	
I5C2*A	I16	Total	1	Mal	0	0	0	0	0	0	0
Civil Eng Proj Manager II	3	Tot Min	0	Fem	1	1	0	0	0	0	0
I3B4*C	I16	Total	2	Mal	2	2	0	0	0	0	0
Phy Sci Res/Scientist III	2	Tot Min	0	Fem	0	0	0	0	0	0	0
I9B4XX	I16	Total	1	Mal	1	1	0	0	0	0	0
Prof Land Surveyor II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
I2C4*A	I16	Total	39	Mal	32	24	1	5	2	0	0
Professional Engineer I	2	Tot Min	9	Fem	7	6	0	1	0	0	0
I2D4XX	I16	Total	1	Mal	1	1	0	0	0	0	0
Landscape Architect II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G5XX	H33	Total	15	Mal	12	9	1	0	2	0	0
General Professional V	2	Tot Min	4	Fem	3	2	0	1	0	0	0
I2B2XX	I17	Total	1	Mal	1	1	0	0	0	0	0
Electronic Engineer II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
I3B5*C	I17	Total	2	Mal	2	1	0	0	1	0	0
Phy Sci Res/Scientist IV	2	Tot Min	1	Fem	0	0	0	0	0	0	0
H6G6XX	H35	Total	14	Mal	10	9	0	0	1	0	0
General Professional VI	2	Tot Min	1	Fem	4	4	0	0	0	0	0
I2C5*A	I19	Total	30	Mal	27	20	1	6	0	0	0
Professional Engineer II	2	Tot Min	8	Fem	3	2	0	0	1	0	0
H2A3XX	T03	Total	1	Mal	1	1	0	0	0	0	0
IT Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
H6G7XX	H36	Total	4	Mal	2	2	0	0	0	0	0
General Professional VII	2	Tot Min	0	Fem	2	2	0	0	0	0	0
H8E5XX	H36	Total	1	Mal	0	0	0	0	0	0	0
Budget & Policy Anlst V	2	Tot Min	0	Fem	1	1	0	0	0	0	0
H6G8XX	H36	Total	14	Mal	13	10	1	1	1	0	0
Management	1	Tot Min	3	Fem	1	1	0	0	0	0	0
I2C6*A	I20	Total	6	Mal	6	6	0	0	0	0	0
Professional Engineer III	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

7300

HQ Project Support

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
160SES	999	Total 4	Mal 3	3	0	0	0	0	0
Senior Executive Service	1	Tot Min 0	Fem 1	1	0	0	0	0	0
Total for 7300		Total 335	Mal 238	187	7	21	22	0	1
Tot Min		76	Fem 97	72	5	8	11	1	0

7400

HQ Maintenance

Job Code & Title	Grade & EEO Code	Total	W	B	A	H	I	P	2
I5E1IX	I01	Total 1	Mal 1	0	0	0	1	0	0
Electronics Spec Intern	3	Tot Min 1	Fem 0	0	0	0	0	0	0
D6A1TX	D13	Total 3	Mal 3	2	1	0	0	0	0
Electrical Trades I	7	Tot Min 1	Fem 0	0	0	0	0	0	0
I5E2TX	I02	Total 2	Mal 2	2	0	0	0	0	0
Electronics Spec I	3	Tot Min 0	Fem 0	0	0	0	0	0	0
D6A2XX	D16	Total 4	Mal 4	2	1	0	1	0	0
Electrical Trades II	7	Tot Min 2	Fem 0	0	0	0	0	0	0
I5E3XX	I08	Total 4	Mal 4	2	1	0	1	0	0
Electronics Spec II	3	Tot Min 2	Fem 0	0	0	0	0	0	0
I5E4XX	I10	Total 4	Mal 4	3	0	0	1	0	0
Electronics Spec III	3	Tot Min 1	Fem 0	0	0	0	0	0	0
D6A3XX	D18	Total 3	Mal 3	3	0	0	0	0	0
Electrical Trades III	7	Tot Min 0	Fem 0	0	0	0	0	0	0
Total for 7400		Total 21	Mal 21	14	3	0	4	0	0
Tot Min		7	Fem 0	0	0	0	0	0	0

Job Group Analysis

As the second diagnostic component of our AAP we have conducted a job group analysis. The job group analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by Colorado Department of Transportation in positions covered by this AAP.

In designing our job groups we considered the following elements:

- Similarity of duties and responsibilities;
- Similarity of compensation, and
- Similarity of opportunities for advancement including training, transfers, promotions, mobility and other career enhancements.

Although not a determinative factor in designing job groups, we also attempted to create job groups that are large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Job Group Analysis

1AO Official-Official-Other

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
166000 - Dept Executive Director	#	1	0	1	0	0	0	0	0	0	1
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
160DDH - Deputy Department Head	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
160SES - Senior Executive Service	#	0	2	0	0	0	0	0	0	10	8
10 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	80.00
160CFO - Chief Financial Officer	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
160PIO - Public Info Officer	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
160HRD - Human Resources Director	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
160DLL - Dept Legislative Liaison	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
16 Employees	Totals #	1	4	1	0	0	0	0	0	15	12
	%	6.25	25.00	6.25	0.00	0.00	0.00	0.00	0.00	93.75	75.00

Job Group Analysis

1BO Official-Manager-Other

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
H6G8XX - Management	#	3	5	1	1	1	0	0	0	24	22
27 Employees	%	11.11	18.52	3.70	3.70	3.70	0.00	0.00	0.00	88.89	81.48
27 Employees	Totals #	3	5	1	1	1	0	0	0	24	22
	%	11.11	18.52	3.70	3.70	3.70	0.00	0.00	0.00	88.89	81.48

Job Group Analysis

2BEPProfessional-Manager-Eng EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
H2C6*A - Professional Engineer III	#	3	4	1	0	2	0	0	0	21	20
24 Employees	%	12.50	16.67	4.17	0.00	8.33	0.00	0.00	0.00	87.50	83.33
24 Employees	Totals #	3	4	1	0	2	0	0	0	21	20
	%	12.50	16.67	4.17	0.00	8.33	0.00	0.00	0.00	87.50	83.33

Job Group Analysis

2BOPProfessional-Manager-Other

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
H6G7XX - General Professional VII	#	9	3	1	2	5	1	0	0	12	18
21 Employees	%	42.86	14.29	4.76	9.52	23.81	4.76	0.00	0.00	57.14	85.71
H8C3XX - Controller III	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
H8D6XX - Auditor V	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
H6G6XX - General Professional VI	#	6	12	0	1	5	0	0	0	30	24
36 Employees	%	16.67	33.33	0.00	2.78	13.89	0.00	0.00	0.00	83.33	66.67
59 Employees	Totals #	15	16	1	3	10	1	0	0	44	43
	%	25.42	27.12	1.69	5.08	16.95	1.69	0.00	0.00	74.58	72.88

Job Group Analysis

2CEProfessional-Super-Eng

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
I2C5*A - Professional Engineer II	#	18	7	9	4	5	0	0	0	69	80
87 Employees	%	20.69	8.05	10.34	4.60	5.75	0.00	0.00	0.00	79.31	91.95
I3B5*C - Phy Sci Res/Scientist IV	#	1	0	0	0	1	0	0	0	1	2
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	100.00
I9B4XX - Prof Land Surveyor II	#	2	1	0	0	2	0	0	0	9	10
11 Employees	%	18.18	9.09	0.00	0.00	18.18	0.00	0.00	0.00	81.82	90.91
100 Employees	Totals #	21	8	9	4	8	0	0	0	79	92
	%	21.00	8.00	9.00	4.00	8.00	0.00	0.00	0.00	79.00	92.00

Job Group Analysis

2COPProfessional-Super-Other

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
H8E5XX - Budget & Policy Anlst V	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
H2A3XX - IT Supervisor	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
H8E4XX - Budget & Policy Anlst IV	#	0	0	0	0	0	0	0	0	3	3
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
H8D5XX - Auditor IV	#	0	1	0	0	0	0	0	0	3	2
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	100.00	66.67
H8A4XX - Accountant IV	#	0	1	0	0	0	0	0	0	4	3
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	75.00
H6G5XX - General Professional V	#	12	19	2	2	6	2	0	0	42	35
54 Employees	%	22.22	35.19	3.70	3.70	11.11	3.70	0.00	0.00	77.78	64.81
H8A3XX - Accountant III	#	1	4	0	0	1	0	0	0	8	5
9 Employees	%	11.11	44.44	0.00	0.00	11.11	0.00	0.00	0.00	88.89	55.56
75 Employees	Totals #	13	26	2	2	7	2	0	0	62	49
	%	17.33	34.67	2.67	2.67	9.33	2.67	0.00	0.00	82.67	65.33

Job Group Analysis

2DOProfessional-Worklead-Other

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
I2A4XX - Architect II	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
I2D4XX - Landscape Architect II	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
H6G4XX - General Professional IV	#	18	71	5	3	10	0	0	0	131	78
149 Employees	%	12.08	47.65	3.36	2.01	6.71	0.00	0.00	0.00	87.92	52.35
H8A2XX - Accountant II	#	6	9	2	3	1	0	0	0	6	3
12 Employees	%	50.00	75.00	16.67	25.00	8.33	0.00	0.00	0.00	50.00	25.00
H3U5XX - Arts Professional III	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
164 Employees	Totals #	24	82	7	6	11	0	0	0	140	82
	%	14.63	50.00	4.27	3.66	6.71	0.00	0.00	0.00	85.37	50.00

Job Group Analysis

2EEProfessional-Individual-Eng EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
I2B2XX - Electronic Engineer II	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
I2C4*A - Professional Engineer I	#	24	27	11	3	9	1	0	0	141	138
165 Employees	%	14.55	16.36	6.67	1.82	5.45	0.61	0.00	0.00	85.45	83.64
I3B4*C - Phy Sci Res/Scientist III	#	0	0	0	0	0	0	0	0	2	2
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
I2C3*A - Engineer-In-Training III	#	6	7	3	0	3	0	0	0	16	15
22 Employees	%	27.27	31.82	13.64	0.00	13.64	0.00	0.00	0.00	72.73	68.18
I3B3*C - Phy Sci Res/Scientist II	#	1	2	1	0	0	0	0	0	4	3
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00	80.00	60.00
I2C2TA - Engineer-In-Training II	#	8	6	3	3	2	0	0	0	17	19
25 Employees	%	32.00	24.00	12.00	12.00	8.00	0.00	0.00	0.00	68.00	76.00
I9B3XX - Prof Land Surveyor I	#	3	2	0	1	2	0	0	0	19	20
22 Employees	%	13.64	9.09	0.00	4.55	9.09	0.00	0.00	0.00	86.36	90.91
I2C1IA - Engineer-In-Training I	#	9	8	4	1	4	0	0	0	22	23
31 Employees	%	29.03	25.81	12.90	3.23	12.90	0.00	0.00	0.00	70.97	74.19
273 Employees	Totals #	51	52	22	8	20	1	0	0	222	221
	%	18.68	19.05	8.06	2.93	7.33	0.37	0.00	0.00	81.32	80.95

Job Group Analysis

2EOProfessional-Individual-Other

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
H8E3XX - Budget & Policy Anlst III	#	1	3	0	0	0	1	0	0	9	7
10 Employees	%	10.00	30.00	0.00	0.00	0.00	10.00	0.00	0.00	90.00	70.00
I2A3XX - Architect I	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
H2A2XX - IT Professional	#	2	3	2	0	0	0	0	0	6	5
8 Employees	%	25.00	37.50	25.00	0.00	0.00	0.00	0.00	0.00	75.00	62.50
I2D3XX - Landscape Architect I	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
H8D4XX - Auditor III	#	1	1	0	0	1	0	0	0	1	1
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	50.00
H8E2XX - Budget Analyst II	#	0	2	0	0	0	0	0	0	4	2
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	50.00
I2A2TX - Designer/Planner	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
I2D2TX - Landscape Specialist	#	0	1	0	0	0	0	0	0	3	2
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	100.00	66.67
H8D3XX - Auditor II	#	1	1	0	1	0	0	0	0	3	3
4 Employees	%	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00	75.00	75.00
H8E1XX - Budget Analyst I	#	0	1	0	0	0	0	0	0	2	1
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	50.00
H6G3XX - General Professional III	#	29	48	3	10	15	0	1	0	71	52
100 Employees	%	29.00	48.00	3.00	10.00	15.00	0.00	1.00	0.00	71.00	52.00
H3U4XX - Arts Professional II	#	1	0	0	0	1	0	0	0	0	1
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00
H8D2XX - Auditor I	#	1	0	0	1	0	0	0	0	0	1
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00
H8A1XX - Accountant I	#	1	2	0	1	0	0	0	0	3	2
4 Employees	%	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00	75.00	50.00
H6G2TX - General Professional II	#	4	6	0	1	3	0	0	0	9	7
13 Employees	%	30.77	46.15	0.00	7.69	23.08	0.00	0.00	0.00	69.23	53.85
H6G1IX - General Professional I	#	0	3	0	0	0	0	0	0	4	1
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	25.00

Job Group Analysis

2EOProfessional-Individual-Other

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
159 Employees	Totals										
	#	41	74	5	14	20	1	1	0	118	85
	%	25.79	46.54	3.14	8.81	12.58	0.63	0.63	0.00	74.21	53.46

Job Group Analysis

3CETechnician-Super-Eng

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
I5E5XX - Electronics Spec IV	#	0	0	0	0	0	0	0	0	5	5
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
I5D3*B - Engr/Phys Sci Tech III	#	0	1	0	0	0	0	0	0	3	2
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	100.00	66.67
I5D3*A - Engr/Phys Sci Tech III	#	10	5	1	1	8	0	0	0	59	64
69 Employees	%	14.49	7.25	1.45	1.45	11.59	0.00	0.00	0.00	85.51	92.75
77 Employees	Totals										
	#	10	6	1	1	8	0	0	0	67	71
	%	12.99	7.79	1.30	1.30	10.39	0.00	0.00	0.00	87.01	92.21

Job Group Analysis

3DETechnician-Worklead-Eng

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
I5C2*A - Civil Eng Proj Manager II	#	5	3	0	0	5	0	0	0	17	19
22 Employees	%	22.73	13.64	0.00	0.00	22.73	0.00	0.00	0.00	77.27	86.36
I5C2*B - Civil Eng Proj Manager II	#	0	1	0	0	0	0	0	0	2	1
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	50.00
I5E4XX - Electronics Spec III	#	2	0	0	0	2	0	0	0	5	7
7 Employees	%	28.57	0.00	0.00	0.00	28.57	0.00	0.00	0.00	71.43	100.00
31 Employees	Totals										
	#	7	4	0	0	7	0	0	0	24	27
	%	22.58	12.90	0.00	0.00	22.58	0.00	0.00	0.00	77.42	87.10

Job Group Analysis

3EETechnician-Individual-Eng EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	
I5C1*A - Civil Eng Proj Manager I	#	6	5	0	0	5	1	0	0	24	25	
30 Employees	%	20.00	16.67	0.00	0.00	16.67	3.33	0.00	0.00	80.00	83.33	
I5C1*B - Civil Eng Proj Manager I	#	5	3	1	0	3	0	1	0	3	5	
8 Employees	%	62.50	37.50	12.50	0.00	37.50	0.00	12.50	0.00	37.50	62.50	
I5E3XX - Electronics Spec II	#	3	0	0	2	1	0	0	0	6	9	
9 Employees	%	33.33	0.00	0.00	22.22	11.11	0.00	0.00	0.00	66.67	100.00	
I5D2*B - Engr/Phys Sci Tech II	#	3	1	0	0	2	0	1	0	2	4	
5 Employees	%	60.00	20.00	0.00	0.00	40.00	0.00	20.00	0.00	40.00	80.00	
I5D2*A - Engr/Phys Sci Tech II	#	16	11	2	0	9	4	1	0	36	41	
52 Employees	%	30.77	21.15	3.85	0.00	17.31	7.69	1.92	0.00	69.23	78.85	
I9B2TX - Land Survey Intern II	#	0	0	0	0	0	0	0	0	3	3	
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00	
I5D1*B - Engr/Phys Sci Tech I	#	0	0	0	0	0	0	0	0	3	3	
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00	
I5D1*A - Engr/Phys Sci Tech I	#	6	4	0	2	4	0	0	0	30	32	
36 Employees	%	16.67	11.11	0.00	5.56	11.11	0.00	0.00	0.00	83.33	88.89	
I5E2TX - Electronics Spec I	#	1	0	0	0	1	0	0	0	3	4	
4 Employees	%	25.00	0.00	0.00	0.00	25.00	0.00	0.00	0.00	75.00	100.00	
I9B1IX - Land Survey Intern I	#	1	1	0	0	1	0	0	0	1	1	
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	50.00	
I5E1IX - Electronics Spec Intern	#	1	0	0	0	1	0	0	0	0	1	
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00	
153 Employees	Totals	#	42	25	3	4	27	5	3	0	111	128
		%	27.45	16.34	1.96	2.61	17.65	3.27	1.96	0.00	72.55	83.66

Job Group Analysis

5DO Paraprof-Worklead-Other EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
H4M4XX - Technician IV	#	5	8	1	1	3	0	0	0	17	14
22 Employees	%	22.73	36.36	4.55	4.55	13.64	0.00	0.00	0.00	77.27	63.64
22 Employees	Totals #	5	8	1	1	3	0	0	0	17	14
	%	22.73	36.36	4.55	4.55	13.64	0.00	0.00	0.00	77.27	63.64

Job Group Analysis

5EO Paraprof-Individual-Other EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
H4R2XX - Program Assistant II	#	5	19	0	0	5	0	0	0	14	0
19 Employees	%	26.32	100.00	0.00	0.00	26.32	0.00	0.00	0.00	73.68	0.00
H4R1XX - Program Assistant I	#	8	27	0	2	6	0	0	0	19	0
27 Employees	%	29.63	100.00	0.00	7.41	22.22	0.00	0.00	0.00	70.37	0.00
H4M3XX - Technician III	#	5	9	0	1	2	1	1	0	10	6
15 Employees	%	33.33	60.00	0.00	6.67	13.33	6.67	6.67	0.00	66.67	40.00
H8B3XX - Accounting Technician III	#	8	19	0	3	5	0	0	0	13	2
21 Employees	%	38.10	90.48	0.00	14.29	23.81	0.00	0.00	0.00	61.90	9.52
H4M2TX - Technician II	#	1	1	0	1	0	0	0	0	1	1
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	50.00
H4M1IX - Technician I	#	1	0	0	0	1	0	0	0	0	1
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00
85 Employees	Totals #	28	75	0	7	19	1	1	0	57	10
	%	32.94	88.24	0.00	8.24	22.35	1.18	1.18	0.00	67.06	11.76

Job Group Analysis

6CO Admin-Super-Other

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
G3A5XX - Office Manager I	#	0	8	0	0	0	0	0	0	8	0
8 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
8 Employees	Totals #	0	8	0	0	0	0	0	0	8	0
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

Job Group Analysis

6EOAdmin-Individual-Other

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
G3A4XX - Admin Assistant III	#	18	73	1	3	14	0	0	0	56	1
74 Employees	%	24.32	98.65	1.35	4.05	18.92	0.00	0.00	0.00	75.68	1.35
G2D4XX - Data Specialist	#	1	2	0	0	1	0	0	0	2	1
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00	66.67	33.33
G3A3XX - Admin Assistant II	#	7	11	1	1	5	0	0	0	7	3
14 Employees	%	50.00	78.57	7.14	7.14	35.71	0.00	0.00	0.00	50.00	21.43
G3A2TX - Admin Assistant I	#	1	0	0	0	1	0	0	0	0	1
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00
92 Employees	Totals #	27	86	2	4	21	0	0	0	65	6
	%	29.35	93.48	2.17	4.35	22.83	0.00	0.00	0.00	70.65	6.52

Job Group Analysis

7CE Skilled-Super-Eng

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D6A3XX - Electrical Trades III	#	2	0	0	0	2	0	0	0	7	9
9 Employees	%	22.22	0.00	0.00	0.00	22.22	0.00	0.00	0.00	77.78	100.00
9 Employees	Totals #	2	0	0	0	2	0	0	0	7	9
	%	22.22	0.00	0.00	0.00	22.22	0.00	0.00	0.00	77.78	100.00

Job Group Analysis

7CM Skilled-Super-Mtc

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D9D2XX - LTC Operations II	#	0	0	0	0	0	0	0	0	9	9
9 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
D9D1TX - LTC Operations I	#	12	1	0	2	10	0	0	0	40	51
52 Employees	%	23.08	1.92	0.00	3.85	19.23	0.00	0.00	0.00	76.92	98.08
D6C3XX - Pipe/Mech Trades III	#	0	0	0	0	0	0	0	0	2	2
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
D7A4XX - Equipment Mechanic IV	#	1	0	0	0	1	0	0	0	5	6
6 Employees	%	16.67	0.00	0.00	0.00	16.67	0.00	0.00	0.00	83.33	100.00
D7D3XX - Transportation Mtc III	#	27	5	1	1	24	1	0	0	69	91
96 Employees	%	28.13	5.21	1.04	1.04	25.00	1.04	0.00	0.00	71.88	94.79
D6D3XX - Structural Trades III	#	3	0	0	0	3	0	0	0	0	3
3 Employees	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00
168 Employees	Totals #	43	6	1	3	38	1	0	0	125	162
	%	25.60	3.57	0.60	1.79	22.62	0.60	0.00	0.00	74.40	96.43

Job Group Analysis

7CO Skilled-Super-Other

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D6E2XX - Utility Plant Oper II	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
D7C5XX - Production V	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
2 Employees	Totals #	0	2	2							
	%	0.00	100.00	100.00							

Job Group Analysis

7DM Skilled-Worklead-Mtc

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D7D2XX - Transportation Mtc II	#	53	6	0	6	45	2	0	0	199	246
252 Employees	%	21.03	2.38	0.00	2.38	17.86	0.79	0.00	0.00	78.97	97.62
D7B4XX - Equipment Operator IV	#	2	0	0	0	2	0	0	0	27	29
29 Employees	%	6.90	0.00	0.00	0.00	6.90	0.00	0.00	0.00	93.10	100.00
281 Employees	Totals #	55	6	0	6	47	2	0	0	226	275
	%	19.57	2.14	0.00	2.14	16.73	0.71	0.00	0.00	80.43	97.86

Job Group Analysis

7EE Skilled-Individual-Eng

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D6A2XX - Electrical Trades II	#	5	0	0	1	4	0	0	0	19	24
24 Employees	%	20.83	0.00	0.00	4.17	16.67	0.00	0.00	0.00	79.17	100.00
D6A1TX - Electrical Trades I	#	3	0	0	1	2	0	0	0	9	12
12 Employees	%	25.00	0.00	0.00	8.33	16.67	0.00	0.00	0.00	75.00	100.00
D9B3XX - Engr/Phys Sci Asst III	#	3	1	0	0	3	0	0	0	8	10
11 Employees	%	27.27	9.09	0.00	0.00	27.27	0.00	0.00	0.00	72.73	90.91
D9B2TX - Engr/Phys Sci Asst II	#	0	1	0	0	0	0	0	0	6	5
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	83.33
D9B1IX - Engr/Phys Sci Asst I	#	2	1	0	0	1	1	0	0	3	4
5 Employees	%	40.00	20.00	0.00	0.00	20.00	20.00	0.00	0.00	60.00	80.00
58 Employees	Totals #	13	3	0	2	10	1	0	0	45	55
	%	22.41	5.17	0.00	3.45	17.24	1.72	0.00	0.00	77.59	94.83

Job Group Analysis

7EM Skilled-Individual-Mtc

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	
D6B3XX - Machining Trades III	#	2	0	0	0	2	0	0	0	5	7	
7 Employees	%	28.57	0.00	0.00	0.00	28.57	0.00	0.00	0.00	71.43	100.00	
D6C2XX - Pipe/Mech Trades II	#	0	0	0	0	0	0	0	0	6	6	
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00	
D7A3XX - Equipment Mechanic III	#	13	0	1	0	12	0	0	0	78	91	
91 Employees	%	14.29	0.00	1.10	0.00	13.19	0.00	0.00	0.00	85.71	100.00	
D6B2XX - Machining Trades II	#	3	0	0	0	3	0	0	0	4	7	
7 Employees	%	42.86	0.00	0.00	0.00	42.86	0.00	0.00	0.00	57.14	100.00	
D6D2XX - Structural Trades II	#	3	0	0	0	3	0	0	0	6	9	
9 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	66.67	100.00	
D7A2XX - Equipment Mechanic II	#	0	0	0	0	0	0	0	0	4	4	
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00	
D6C1TX - Pipe/Mech Trades I	#	1	0	0	0	1	0	0	0	1	2	
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	100.00	
D7B3XX - Equipment Operator III	#	26	2	0	4	20	2	0	0	70	94	
96 Employees	%	27.08	2.08	0.00	4.17	20.83	2.08	0.00	0.00	72.92	97.92	
D6B1TX - Machining Trades I	#	1	0	0	0	1	0	0	0	0	1	
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00	
D6D1TX - Structural Trades I	#	2	0	0	0	2	0	0	0	4	6	
6 Employees	%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	66.67	100.00	
D7A1TX - Equipment Mechanic I	#	2	0	0	0	2	0	0	0	2	4	
4 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	100.00	
D7D1TX - Transportation Mtc I	#	149	20	3	11	129	4	2	0	628	757	
777 Employees	%	19.18	2.57	0.39	1.42	16.60	0.51	0.26	0.00	80.82	97.43	
1010 Employees	Totals	#	202	22	4	15	175	6	2	0	808	988
		%	20.00	2.18	0.40	1.49	17.33	0.59	0.20	80.00	97.82	

Job Group Analysis

7EOSkilled-Individual-Other

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D6E1TX - Utility Plant Oper I	#	1	2	0	0	1	0	0	0	6	5
7 Employees	%	14.29	28.57	0.00	0.00	14.29	0.00	0.00	0.00	85.71	71.43
D7C4XX - Production IV	#	1	0	0	0	1	0	0	0	0	1
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	100.00
D7C3XX - Production III	#	3	0	0	2	1	0	0	0	2	5
5 Employees	%	60.00	0.00	0.00	40.00	20.00	0.00	0.00	0.00	40.00	100.00
13 Employees	Totals #	5	2	0	2	3	0	0	0	8	11
	%	38.46	15.38	0.00	15.38	23.08	0.00	0.00	0.00	61.54	84.62

Job Group Analysis

8CMService Mtc-Super-Mtc

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D8D3XX - General Labor III	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
1 Employee	Totals #	0	1	1							
	%	0.00	100.00	100.00							

Job Group Analysis

8DMSERVICE Mtc-Worklead-Mtc

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D8D2XX - General Labor II	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
1 Employee	Totals #	0	1	1							
	%	0.00	100.00	100.00							

Job Group Analysis

8EMService Mtc-Individual-Mtc EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D8F7IX - LTC Trainee VII	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
D8D1TX - General Labor I	#	10	5	0	2	8	0	0	0	10	15
20 Employees	%	50.00	25.00	0.00	10.00	40.00	0.00	0.00	0.00	50.00	75.00
D8B2XX - Custodian II	#	1	1	0	0	1	0	0	0	0	0
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
D8B1TX - Custodian I	#	1	1	0	0	1	0	0	0	1	1
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	50.00
24 Employees	Totals #	12	7	0	2	10	0	0	0	12	17
	%	50.00	29.17	0.00	8.33	41.67	0.00	0.00	0.00	50.00	70.83

Job Group Analysis

8EOService Mtc-Individual-Other

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
D8G4XX - Materials Supervisor	#	0	1	0	0	0	0	0	0	2	1
2 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	50.00
D8G3XX - Materials Handler III	#	2	0	0	0	2	0	0	0	3	5
5 Employees	%	40.00	0.00	0.00	0.00	40.00	0.00	0.00	0.00	60.00	100.00
D8G2XX - Materials Handler II	#	1	2	0	1	0	0	0	0	6	5
7 Employees	%	14.29	28.57	0.00	14.29	0.00	0.00	0.00	0.00	85.71	71.43
D8G1TX - Materials Handler I	#	1	0	0	1	0	0	0	0	0	1
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00
15 Employees	Totals #	4	3	0	2	2	0	0	0	11	12
	%	26.67	20.00	0.00	13.33	13.33	0.00	0.00	0.00	73.33	80.00

Availability Analysis

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis - the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of CDOT's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used Colorado as our source of data the most current and discrete statistical information available. Furthermore, each external and internal availability source was weighted within the job groups to account for positions that are nearly 100% Departmental promotional. As an example, 2BE -Professional-Manager-Eng Factor 2 lists 2CE as a feeder group (97% of PE IIIs are hired from an internal applicant pool). For this availability analysis, we have used the EEO Tabulation 2006-2010 American Community Survey data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

1AO -Official-Official-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 1AO -Official-Official-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 1BO, 2BE, 2BO-This* pool of feeder positions for job group 1AO -Official-Official-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1BO -Official-Manager-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department

of Transportation usually seeks or reasonably would seek workers to fill positions in job group 1BO -Official-Manager-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 2CE, 2CO-This* pool of feeder positions for job group 1BO -Official-Manager-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2BE -Professional-Manager-Eng

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 2BE –Professional-Manager-Eng. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 2CE-This* pool of feeder positions for job group 2BE Professional-Manager-Eng was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2BO -Professional-Manager-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 2BO -Professional-Manager-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 2CO-This* pool of feeder positions for job group 2BO Professional-Manager-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2CE -Professional-Super-Eng

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 2CE -Professional-Super-Eng. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 2EE-This* pool of feeder positions for job group 2CE Professional-Super-Eng was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2CO -Professional-Super-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 2CO -Professional-Super-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 2EO-This* pool of feeder positions for job group 2CO Professional-Super-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2DO -Professional-Worklead-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 2DO -Professional-Worklead-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 2EO-This* pool of feeder positions for job group 2DO Professional-Worklead-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2EE -Professional-Individual-Eng

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 2EE –Professional-Individual-Eng. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations-There* are no feeder positions for this job group.

2EO -Professional-Individual-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 2EO –Professional-Individual-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 5EO-This* pool of feeder positions for job group 2EO Professional-Individual-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3CE -Technician-Super-Eng

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 3CE -Technician-Super-Eng. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 3EE-This* pool of feeder positions for job group 3CE Technician-Super-Eng was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3DE -Technician-Worklead-Eng

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 3DE –Technician-Worklead-Eng. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 3EE-This* pool of feeder positions for job group 3DE Technician-Worklead-Eng was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

3EE -Technician-Individual-Eng

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 3EE -Technician-Individual-Eng. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations-There* are no feeder positions for this job group.

5DO -Paraprof-Worklead-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 5DO -Paraprof-Worklead-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 5EO-This* pool of feeder positions for job group 5DO Paraprof-Worklead-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

5EO -Pararprof-Individual-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department

of Transportation usually seeks or reasonably would seek workers to fill positions in job group 5EO –Pararprof-Individual-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations-There are no feeder positions for this job group.*

6CO -Admin-Super-Other

Factor 1: *Colorado-This is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 6CO -Admin-Super-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.*

Factor 2: *Feeder Job Computations 5EO, 6EO-This pool of feeder positions for job group 6CO -Admin-Super-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.*

6EO -Admin-Individual-Other

Factor 1: *Colorado-This is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 6EO -Admin-Individual-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: Feeder Job Computations-There are no feeder positions for this job group.*

7CE -Skilled-Super-Eng

Factor 1: *Colorado-This is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 7CE -Skilled-Super-Eng. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.*

Factor 2: *Feeder Job Computations 7EE-This pool of feeder positions for job group 7CE Skilled-Super-Eng was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.*

7CM -Skilled-Super-Mtc

Factor 1: *Colorado-This is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 7CM -Skilled-Super-Mtc. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.*

Factor 2: *Feeder Job Computations 7DM-This pool of feeder positions for job group 7CM Skilled-Super-Mtc was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.*

7CO -Skilled-Super-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 7CO -Skilled-Super- Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 7EO-This* pool of feeder positions for job group 7CO Skilled-Super-Other was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

7DM -Skilled-Worklead-Mtc

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 7DM -Skilled-Worklead-Mtc. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 7EM-This* pool of feeder positions for job group 7DM Skilled-Worklead-Mtc was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

7EE -Skilled-Individual-Eng

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 7EE -Skilled-Individual-Eng. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations-There* are no feeder positions for this job group.

7EM -Skilled-Individual-Mtc

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 7EM -Skilled-Individual-Mtc. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations-There* are no feeder positions for this job group.

7EO -Skilled-Individual-Other

Factor 1: *Colorado-This* is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 7EO -Skilled-Individual-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or

women. Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8CM -Service Mtc-Super-Mtc

Factor 1: *Colorado*-This is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 8CM -Service Mtc-Super-Mtc. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 8DM*-This pool of feeder positions for job group 8CM Service Mtc-Super-Mtc was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

8DM -Service Mtc-Worklead-Mtc

Factor 1: *Colorado*-This is the geographical area from which the Colorado Department seeks or reasonably would seek workers to fill positions in job group 8DM -Service Mtc-Worklead-Mtc. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations 8EM*-This pool of feeder positions for job group 8DM Service Mtc-Worklead-Mtc was chosen based on reasonable paths of progression within the Colorado Department of Transportation and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

8EM -Service Mtc-Individual-Mtc

Factor 1: *Colorado*-This is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 8EM -Service Mtc-Individual-Mtc. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8EO -Service Mtc-Individual-Other

Factor 1: *Colorado*-This is the geographical area from which the Colorado Department of Transportation usually seeks or reasonably would seek workers to fill positions in job group 8EO -Service Mtc-Individual-Other. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women. Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action

Plan

Stat

State of Colorado

Availability Factor Computation Form

1AO - Official-Official-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	83.30	Raw Statistics	13.43	22.04	4.29	3.29	4.48	0.41	0.04	0.92	86.57	77.96	United
requisite skills in the reasonable recruitment area.		Weighted Factor	11.19	18.36	3.57	2.74	3.73	0.34	0.03	0.77	72.11	64.94	
2: Percentage of minorities or women among Job Computations	16.70	Raw Statistics	19.09	22.73	2.73	3.64	11.82	0.91	0.00	0.00	80.91	77.27	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	3.19	3.80	0.46	0.61	1.97	0.15	0.00	0.00	13.51	12.90	
		Availability	14.38	22.16	4.03	3.35	5.70	0.49	0.03	0.77	85.62	77.84	

Availability Factor Computation Form

1BO - Official-Manager-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	60.00	Raw Statistics	18.76	29.02	3.95	5.71	7.31	0.43	0.11	1.25	81.24	70.98	United
requisite skills in the reasonable recruitment area.		Weighted Factor	11.26	17.41	2.37	3.43	4.39	0.26	0.07	0.75	48.74	42.59	
2: Percentage of minorities or women among Job Computations	40.00	Raw Statistics	21.28	18.44	7.80	4.26	7.80	1.42	0.00	0.00	78.72	81.56	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	8.51	7.38	3.12	1.70	3.12	0.57	0.00	0.00	31.49	32.62	
		Availability	19.77	24.79	5.49	5.13	7.51	0.83	0.07	0.75	80.23	75.21	

Availability Factor Computation Form

2BE - Professional-Manager-Eng

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	0.00	Raw Statistics	21.59	12.56	10.18	4.28	5.42	0.24	0.10	1.37	78.41	87.44	United
requisite skills in the reasonable recruitment area.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2: Percentage of minorities or women among	100.00	Raw Statistics	21.00	8.00	9.00	4.00	8.00	0.00	0.00	0.00	79.00	92.00	Feeder

Job Computations

those promotable, transferable, and trainable within the contractor's organization.	Weighted Factor	21.00	8.00	9.00	4.00	8.00	0.00	0.00	0.00	79.00	92.00
	Availability	21.00	8.00	9.00	4.00	8.00	0.00	0.00	0.00	79.00	92.00

Availability Factor Computation Form

2BO - Professional-Manager-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	33.30	Raw Statistics	24.15	46.46	7.46	7.66	7.03	0.39	0.11	1.47	76.80	54.49	United
requisite skills in the reasonable recruitment area.		Weighted Factor	8.04	15.47	2.48	2.55	2.34	0.13	0.04	0.49	25.57	18.15	
2: Percentage of minorities or women among Job Computations	66.70	Raw Statistics	17.33	34.67	2.67	2.67	9.33	2.67	0.00	0.00	82.67	65.33	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	11.56	23.12	1.78	1.78	6.22	1.78	0.00	0.00	55.14	43.58	
		Availability	19.60	38.59	4.26	4.33	8.56	1.91	0.04	0.49	80.71	61.73	

Availability Factor Computation Form

2CE - Professional-Super-Eng

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	0.00	Raw Statistics	20.88	13.70	9.62	4.18	5.37	0.27	0.09	1.34	79.12	86.30	United
requisite skills in the reasonable recruitment area.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2: Percentage of minorities or women among Job Computations	100.00	Raw Statistics	14.21	15.26	5.79	2.11	5.79	0.53	0.00	0.00	85.79	84.74	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	14.21	15.26	5.79	2.11	5.79	0.53	0.00	0.00	85.79	84.74	
		Availability	14.21	15.26	5.79	2.11	5.79	0.53	0.00	0.00	85.79	84.74	

Availability Factor Computation Form

2CO - Professional-Super-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	33.30	Raw Statistics	24.97	49.77	8.05	8.08	6.88	0.37	0.11	1.46	75.63	50.83	United
requisite skills in the reasonable recruitment area.		Weighted Factor	8.32	16.57	2.68	2.69	2.29	0.12	0.04	0.49	25.18	16.93	
2: Percentage of minorities or women among Job Computations	66.70	Raw Statistics	27.56	46.46	3.94	8.66	13.39	0.79	0.79	0.00	72.44	53.54	Feeder

those promotable, transferable, and trainable within the contractor's organization.

Weighted Factor	18.38	30.99	2.63	5.78	8.93	0.53	0.53	0.00	48.32	35.71
Availability	26.70	47.56	5.31	8.47	11.22	0.65	0.57	0.49	73.50	52.64

Availability Factor Computation Form

2DO - Professional-Worklead-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	44.00	Raw Statistics	24.18	46.94	7.63	7.58	6.99	0.38	0.11	1.47	76.71	53.94	United
requisite skills in the reasonable recruitment area.		Weighted Factor	10.64	20.65	3.36	3.34	3.08	0.17	0.05	0.65	33.75	23.73	
2: Percentage of minorities or women among Job Computations	56.00	Raw Statistics	27.12	47.46	2.54	9.32	13.56	0.85	0.85	0.00	72.88	52.54	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	15.19	26.58	1.42	5.22	7.59	0.48	0.48	0.00	40.81	29.42	
		Availability	25.83	47.23	4.78	8.56	10.67	0.65	0.53	0.65	74.56	53.15	

Availability Factor Computation Form

2EE - Professional-Individual-Eng

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	21.25	13.68	9.97	4.20	5.36	0.26	0.09	1.35	78.85	86.42	United
requisite skills in the reasonable recruitment area.		Weighted Factor	21.25	13.68	9.97	4.20	5.36	0.26	0.09	1.35	78.85	86.42	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	21.25	13.68	9.97	4.20	5.36	0.26	0.09	1.35	78.85	86.42	

Availability Factor Computation Form

2EO - Professional-Individual-Other

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
Statistics													
1: Percentage of minorities or women with States	78.90	Raw Statistics	25.28	46.96	7.85	8.34	7.03	0.38	0.12	1.55	75.44	53.76	United
requisite skills in the reasonable recruitment area.		Weighted Factor	19.95	37.05	6.19	6.58	5.55	0.30	0.09	1.22	59.52	42.42	
2: Percentage of minorities or women among Job Computations	21.10	Raw Statistics	31.25	87.50	0.00	6.25	21.88	1.56	1.56	0.00	68.75	12.50	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	6.59	18.46	0.00	1.32	4.62	0.33	0.33	0.00	14.51	2.64	
		Availability	26.54	55.51	6.19	7.90	10.17	0.63	0.42	1.22	74.03		

Availability Factor Computation Form

3CE - Technician-Super-Eng

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
Statistics													
1: Percentage of minorities or women with States	33.30	Raw Statistics	27.61	18.04	7.28	8.80	9.41	0.53	0.14	1.46	72.39	81.96	United
requisite skills in the reasonable recruitment area.		Weighted Factor	9.19	6.01	2.42	2.93	3.13	0.18	0.05	0.49	24.11	27.29	
2: Percentage of minorities or women among Job Computations	66.70	Raw Statistics	28.57	17.14	1.90	1.90	18.10	4.76	1.90	0.00	71.43	82.86	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	19.06	11.43	1.27	1.27	12.07	3.17	1.27	0.00	47.64	55.27	
		Availability	28.25	17.44	3.69	4.20	15.20	3.35	1.32	0.49	71.75	82.56	

Availability Factor Computation Form

3DE - Technician-Worklead-Eng

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
Statistics													
1: Percentage of minorities or women with States	33.30	Raw Statistics	25.86	15.51	6.48	8.59	8.70	0.56	0.13	1.39	74.14	84.49	United
requisite skills in the reasonable recruitment area.		Weighted Factor	8.61	5.16	2.16	2.86	2.90	0.19	0.04	0.46	24.69	28.14	
2: Percentage of minorities or women among Job Computations	66.70	Raw Statistics	30.84	18.69	2.80	1.87	18.69	4.67	2.80	0.00	69.16	81.31	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	20.57	12.47	1.87	1.25	12.47	3.11	1.87	0.00	46.13	54.23	
		Availability	29.18	17.63	4.03	4.11	15.37	3.30	1.91	0.46	70.82	82.37	

Availability Factor Computation Form

3EE - Technician-Individual-Eng

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
Statistics													
1: Percentage of minorities or women with States	100.00	Raw Statistics	26.92	17.32	6.94	8.60	9.25	0.55	0.14	1.45	73.18	82.78	United
requisite skills in the reasonable recruitment area.		Weighted Factor	26.92	17.32	6.94	8.60	9.25	0.55	0.14	1.45	73.18	82.78	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	26.92	17.32	6.94	8.60	9.25	0.55	0.14	1.45	73.18	82.78	

Availability Factor Computation Form

5DO - Paraprof-Worklead-Other

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
Statistics													
1: Percentage of minorities or women with States	100.00	Raw Statistics	34.20	67.13	4.84	14.12	12.71	0.71	0.22	1.59	65.80	32.87	United
requisite skills in the reasonable recruitment area.		Weighted Factor	34.20	67.13	4.84	14.12	12.71	0.71	0.22	1.59	65.80	32.87	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	33.33	87.30	0.00	9.52	20.63	1.59	1.59	0.00	66.67	12.70	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	34.20	67.13	4.84	14.12	12.71	0.71	0.22	1.59	65.80	32.87	

Availability Factor Computation Form

5EO - Paraprof-Individual-Other

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
Statistics													
1: Percentage of minorities or women with States	100.00	Raw Statistics	32.23	65.31	6.18	12.57	11.18	0.62	0.19	1.49	67.77	34.69	United
requisite skills in the reasonable recruitment area.		Weighted Factor	32.23	65.31	6.18	12.57	11.18	0.62	0.19	1.49	67.77	34.69	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Availability 32.23 65.31 6.18 12.57 11.18 0.62 0.19 1.49 67.77 34.69

Availability Factor Computation Form

6CO - Admin-Super-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	27.12	65.32	3.57	10.63	10.92	0.47	0.18	1.34	72.88	34.68	United
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2: Percentage of minorities or women among Job Computations those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	28.47	96.35	1.46	4.38	22.63	0.00	0.00	0.00	71.53	3.65	Feeder
		Weighted Factor	28.47	96.35	1.46	4.38	22.63	0.00	0.00	0.00	71.53	3.65	
		Availability	28.47	96.35	1.46	4.38	22.63	0.00	0.00	0.00	71.53	3.65	

Availability Factor Computation Form

6EO - Admin-Individual-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	23.20	95.28	2.56	8.87	9.83	0.56	0.13	1.26	76.80	4.72	United
		Weighted Factor	23.20	95.28	2.56	8.87	9.83	0.56	0.13	1.26	76.80	4.72	
2: Percentage of minorities or women among Job Computations those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	23.20	95.28	2.56	8.87	9.83	0.56	0.13	1.26	76.80	4.72	

Availability Factor Computation Form

7CE - Skilled-Super-Eng

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	0.00	Raw Statistics	24.85	1.98	1.87	6.60	14.34	0.65	0.17	1.21	75.15	98.02	United
requisite skills in the reasonable recruitment area.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2: Percentage of minorities or women among Job Computations	100.00	Raw Statistics	22.22	0.00	0.00	5.56	16.67	0.00	0.00	0.00	77.78	100.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	22.22	0.00	0.00	5.56	16.67	0.00	0.00	0.00	77.78	100.00	
		Availability	22.22	0.00	0.00	5.56	16.67	0.00	0.00	0.00	77.78	100.00	

Availability Factor Computation Form

7CM - Skilled-Super-Mtc

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	26.40	5.43	1.23	8.80	14.25	0.93	0.10	1.11	73.60	94.57	United
requisite skills in the reasonable recruitment area.		Weighted Factor	26.40	5.43	1.23	8.80	14.25	0.93	0.10	1.11	73.60	94.57	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	19.57	2.14	0.00	2.14	16.73	0.71	0.00	0.00	80.43	97.86	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	26.40	5.43	1.23	8.80	14.25	0.93	0.10	1.11	73.60	94.57	

Availability Factor Computation Form

7CO - Skilled-Super-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	28.94	26.73	4.32	11.53	11.32	0.54	0.09	1.17	71.07	73.28	United
requisite skills in the reasonable recruitment area.		Weighted Factor	28.94	26.73	4.32	11.53	11.32	0.54	0.09	1.17	71.07	73.28	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	25.00	25.00	0.00	0.00	25.00	0.00	0.00	0.00	75.00	75.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	28.94	26.73	4.32	11.53	11.32	0.54	0.09	1.17	71.07	73.28	

Availability Factor Computation Form

7DM - Skilled-Worklead-Mtc

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.40	Raw Statistics	25.29	3.37	0.34	9.85	12.98	1.00	0.07	1.05	74.71	96.63	United
		Weighted Factor	0.61	0.08	0.01	0.24	0.31	0.02	0.00	0.03	1.79	2.32	
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	97.60	Raw Statistics	19.57	2.23	0.41	1.52	16.84	0.61	0.20	0.00	80.43	97.77	Feeder
		Weighted Factor	19.10	2.18	0.40	1.48	16.44	0.60	0.20	0.00	78.50	95.42	
		Availability	19.71	2.26	0.41	1.72	16.75	0.62	0.20	0.03	80.29	97.74	

Availability Factor Computation Form

7EE - Skilled-Individual-Eng

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	26.16	8.45	4.04	7.47	12.58	0.59	0.16	1.31	73.84	91.55	United
requisite skills in the reasonable recruitment area.		Weighted Factor	26.16	8.45	4.04	7.47	12.58	0.59	0.16	1.31	73.84	91.55	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	26.16	8.45	4.04	7.47	12.58	0.59	0.16	1.31	73.84	91.55	

Availability Factor Computation Form

7EM - Skilled-Individual-Mtc

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	25.15	3.21	0.50	9.28	13.27	0.96	0.07	1.05	74.85	96.79	United
requisite skills in the reasonable recruitment area.		Weighted Factor	25.15	3.21	0.50	9.28	13.27	0.96	0.07	1.05	74.85	96.79	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	25.15	3.21	0.50	9.28	13.27	0.96	0.07	1.05	74.85	96.79	

Availability Factor Computation Form

7EO - Skilled-Individual-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	29.71	10.59	3.90	10.96	13.03	0.58	0.08	1.15	70.29	89.41	United
requisite skills in the reasonable recruitment area.		Weighted Factor	29.71	10.59	3.90	10.96	13.03	0.58	0.08	1.15	70.29	89.41	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	29.71	10.59	3.90	10.96	13.03	0.58	0.08	1.15	70.29	89.41	

Availability Factor Computation Form

8CM - Service Mtc-Super-Mtc

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	50.06	6.69	1.65	5.84	40.71	0.44	0.13	1.29	49.94	93.31	United
		Weighted Factor	50.06	6.69	1.65	5.84	40.71	0.44	0.13	1.29	49.94	93.31	
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00	Feeder
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	50.06	6.69	1.65	5.84	40.71	0.44	0.13	1.29	49.94	93.31	

Availability Factor Computation Form

8DM - Service Mtc-Worklead-Mtc

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	50.06	6.69	1.65	5.84	40.71	0.44	0.13	1.29	49.94	93.31	United
requisite skills in the reasonable recruitment area.		Weighted Factor	50.06	6.69	1.65	5.84	40.71	0.44	0.13	1.29	49.94	93.31	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	52.17	30.43	0.00	8.70	43.48	0.00	0.00	0.00	47.83	69.57	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	50.06	6.69	1.65	5.84	40.71	0.44	0.13	1.29	49.94	93.31	

Availability Factor Computation Form

8EM - Service Mtc-Individual-Mtc

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	48.78	9.63	1.75	7.33	37.77	0.52	0.13	1.27	51.22	90.37	United
requisite skills in the reasonable recruitment area.		Weighted Factor	48.78	9.63	1.75	7.33	37.77	0.52	0.13	1.27	51.22	90.37	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
those promotable, transferable, and trainable within the contractor's organization.		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		Availability	48.78	9.63	1.75	7.33	37.77	0.52	0.13	1.27	51.22	90.37	

Availability Factor Computation Form

8EO - Service Mtc-Individual-Other

Factor Statistics	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	Source of
1: Percentage of minorities or women with States	100.00	Raw Statistics	39.73	36.72	3.81	15.46	17.74	0.71	0.28	1.73	60.27	63.28	United
requisite skills in the reasonable recruitment area.		Weighted Factor	39.73	36.72	3.81	15.46	17.74	0.71	0.28	1.73	60.27	63.28	
2: Percentage of minorities or women among Job Computations	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Feeder
those promotable, transferable, and trainable within the contractor's organization		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Workforce Utilization, Analyses and Goal Attainment

CDOT Workforce Utilization Overview and Methodology

Colorado Department of Transportation has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, CDOT conducted a statistical test to determine whether the difference was greater than could reasonably be expected. Where the job group was of a sufficient size to analyze using the two standard deviation test, CDOT applied that methodology. Where the use of the two standard deviation test was not appropriate, CDOT used the exact binomial methodology. Statistically significant differences are highlighted in yellow and red.

The comparison of availability with actual representation follows:

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Incumbency vs. Estimated Availability

1AO		Official-Official-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
16	Employment %	6.25	25.00	6.25	0.00	0.00	0.00	0.00	0.00	93.75	75.00
Rule	Availability %	14.38	22.16	4.03	3.35	5.70	0.49	0.03	0.77	85.62	77.84
S(C)	Statistical Value	0.308E			0.580E	0.391E	0.924E	0.995E	0.884E	0.488E	
1BO		Official-Manager-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
27	Employment %	11.11*	18.52	3.70	3.70	3.70	0.00	0.00	0.00	88.89	81.48
Rule	Availability %	19.77	24.79	5.49	5.13	7.51	0.83	0.07	0.75	80.23	75.21
S(C)	Statistical Value	0.190E	0.308E	0.559E	0.593E	0.388E	0.798E	0.981E	0.816E		
2BE		Professional-Manager-Eng									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
24	Employment %	12.50*	16.67	4.17	0.00	8.33	0.00	0.00	0.00	87.50	83.33
Rule	Availability %	21.00	8.00	9.00	4.00	8.00	0.00	0.00	0.00	79.00	92.00
S(C)	Statistical Value	0.227E	0.351E		0.375E						0.121E
2BO		Professional-Manager-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
59	Employment %	25.42	27.12	1.69*	5.08	16.95	1.69	0.00	0.00	74.58	72.88
Rule	Availability %	19.60	38.59	4.26	4.33	8.56	1.91	0.04	0.49	80.71	61.73
S(C)	Statistical Value	1.810		0.976						0.539	1.194
2CE		Professional-Super-Eng									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
100	Employment %	21.00	8.00	9.00	4.00	8.00	0.00	0.00	0.00	79.00	92.00
Rule	Availability %	14.21	15.26	5.79	2.11	5.79	0.53	0.00	0.00	85.79	84.74
S(C)	Statistical Value	2.019							0.730	1.945	
2CO		Professional-Super-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
75	Employment %	17.33	34.67	2.67*	2.67*	9.33	2.67	0.00	0.00	82.67	65.33
Rule	Availability %	26.70	47.56	5.31	8.47	11.22	0.65	0.57	0.49	73.50	52.64
S(C)	Statistical Value	1.834	2.236	1.021	1.805	0.518	0.656		0.608		

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

2DO		Professional-Worklead-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
164	Employment %	14.63	50.00	4.27	3.66	6.71	0.00	0.00	0.00	85.37	50.00
Rule	Availability %	25.83	47.23	4.78	8.56	10.67	0.65	0.53	0.65	74.56	53.15
S(C)	Statistical Value	3.276		0.307	2.244	1.644	1.036	0.935	1.036		0.808
2EE		Professional-Individual-Eng									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
273	Employment %	18.68	19.05	8.06	2.93	7.33	0.37	0.00	0.00*	81.32	80.95
Rule	Availability %	21.25	13.68	9.97	4.20	5.36	0.26	0.09	1.35	78.85	86.42
S(C)	Statistical Value	1.037		1.054	1.046			0.496	1.933		2.637
2EO		Professional-Individual-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
159	Employment %	25.79	46.54	3.14	8.81	12.58	0.63	0.63	0.00*	74.21	53.46
Rule	Availability %	26.54	55.51	6.19	7.90	10.17	0.63	0.42	1.22	74.03	45.06
S(C)	Statistical Value	0.215	2.276	1.594			0.002		1.401		
3CE		Technician-Super-Eng									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
77	Employment %	12.99	7.79	1.30*	1.30*	10.39	0.00*	0.00	0.00	87.01	92.21
Rule	Availability %	28.25	17.44	3.69	4.20	15.20	3.35	1.32	0.49	71.75	82.56
S(C)	Statistical Value	2.975	2.231	1.113	1.269	1.176	1.634	1.015	0.616		
3DE		Technician-Worklead-Eng									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
31	Employment %	22.58	12.90	0.00	0.00*	22.58	0.00	0.00	0.00	77.42	87.10
Rule	Availability %	29.18	17.63	4.03	4.11	15.37	3.30	1.91	0.46	70.82	82.37
S(C)	Statistical Value	0.808	0.691	1.141	1.153		1.029	0.777	0.378		
3EE		Technician-Individual-Eng									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
153	Employment %	27.45	16.34	1.96	2.61	17.65	3.27	1.96	0.00*	72.55	83.66
Rule	Availability %	26.92	17.32	6.94	8.60	9.25	0.55	0.14	1.45	73.18	82.78
S(C)	Statistical Value		0.320	2.424	2.641				1.500	0.176	
5DO		Paraprof-Worklead-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
22	Employment %	22.73*	36.36*	4.55	4.55*	13.64	0.00	0.00	0.00	77.27	63.64
Rule	Availability %	34.20	67.13	4.84	14.12	12.71	0.71	0.22	1.59	65.80	32.87
S(C)	Statistical Value	0.183E	0.006E	0.711E	0.162E		0.855E	0.953E	0.703E		

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

5EO		Pararprof-Individual-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
85	Employment %	32.94	88.24	0.00*	8.24	22.35	1.18	1.18	0.00*	67.06	11.76
Rule	Availability %	32.23	65.31	6.18	12.57	11.18	0.62	0.19	1.49	67.77	34.69
S(C)	Statistical Value			2.366	1.206				1.134	0.140	4.441
6CO		Admin-Super-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
8	Employment %	0.00*	100.00	0.00	0.00	0.00*	0.00	0.00	0.00	100.00	0.00
Rule	Availability %	28.47	96.35	1.46	4.38	22.63	0.00	0.00	0.00	71.53	3.65
S(C)	Statistical Value	0.069E		0.889E	0.699E	0.128E					0.743E
6EO		Admin-Individual-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
92	Employment %	29.35	93.48	2.17	4.35*	22.83	0.00	0.00	0.00	70.65	6.52
Rule	Availability %	23.20	95.28	2.56	8.87	9.83	0.56	0.13	1.26	76.80	4.72
S(C)	Statistical Value		0.815	0.234	1.526		0.720	0.346	1.084	1.397	
7CE		Skilled-Super-Eng									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
9	Employment %	22.22	0.00	0.00	0.00	22.22	0.00	0.00	0.00	77.78	100.00
Rule	Availability %	22.22	0.00	0.00	5.56	16.67	0.00	0.00	0.00	77.78	100.00
S(C)	Statistical Value				0.598E					0.628E	1.000E
7CM		Skilled-Super-Mtc									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
168	Employment %	25.60	3.57*	0.60	1.79	22.62	0.60	0.00	0.00*	74.40	96.43
Rule	Availability %	26.40	5.43	1.23	8.80	14.25	0.93	0.10	1.11	73.60	94.57
S(C)	Statistical Value	0.237	1.063	0.746	3.209		0.452	0.410	1.373		
7CO		Skilled-Super-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
Rule	Availability %	28.94	26.73	4.32	11.53	11.32	0.54	0.09	1.17	71.07	73.28
S(C)	Statistical Value	0.505E	0.537E	0.915E	0.783E	0.786E	0.989E	0.998E	0.977E		
7DM		Skilled-Worklead-Mtc									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
281	Employment %	19.57	2.14	0.00	2.14	16.73	0.71	0.00	0.00	80.43	97.86
Rule	Availability %	19.71	2.26	0.41	1.72	16.75	0.62	0.20	0.03	80.29	97.74
S(C)	Statistical Value	0.058	0.141	1.076		0.011		0.750	0.290		

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Incumbency vs. Estimated Availability

7EE		Skilled-Individual-Eng									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
58	Employment %	22.41	5.17	0.00*	3.45*	17.24	1.72	0.00	0.00	77.59	94.83
Rule	Availability %	26.16	8.45	4.04	7.47	12.58	0.59	0.16	1.31	73.84	91.55
S(C)	Statistical Value	0.649	0.897	1.563	1.165			0.305	0.877		
7EM		Skilled-Individual-Mtc									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1010	Employment %	20.00	2.18	0.40	1.49	17.33	0.59	0.20	0.00	80.00	97.82
Rule	Availability %	25.15	3.21	0.50	9.28	13.27	0.96	0.07	1.05	74.85	96.79
S(C)	Statistical Value	3.772	1.860	0.468	8.538		1.193		3.274		
7EO		Skilled-Individual-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
13	Employment %	38.46	15.38	0.00	15.38	23.08	0.00	0.00	0.00	61.54	84.62
Rule	Availability %	29.71	10.59	3.90	10.96	13.03	0.58	0.08	1.15	70.29	89.41
S(C)	Statistical Value			0.596E			0.927E	0.990E	0.860E	0.337E	0.407E
8CM		Service Mtc-Super-Mtc									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
Rule	Availability %	50.06	6.69	1.65	5.84	40.71	0.44	0.13	1.29	49.94	93.31
S(C)	Statistical Value	0.499E	0.933E	0.984E	0.942E	0.593E	0.996E	0.999E	0.987E		
8DM		Service Mtc-Worklead-Mtc									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
Rule	Availability %	50.06	6.69	1.65	5.84	40.71	0.44	0.13	1.29	49.94	93.31
S(C)	Statistical Value	0.499E	0.933E	0.984E	0.942E	0.593E	0.996E	0.999E	0.987E		
8EM		Service Mtc-Individual-Mtc									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
24	Employment %	50.00	29.17	0.00	8.33	41.67	0.00	0.00	0.00	50.00	70.83
Rule	Availability %	48.78	9.63	1.75	7.33	37.77	0.52	0.13	1.27	51.22	90.37
S(C)	Statistical Value			0.655E			0.882E	0.969E	0.736E	0.533E	0.012E
8EO		Service Mtc-Individual-Other									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
15	Employment %	26.67	20.00*	0.00	13.33	13.33	0.00	0.00	0.00	73.33	80.00
Rule	Availability %	39.73	36.72	3.81	15.46	17.74	0.71	0.28	1.73	60.27	63.28
S(C)	Statistical Value	0.224E	0.140E	0.558E	0.584E	0.487E	0.899E	0.959E	0.770E		

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

We have conducted in-depth analyses of our total employment process, including the workforce by organizational unit and job group, personnel activity, compensation, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist. An analysis of each of these processes follows.

Composition of the Workforce by Organizational Unit

Of the 26 departments in this AAP, 26 or 100% include minorities, and 25 or 96.15% include females. Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

Composition of the Workforce by Job Group

Pursuant to the Office of Federal Contract Compliance Programs' (OFCCP) regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- Our analysis indicates that, for minorities, incumbency is less than availability by a statistically significant amount in job groups 2DO, 3CE, and 7EM.
- Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in job groups 2CE, 2CO, 2EO, 3CE, and 5DO.
- CDOT has established affirmative action placement goals and programs to address underutilization, and will continue to make a good faith effort to reach the placement goals established and implement action-oriented programs, which are detailed elsewhere in this AAP.

Analysis of Progress towards Prior Year Goals

CDOT has improved its ability to track and report on goals by employing software tools that will afford the Department to provide greater detail in determining whether the workforce represents the women and minorities within the local communities. Goal Attainment is presented in two manners. The first is a comparison against last year's AAP plan and the second against the software's recommended goals.

Old Method

This section reports the year-end progress made regarding hiring and promoting permanent employees within each occupational group where underutilization was identified in the 2015 AAP for the time period of the 2015 federal fiscal year that is October 1, 2014, through September 30, 2015.

HIRE and PROMOTION GOALS AND RESULTS

Using CDOT’s workforce profile from the 2013 EEO-4 report as a baseline; the following is the current status of the 2015 hire and promotion goals for each occupational group.

1 – OFFICIALS/ADMINISTRATORS – Because most employees in this group are hired at the discretion of the Executive Director or Governor, no hire or promotion goals were made; however, CDOT hired 7 employees this year that included 5 White males and 1 Asian male. Three were promoted into this group that included 1 White male and 2 White females.

2 - PROFESSIONAL

	WM	BM	HM	AM	AIM	TL M	WF	BF	HF	AF	AIF	TL F
Hire Goal	0	0	0	0	0	0	7	0	1	0	0	8
CDOT EE’s	519	21	70	30	4	644	209	15	25	16	1	266
# Hired	48	3	6	3	0	60	22	0	2	1	0	24
Promotion Goal	0	0	0	0	0	0	0	0	0	0	0	0
# Promote	43	2	11	1	2	59	20	2	6	3	0	30

Summary: Hire goal exceeded. No promotion goals were made.

3- TECHNICIANS

	WM	BM	HM	AM	AIM	TL M	WF	BF	HF	AF	AIF	TL M
Hire Goal	0	0	0	0	0	0	4	0	0	0	0	4
CDOT EE's	174	3	44	0	6	5	46	4	12	1	1	64
# Hired	16	1	4	0	2	23	5	1	1	0	0	7
Promotion Goal	0	9	0	0	1	1	0	0	1	0	0	1
# Promote	27	0	8	0	0	35	5	1	0	0	0	6

Summary: Hire goals met. Promotion goals not met.

4 – NO CDOT JOBS IN THIS GROUP

5 – NO CDOT JOBS IN THIS GROUP

6 - ADMINISTRATIVE

	WM	BM	HM	AM	AIM	TL M	WF	BF	HF	AF	AIF	TL F
Hire Goal	10	0	1	0	0	11	0	0	0	0	0	0
CDOT EE's	6	1	3	0	0	10	107	7	27	1	1	143
# Hired	1	0	0	0	0	1	7	1	8	0	0	16
Promotion Goal	0	0	0	0	0	0	0	0	0	0	0	0
# Promote	0	0	0	0	0	0	11	1	3	0	0	15

Summary: Hire goals partially met in this group. No promotion goals were made.

7 - SKILLED CRAFT

	WM	BM	HM	AM	AIM	TL M	WF	BF	HF	AF	AIF	TL F
Hire Goal	0	6	0	0	14	20	0	0	0	0	0	0
CDOT EE's	1199	28	270	5	14	1516	34	1	3	0	0	38
# Hired	130	4	39	1	0	174	3	0	0	0	0	3

Promotion Goal	0	0	1	0	0	1	0	0	0	0	0	0
# Promote	75	2	7	0	0	84	2	0	0	0	0	2

Summary: Hire goals partially met. Promotion goals met.

8- SERVICE MAINTENANCE

	WM	BM	HM	AM	AIM	TL M	WF	BF	HF	AF	AIF	TL F
Hire Goal	0	0	0	1	0	1	0	0	0	0	0	0
CDOT EE's	19	1	14	0	0	34	6	2	3	0	0	11
# Hired	0	0	0	0	0	0	0	0	0	0	0	0
Promotion Goal	0	0	1	0	0	1	0	0	1	0	0	1
# Promote	1	0	0	0	0	1	0	0	1	0	0	1

Summary: Hire goals not met. Promotion goals partially met.

New Method

In establishing placement goals, the following principles apply:

- When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, CDOT has established an annual percentage placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
- In all employment decisions, the Government makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, veteran status, or national origin.

A review of progress and goal attainment by job group for the period from October 1, 2014 to September 30, 2015 reveals the following:

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Goal Attainment

1AO		Official-Official-Other									
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal	13.92										
New Hire	5	1	20.00								
Promotion	1	0	0.00								
Total Opps	6	1	16.67								
Achieved? *		YES									

1BO		Official-Manager-Other									
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal	19.37										
New Hire	3	0	0.00								
Promotion	2	0	0.00								
Total Opps	5	0	0.00								
Achieved? *		LIMITED									

2BE		Professional-Manager-Eng									
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal	21.43		10.20								
New Hire	0	0	N/A	0	N/A						
Promotion	5	1	20.00	1	20.00						
Total Opps	5	1	20.00	1	20.00						
Achieved? *		YES		YES							

Goal Attainment

2CE		Professional-Super-Eng									
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal									85.99		
New Hire	0								0	N/A	
Promotion	18								16	88.89	
Total Opps	18								16	88.89	
Achieved? *										YES	

2CO		Professional-Super-Other									
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal		51.01		4.29		8.61					
New Hire	5	3	60.00	1	20.00	0	0.00				
Promotion	10	3	30.00	1	10.00	0	0.00				
Total Opps	15	6	40.00	2	13.33	0	0.00				
Achieved? *			NO	YES	NO						

2DO		Professional-Worklead-Other									
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal	23.80					8.71					
New Hire	11	2	18.18		0	0.00					
Promotion	14	3	21.43		1	7.14					
Total Opps	25	5	20.00		1	4.00					
Achieved? *		YES			NO						

2EE Professional-Individual-Eng											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal								1.36		86.28	
New Hire	20							0	0.00	17	85.00
Promotion	1							0	0.00	1	100.00
Total Opps	21							0	0.00	18	85.71
Achieved? *									LIMITED		YES

Goal Attainment

2EOProfessional-Individual-Other

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal								1.22			
New Hire	30							0	0.00		
Promotion	8							0	0.00		
Total Opps	38							0	0.00		
Achieved? *									LIMITED		

3CETechnician-Super-Eng

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal	28.44		3.70	4.17							
New Hire	2	0	0	0	0.00						
Promotion	4	1	0	0	0.00						
Total Opps	6	1	0	0	0.00						
Achieved? *		YES		LIMITED	LIMITED						

3DETechnician-Worklead-Eng

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal			4.09								
New Hire	1		0	0.00							
Promotion	2		0	0.00							
Total Opps	3		0	0.00							
Achieved? *				LIMITED							

Goal Attainment

3EE

Technician-Individual-Eng

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal			6.91	8.56				1.44			
New Hire	8		0	0.00	0	0.00		0	0.00		
Promotion	11		0	0.00	0	0.00		0	0.00		
Total Opps	19		0	0.00	0	0.00		0	0.00		
Achieved? *				NO	NO				LIMITED		

5DO

Paraprof-Worklead-Other

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal		67.13		14.12							
New Hire	1	0	0.00	0	0.00						
Promotion	0	0	N/A	0	N/A						
Total Opps	1	0	0.00	0	0.00						
Achieved? *			LIMITED		LIMITED						

5EOParaprof-Individual-Other

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal			6.14					1.49		34.86	
New Hire	5		0	0.00				0	0.00	2	40.00
Promotion	7		0	0.00				0	0.00	0	0.00
Total Opps	12		0	0.00				0	0.00	2	16.67
Achieved? *				LIMITED					LIMITED		NO

6CO Admin-Super-Other

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal	26.81				21.01						
New Hire	0	0	N/A		0	N/A					
Promotion	1	0	0.00		0	0.00					
Total Opps	1	0	0.00		0	0.00					
Achieved? *		LIMITED				LIMITED					

Goal Attainment

6EO		Admin-Individual-Other									
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal				8.91							
New Hire	16			1	6.25						
Promotion	1			0	0.00						
Total Opps	17			1	5.88						
Achieved? *					YES						

7CM Skilled-Super-Mtc											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal		5.31		8.86				1.10			
New Hire	1	0	0.00	0	0.00			0	0.00		
Promotion	12	1	8.33	0	0.00			0	0.00		
Total Opps	13	1	7.69	0	0.00			0	0.00		
Achieved? *			YES		NO				LIMITED		

7EESkilled-Individual-Eng											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal			3.81	7.37							
New Hire	14		0	0.00	0	0.00					
Promotion	1		0	0.00	0	0.00					
Total Opps	15		0	0.00	0	0.00					
Achieved? *				LIMITED	NO						

7EMSkilled-Individual-Mtc											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal	25.21		0.50	9.30				1.06			
New Hire	160	40	25.00	1	0.63	2	1.25	0	0.00		
Promotion	2	0	0.00	0	0.00	0	0.00	0	0.00		
Total Opps	162	40	24.69	1	0.62	2	1.23	0	0.00		
Achieved? *		YES		YES	NO				NO		

Goal Attainment

	8EO		Service Mtc-Individual-Other								
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Prior Year Goal	39.73	36.72									
New Hire	0	0	N/A	0	N/A						
Promotion	1	0	0.00	0	0.00						
Total Opps	1	0	0.00	0	0.00						
Achieved? *			LIMITED		LIMITED						

Note - there was no prior year goal required for categories not listed above.

* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.

Personnel Activity

The Colorado Department of Transportation has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

Personnel Activities

- In 2015, a standard statewide electronic employee activity reporting system was implemented. This report allows for view of trends and consistency in personnel treatment by gender/ethnicity.
- Statewide consistency in using the reporting database is still being pursued.
- All templates for use by supervisors related to discipline were updated and became electronically available to contribute towards statewide consistency.
- The disciplinary action database was implemented mid-year and complete results should be available for the next annual report.

Applicant Flow

During the plan year, October 01, 2014 to September 30, 2015, CDOT posted all open positions on the State of Colorado Job website. The Human Resources Department accepted applications for open positions, and all persons interested in obtaining employment with CDOT were advised to apply according to the State of Colorado's selection processes. Applications and complete records are stored in the State's online job application system to ensure goals of equal employment opportunity are being applied to this process.

The Colorado Department of Transportation believes that applicant flow is not and will not be a problem area. Our analysis reveals that the percentage of minority and female applicants compares very favorably with the general availability of women and minorities within the State of Colorado. Clearly CDOT's success in implementing and communicating affirmative action and recruitment outreach efforts is demonstrated by these statistics.

The following two reports summarize applicant pool and the summary by disposition:

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Applicant Summary by Disposition Code

For Period: 10/1/2014 to 9/30/2015

	Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1 - Internal Hired (I)	153	2	0	40	40	2	3	31	0	0	3	111	113
2 - Hired (H)	237	10	2	65	49	7	10	40	2	0	5	162	186
3 - Not selected	737	32	3	180	161	17	27	102	7	0	24	525	573
4 - Passed not referred	147	3	0	42	33	5	8	24	1	0	4	102	114
5 - Failed Assessment	1,750	59	30	547	678	73	125	273	22	0	48	1,144	1,042
9 - Passed not Referred	110	1	0	27	18	3	4	15	1	0	4	82	92
Totals	# 3,134	107	35	901	979	107	177	485	33	0	88	2,126	2,120
	%	3.41	1.12	28.75	31.24	3.41	5.65	15.48	1.05	0.00	2.81	67.84	67.65

H - Hired, O - Offer Extended, I - Internal Successful

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Applicant Pool Analysis

1AO		Official-Official-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	10.00	36.67	3.33	0.00	6.67	0.00	0.00	0.00	90.00	63.33
Est. Labor Force Stats	13.43	22.04	4.29	3.29	4.48	0.41	0.04	0.92	86.57	77.96
Statistical Difference										2.24
1BO		Official-Manager-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	14.00	19.61	4.00	2.00	8.00	0.00	0.00	0.00	86.00	80.39
Est. Labor Force Stats	18.76	29.02	3.95	5.71	7.31	0.43	0.11	1.25	81.24	70.98
Statistical Difference										
2BE		Professional-Manager-Eng								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	26.32	20.00	15.79	0.00	10.53	0.00	0.00	0.00	73.68	80.00
Est. Labor Force Stats	21.59	12.56	10.18	4.28	5.42	0.24	0.10	1.37	78.41	87.44
Statistical Difference										
2BO		Professional-Manager-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	12.33	20.00	0.00	4.11	4.11	0.00	0.00	4.11	87.67	80.00
Est. Labor Force Stats	24.20	46.77	7.53	7.67	7.02	0.38	0.10	1.47	76.73	54.16
Statistical Difference	2.61	4.88	2.52							
2CE		Professional-Super-Eng								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	17.44	12.22	2.33	1.16	6.98	0.00	0.00	6.98	82.56	87.78
Est. Labor Force Stats	21.75	13.92	10.48	4.20	5.36	0.25	0.09	1.37	78.25	86.08
Statistical Difference			2.56							
2CO		Professional-Super-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	29.82	34.78	4.39	9.65	12.28	0.00	0.00	3.51	70.18	65.22
Est. Labor Force Stats	24.57	48.86	7.94	7.75	6.94	0.37	0.11	1.42	76.21	51.94
Statistical Difference		3.33							2.30	

The Applicant Pool Statistics and Estimated Labor Force Statistics are based on applicants with race and/or gender identified. For more information on the number of applicants who did not identify race and/or gender, please refer to the Applicant Summary report.

Applicant Pool Analysis

2DO		Professional-Worklead-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	27.91	41.01	6.98	9.88	9.30	0.00	0.00	1.74	72.09	58.99
Est. Labor Force Stats	24.40	48.28	7.84	7.67	6.95	0.38	0.11	1.44	76.42	52.54
Statistical Difference									2.12	
2EE		Professional-Individual-Eng								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	36.17	13.01	12.34	7.23	11.06	0.43	0.00	3.40	63.83	86.99
Est. Labor Force Stats	22.17	13.66	10.84	4.22	5.37	0.24	0.09	1.38	77.84	86.33
Statistical Difference									7.21	
2EO		Professional-Individual-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	32.75	47.67	7.21	8.30	13.32	1.09	0.00	2.40	67.25	52.33
Est. Labor Force Stats	26.40	52.16	7.83	9.46	6.96	0.37	0.13	1.65	74.13	48.40
Statistical Difference		2.27							4.91	
3CE		Technician-Super-Eng								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	28.57	0.00	7.14	7.14	14.29	0.00	0.00	0.00	71.43	100.00
Est. Labor Force Stats	25.99	15.70	6.54	8.60	8.75	0.56	0.13	1.39	74.01	84.31
Statistical Difference										
3DE		Technician-Worklead-Eng								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	38.46	0.00	0.00	7.69	30.77	0.00	0.00	0.00	61.54	100.00
Est. Labor Force Stats	17.90	3.96	2.89	7.62	5.48	0.76	0.10	1.06	82.11	96.05
Statistical Difference									0.009 E	
3EE		Technician-Individual-Eng								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	38.71	10.53	2.15	11.83	21.51	1.08	0.00	2.15	61.29	89.47
Est. Labor Force Stats	24.24	14.23	5.69	7.97	8.46	0.64	0.14	1.36	75.74	85.76
Statistical Difference									3.74	
5DO		Paraprof-Worklead-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	83.33
Est. Labor Force Stats	34.20	67.13	4.84	14.12	12.71	0.71	0.22	1.59	65.80	32.87
Statistical Difference		0.033 E								

The Applicant Pool Statistics and Estimated Labor Force Statistics are based on applicants with race and/or gender identified. For more information on the number of applicants who did not identify race and/or gender, please refer to the Applicant Summary report.

Applicant Pool Analysis

5EO		Pararprof-Individual-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	38.46	75.00	3.08	13.85	20.00	0.77	0.00	0.77	61.54	25.00
Est. Labor Force Stats	29.37	62.73	8.14	10.30	8.94	0.49	0.14	1.33	70.64	37.28
Statistical Difference			2.17						2.66	2.97
6EO		Admin-Individual-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	32.21	90.53	1.58	4.95	21.17	1.35	0.00	2.70	67.79	9.47
Est. Labor Force Stats	22.93	95.96	2.51	8.71	9.78	0.56	0.12	1.25	77.07	4.04
Statistical Difference		6.76		2.97					5.78	
7CE		Skilled-Super-Eng								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	66.67	100.00
Est. Labor Force Stats	24.85	1.98	1.87	6.60	14.34	0.65	0.17	1.21	75.15	98.02
Statistical Difference										
7CM		Skilled-Super-Mtc								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	17.07	2.38	0.00	0.00	14.63	0.00	0.00	2.44	82.93	97.62
Est. Labor Force Stats	25.77	5.68	1.23	8.69	13.75	0.89	0.11	1.12	74.22	94.34
Statistical Difference				2.83						
7DM		Skilled-Worklead-Mtc								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	22.61	5.17	0.87	1.74	4.35	0.00	0.00	13.91	77.39	94.83
Est. Labor Force Stats	25.45	3.36	0.34	9.82	13.19	0.99	0.07	1.05	74.54	96.63
Statistical Difference				2.93	2.83					
7EE		Skilled-Individual-Eng								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	23.33	11.29	5.00	1.67	13.33	0.00	0.00	3.33	76.67	88.71
Est. Labor Force Stats	26.75	11.62	5.02	7.86	11.78	0.57	0.15	1.36	73.25	88.38
Statistical Difference										
7EM		Skilled-Individual-Mtc								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	29.66	2.22	0.25	3.63	21.15	2.38	0.00	2.25	70.34	97.78
Est. Labor Force Stats	24.38	3.25	0.45	9.61	12.18	1.03	0.07	1.03	75.64	96.74
Statistical Difference				5.85					4.33	

The Applicant Pool Statistics and Estimated Labor Force Statistics are based on applicants with race and/or gender identified. For more information on the number of applicants who did not identify race and/or gender, please refer to the Applicant Summary report.

Applicant Pool Analysis

7EO		Skilled-Individual-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	75.00	25.00	0.00	16.67	50.00	0.00	0.00	0.00	25.00	75.00
Est. Labor Force Stats	31.13	19.19	4.11	9.32	15.87	0.37	0.11	1.35	68.87	80.81
Statistical Difference									0.002 E	

8EM		Service Mtc-Individual-Mtc								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Est. Labor Force Stats	0.00	31.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.64
Statistical Difference										

8EO		Service Mtc-Individual-Other								
	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
Applicant Pool Stats	16.67	0.00	0.00	0.00	16.67	0.00	0.00	0.00	83.33	100.00
Est. Labor Force Stats	39.73	36.72	3.81	15.46	17.74	0.71	0.28	1.73	60.27	63.28
Statistical Difference										

The Applicant Pool Statistics and Estimated Labor Force Statistics are based on applicants with race and/or gender identified. For more information on the number of applicants who did not identify race and/or gender, please refer to the Applicant Summary report.

Hiring Analysis

The Human Resources Department develops all procedures and all hiring is conducted on the basis of nondiscriminatory criteria. Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

- Job descriptions have been reviewed and revised to ensure that duties are accurately described, that the experience and education requirements are strictly job-related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
- Application forms have been reviewed to ensure that all requested information is job-related, and that the forms comply with all applicable laws. In addition, all forms state that the State of Colorado is an Equal Opportunity/Affirmative Action Employer.
- Assessments and interview questions have been reviewed and are administered and conducted in a nondiscriminatory manner.
- CDOT has formal recruitment procedures to apprise Veteran, minority and women's groups, and educational institutions of openings.
- Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicant's knowledge, skills, abilities, and any other job-related criteria.

A review of external hires for the prior plan year indicates the presence of equal employment opportunity and a strong commitment to affirmative action. There were 290 new employees hired during the period from October 01, 2014 to September 30, 2015 including 70 minorities at 24% and 49 women at 17%.

The following report summarizes hiring activity by job group:

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

New Hire Summary

For Period: 10/1/2014 to 9/30/2015

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1AO - Official-Official-Other	5	1	0	1	0	0	0	0	0	4	5
1BO - Official-Manager-Other	3	0	0	0	0	0	0	0	0	3	3
2BO - Professional-Manager-Other	5	2	0	0	1	1	0	0	0	3	5
2CO - Professional-Super-Other	5	2	3	1	0	1	0	0	0	3	2
2DO - Professional-Worklead-Other	11	2	6	1	0	1	0	0	0	9	5
2EE - Professional-Individual-Eng	20	3	3	1	0	2	0	0	0	17	17
2EO - Professional-Individual-Other	30	5	12	1	2	2	0	0	0	25	18
3CE - Technician-Super-Eng	2	0	0	0	0	0	0	0	0	2	2
3DE - Technician-Worklead-Eng	1	0	0	0	0	0	0	0	0	1	1
3EE - Technician-Individual-Eng	8	1	2	0	0	1	0	0	0	7	6
5DO - Paraprof-Worklead-Other	1	0	0	0	0	0	0	0	0	1	1
5EO - Paraprof-Individual-Other	5	3	3	0	2	1	0	0	0	2	2
6EO - Admin-Individual-Other	16	8	15	0	1	7	0	0	0	8	1
7CM - Skilled-Super-Mtc	1	0	0	0	0	0	0	0	0	1	1
7DM - Skilled-Worklead-Mtc	1	0	0	0	0	0	0	0	0	1	1
7EE - Skilled-Individual-Eng	14	2	2	0	0	1	1	0	0	12	12
7EM - Skilled-Individual-Mtc	160	40	3	1	2	37	0	0	0	120	157
7EO - Skilled-Individual-Other	2	1	0	0	1	0	0	0	0	1	2
Totals	# 290	70	49	6	9	54	1	0	0	220	241
	%	24.14	16.90	2.07	3.10	18.62	0.34	0.00	0.00	75.86	83.10

Promotion Analysis

A review of promotion data indicates that these practices represent an area of substantial employment opportunity for minority and female employees. Promotion practices are not problem areas for minorities and women in any job group. The promotional rates for women and minorities within CDOT are representative of CDOT's diversity. Our analysis reveals that neither minorities nor women are being treated disparately in promotions because:

- CDOT provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within CDOT.
- Promotions are based on performance and other job-related criteria without discrimination on account of race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.
- Promotional opportunities are posted, providing all interested employees with an opportunity to apply

All of these factors strongly indicate that promotions are representative of CDOT's minority and female population.

A summary of promotion actions for the year is included on the following page:

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Promotion Summary by New Job

For Period: 10/1/2014 to 9/30/2015

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1AO - Official-Official-Other	1	0	1	0	0	0	0	0	0	1	0
1BO - Official-Manager-Other	2	0	1	0	0	0	0	0	0	2	1
2BE - Professional-Manager-Eng	5	1	2	1	0	0	0	0	0	4	3
2BO - Professional-Manager-Other	11	2	1	0	0	2	0	0	0	9	10
2CE - Professional-Super-Eng	18	2	1	0	1	1	0	0	0	16	17
2CO - Professional-Super-Other	10	2	3	1	0	1	0	0	0	8	7
2DO - Professional-Worklead-Other	14	3	7	0	1	2	0	0	0	11	7
2EE - Professional-Individual-Eng	18	4	5	1	0	3	0	0	0	14	13
2EO - Professional-Individual-Other	25	10	11	1	2	6	1	0	0	15	14
3CE - Technician-Super-Eng	4	1	0	0	0	1	0	0	0	3	4
3DE - Technician-Worklead-Eng	2	1	0	0	0	1	0	0	0	1	2
3EE - Technician-Individual-Eng	15	8	3	0	0	7	1	0	0	7	12
5EO - Pararprof-Individual-Other	14	4	13	0	1	3	0	0	0	10	1
6CO - Admin-Super-Other	1	0	1	0	0	0	0	0	0	1	0
6EO - Admin-Individual-Other	3	1	3	0	1	0	0	0	0	2	0
7CE - Skilled-Super-Eng	1	0	0	0	0	0	0	0	0	1	1
7CM - Skilled-Super-Mtc	25	3	1	0	0	3	0	0	0	22	24
7DM - Skilled-Worklead-Mtc	41	5	1	0	3	2	0	0	0	36	40
7EE - Skilled-Individual-Eng	4	2	0	0	0	2	0	0	0	2	4
7EM - Skilled-Individual-Mtc	18	1	0	0	0	1	0	0	0	17	18
8EM - Service Mtc-Individual-Mtc	1	1	1	0	0	1	0	0	0	0	0
8EO - Service Mtc-Individual-Other	1	0	0	0	0	0	0	0	0	1	1
Totals	# 234	51	55	4	9	36	2	0	0	183	179
	%	21.79	23.50	1.71	3.85	15.38	0.85	0.00	0.00	78.21	76.50

Performance Ratings Analysis

The basic premise of CDOT's performance management system is that in order for an employee to be a highly effective performer, the employee must be informed about what is expected from him or her in terms of job duties/responsibilities and performance standards. To set job and performance expectations, supervisors use the Online Performance Management Plan to record the goals, competencies and measurements that will be used to evaluate performance throughout the evaluation cycle.

All CDOT employees are rated on the same six CDOT competencies.

- Accountability/Credibility
- Job Knowledge/Performance
- Communication/Interpersonal Skills
- Customer Service
- Safety
- Work leading/Supervision (maybe N/A for non-supervisors).

Employees and supervisors should meet at least five times during the performance year (plan, 1st quarter review, 2nd quarter review, 3rd quarter review, 4th quarter review, final review). The five tiered performance rating scale (1, 2, 2+, 3) is converted to the State's three tiers at the end of the performance year--Needs Improvement, Meets Expectations, and Exceptional. The performance cycle is April 1, 2014 through March 31, 2015. As of March 31, 2015, a total of 3229 full and part-time employees received final performance ratings.

The rating distribution was as follows:

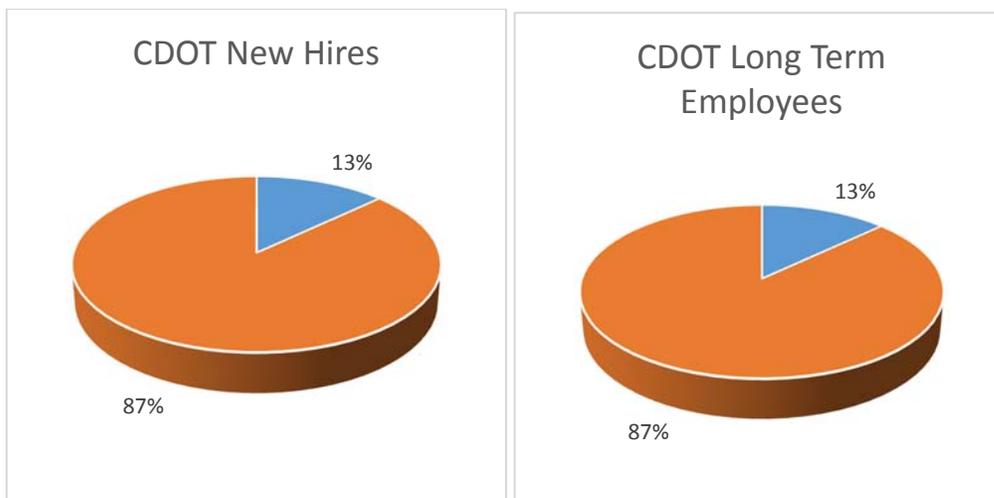
Rating	Male	Female	Asian	Black	Hispanic	Native Hawaiian	White	Native American
1	8	0	1	1	1		5	0
2	2254	436	42	89	419	6	2111	23
3	339	136	13	8	63	1	387	3

Training Analysis

A healthy and respectful work environment is essential for good employee morale, retention, and productivity. As CDOT develops, the need for awareness and mutual respect increases. Workforce education is a continuous process with the threefold objective of improving the internal work environment, improving the inclusiveness of underrepresented persons in CDOT's employment community, and improving customer service to a growing and diverse customer base.

The department provides orientation for all new employees every other month during the year. The orientation lasts six hours and is presented by the Office of Employee Development. During orientation, a member of the Human Resources gives an overview of the equal employment opportunity, workplace harassment, and grievance, complaint, and workplace investigation policies; identifies the department's affirmative action representatives. In addition, new employees are required to take three online courses within their first six months of employment. In addition to the new hires, when the new LMS system was launched in May 2015, any CDOT employee who took these courses over five years ago was given an assignment to complete the courses by December 2015.

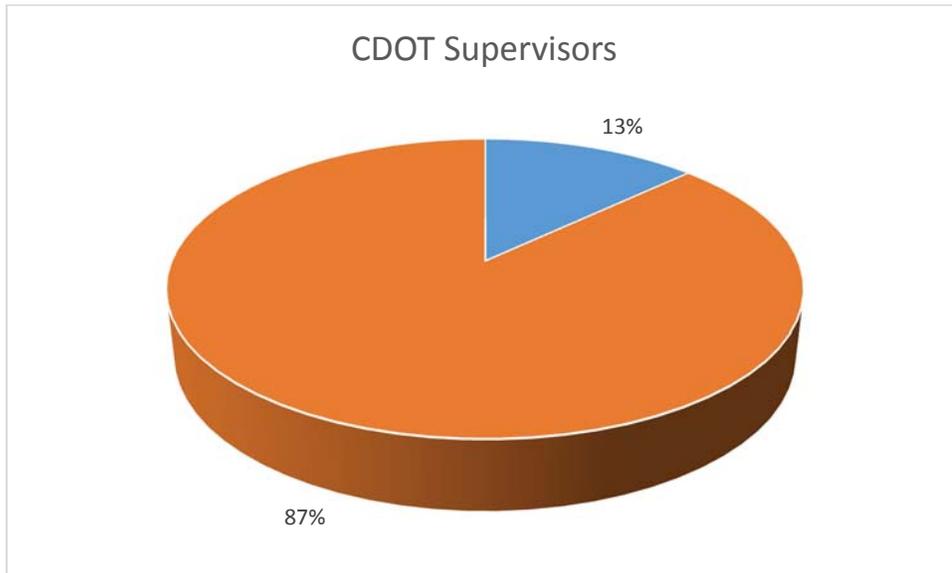
- Preventing Discrimination and Harassment
- Preventing Sexual Harassment
- Preventing Workplace Violence



Sixty-five percent or 209 of CDOT's new hires completed the above mandatory trainings.

Thirty-three percent or 995 of CDOT's employees completed the above mandatory training during the plan year

In July 2015, CDOT began offering ADA for Supervisors and Managers an online course. This course provides an overview of the comprehensive program CDOT has developed to administer the American's with Disabilities Act (ADA) process.



Thirteen percent or 66 of CDOT's supervisors have completed the ADA course.

Retirement Analysis

Employees of the State of Colorado contribute to the Public Employees' Retirement Association (PERA), not to the Social Security Administration (SSA). Colorado Public Employees' Retirement Association (PERA) provides retirement and other benefits to the employees of more than 500 government agencies and public entities in the state of Colorado. Established by state law in 1931, PERA operates by authority of the Colorado General Assembly and is administered under Title 24, Article 51 of the Colorado Revised Statutes. In accordance with its duty to administer PERA, the Board of Trustees has the authority to adopt and revise Rules in accordance with state statutes.

Under this Government pension program, CDOT employees become eligible to receive a monthly retirement benefit when employees meet applicable age and service requirements, which depend upon the employees start date. The Division of Human Resources has estimated the potential retirement dates for current employees.

This percentage of employees eligible for a full service retirement by

classification range between seven and thirteen percent for the current fiscal year. This rate matches CDOT's ten percent turnover rate for the Department. This information can be used in combination with the placement goals to determine a reasonable expectation of replacing exiting employees with women and minority applicants.



Colorado Department of Transportation Full Service Retirement By Classification

Administrative Support and Related				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Administrative Assistant I	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Administrative Assistant II	14	Employees	Number	1	0	0	0	1	0	2
			Percent	7.1%	0.0%	0.0%	0.0%	7.1%	0.0%	14.3%
Administrative Assistant III	72	Employees	Number	8	0	3	2	5	6	24
			Percent	11.1%	0.0%	4.2%	2.8%	6.9%	8.3%	33.3%
Data Specialist	3	Employees	Number	1	0	0	0	0	0	1
			Percent	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
Office Manager I	8	Employees	Number	1	0	0	0	0	0	1
			Percent	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%
Administrative Support and Related			Number	11	0	3	2	6	6	28
			Percent	11.2%	0.0%	3.1%	2.0%	6.1%	6.1%	28.6%

Labor, Trades, and Crafts				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Custodian I	2	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Custodian II	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Electrical Trades I	12	Employees	Number	0	0	3	0	1	0	4
			Percent	0.0%	0.0%	25.0%	0.0%	8.3%	0.0%	33.3%
Electrical Trades II	24	Employees	Number	2	0	0	0	2	0	4
			Percent	8.3%	0.0%	0.0%	0.0%	8.3%	0.0%	16.7%
Electrical Trades III	9	Employees	Number	2	2	0	1	1	0	6
			Percent	22.2%	22.2%	0.0%	11.1%	11.1%	0.0%	66.7%
Engr/Phys Sci Asst I	5	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Engr/Phys Sci Asst II	6	Employees	Number	0	0	0	0	0	1	1
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	16.7%
Engr/Phys Sci Asst III	11	Employees	Number	2	0	0	0	1	0	3
			Percent	18.2%	0.0%	0.0%	0.0%	9.1%	0.0%	27.3%
Equipment Mechanic I	4	Employees	Number	2	0	0	0	0	0	2
			Percent	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
Equipment Mechanic II	4	Employees	Number	1	0	0	0	0	0	1
			Percent	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%
Equipment Mechanic III	92	Employees	Number	6	0	5	0	4	4	19
			Percent	6.5%	0.0%	5.4%	0.0%	4.3%	4.3%	20.7%

				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Equipment Mechanic IV	6	Employees	Number	0	0	0	0	1	0	1
			Percent	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	16.7%
Equipment Operator III	95	Employees	Number	6	2	3	1	6	8	26
			Percent	6.3%	2.1%	3.2%	1.1%	6.3%	8.4%	27.4%
Equipment Operator IV	30	Employees	Number	2	1	1	0	0	1	5
			Percent	6.7%	3.3%	3.3%	0.0%	0.0%	3.3%	16.7%
General Labor I	20	Employees	Number	2	1	1	2	1	0	7
			Percent	10.0%	5.0%	5.0%	10.0%	5.0%	0.0%	35.0%
General Labor II	1	Employee	Number	1	0	0	0	0	0	1
			Percent	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
General Labor III	1	Employee	Number	0	0	1	0	0	0	1
			Percent	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
LTC Operations I	53	Employees	Number	10	3	3	5	1	5	27
			Percent	18.9%	5.7%	5.7%	9.4%	1.9%	9.4%	50.9%
LTC Operations II	9	Employees	Number	1	0	0	0	0	0	1
			Percent	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	11.1%
LTC Trainee VII	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Machining Trades I	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Machining Trades II	8	Employees	Number	0	0	0	1	1	0	2
			Percent	0.0%	0.0%	0.0%	12.5%	12.5%	0.0%	25.0%
Machining Trades III	7	Employees	Number	1	1	0	0	0	0	2
			Percent	14.3%	14.3%	0.0%	0.0%	0.0%	0.0%	28.6%
Materials Handler I	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Materials Handler II	7	Employees	Number	1	0	0	0	0	0	1
			Percent	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%
Materials Handler III	5	Employees	Number	0	1	1	1	0	0	3
			Percent	0.0%	20.0%	20.0%	20.0%	0.0%	0.0%	60.0%
Materials Supervisor	2	Employees	Number	1	0	0	0	0	0	1
			Percent	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
Pipe/Mech Trades I	2	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Pipe/Mech Trades II	6	Employees	Number	1	1	0	0	0	1	3
			Percent	16.7%	16.7%	0.0%	0.0%	0.0%	16.7%	50.0%
Pipe/Mech Trades III	2	Employees	Number	0	0	0	0	1	0	1
			Percent	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%
Production III	5	Employees	Number	0	0	0	1	0	0	1
			Percent	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%
Production IV	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Production V	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Structural Trades I	6	Employees	Number	1	0	0	1	0	0	2
			Percent	16.7%	0.0%	0.0%	16.7%	0.0%	0.0%	33.3%
Structural Trades II	10	Employees	Number	0	1	1	0	0	1	3
			Percent	0.0%	10.0%	10.0%	0.0%	0.0%	10.0%	30.0%
Structural Trades III	3	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Transportation Maintenance I	777	Employees	Number	27	12	12	17	28	32	128
			Percent	3.5%	1.5%	1.5%	2.2%	3.6%	4.1%	16.5%
Transportation Maintenance II	254	Employees	Number	24	8	9	7	16	8	72
			Percent	9.4%	3.1%	3.5%	2.8%	6.3%	3.1%	28.3%
Transportation Maintenance III	96	Employees	Number	17	2	3	4	7	8	41
			Percent	17.7%	2.1%	3.1%	4.2%	7.3%	8.3%	42.7%
Utility Plant Operator I	7	Employees	Number	2	0	1	1	0	0	4
			Percent	28.6%	0.0%	14.3%	14.3%	0.0%	0.0%	57.1%
Utility Plant Operator II	1	Employee	Number	1	0	0	0	0	0	1
			Percent	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Labor, Trades, and Crafts	1588	Employees	Number	113	35	44	42	71	69	374
			Percent	7.1%	2.2%	2.8%	2.6%	4.5%	4.3%	23.6%

Non-classified

				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Chief Financial Officer	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Dept Executive Director	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Dept Legislative Liaison	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Deputy Department Head	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Human Resources Director	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Public Info Officer	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Executive Service	11	Employees	Number	1	0	0	0	0	1	2
			Percent	9.1%	0.0%	0.0%	0.0%	0.0%	9.1%	18.2%
Non-classified	17	Employees	Number	1	0	0	0	0	1	2
			Percent	5.9%	0.0%	0.0%	0.0%	0.0%	5.9%	11.8%

Physical Science and Engineering

				Now	FY16	FY17	FY18	FY19	FY20	Eligible
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				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Architect I	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Architect II	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Civil Engineer Project Manager I--Constr	30	Employees	Number	5	3	0	3	0	3	14
			Percent	16.7%	10.0%	0.0%	10.0%	0.0%	10.0%	46.7%
Civil Engineer Project Manager I--Design	8	Employees	Number	2	0	0	0	0	1	3
			Percent	25.0%	0.0%	0.0%	0.0%	0.0%	12.5%	37.5%
Civil Engineer Project Manager II-Constr	22	Employees	Number	4	3	0	2	0	4	13
			Percent	18.2%	13.6%	0.0%	9.1%	0.0%	18.2%	59.1%
Civil Engineer Project Manager II-Design	2	Employees	Number	0	0	1	0	0	1	2
			Percent	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	100.0%
Designer/Planner	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Electronic Engineer II	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Electronics Specialist I	4	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Electronics Specialist II	9	Employees	Number	2	0	0	1	0	0	3
			Percent	22.2%	0.0%	0.0%	11.1%	0.0%	0.0%	33.3%
Electronics Specialist III	7	Employees	Number	0	0	0	2	0	1	3
			Percent	0.0%	0.0%	0.0%	28.6%	0.0%	14.3%	42.9%
Electronics Specialist Intern	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Electronics Specialist IV	5	Employees	Number	0	0	0	1	0	0	1
			Percent	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	20.0%
Engineering/Physical Sci Tec III-Geotech	3	Employees	Number	1	0	1	0	0	0	2
			Percent	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	66.7%
Engineering/Physical Sci Tec III-Non Geo	72	Employees	Number	12	0	2	3	4	4	25
			Percent	16.7%	0.0%	2.8%	4.2%	5.6%	5.6%	34.7%
Engineering/Physical Sci Tech I-Geotech	3	Employees	Number	1	0	0	0	0	0	1
			Percent	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
Engineering/Physical Sci Tech II-Geotech	5	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Engineering/Physical Sci Tech II-Non Geo	49	Employees	Number	6	2	2	1	3	0	14
			Percent	12.2%	4.1%	4.1%	2.0%	6.1%	0.0%	28.6%
Engineering/Physical Sci Tech I-Non Geo	36	Employees	Number	2	0	0	2	0	4	8
			Percent	5.6%	0.0%	0.0%	5.6%	0.0%	11.1%	22.2%
Engineer-In-Training I	30	Employees	Number	0	0	0	0	1	0	1
			Percent	0.0%	0.0%	0.0%	0.0%	3.3%	0.0%	3.3%
Engineer-In-Training II	24	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Engineer-In-Training III	22	Employees	Number	0	1	0	0	1	1	3
			Percent	0.0%	4.5%	0.0%	0.0%	4.5%	4.5%	13.6%

				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Land Survey Intern I	2	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Land Survey Intern II	3	Employees	Number	0	0	0	0	0	1	1
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%
Landscape Architect I	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Landscape Architect II	1	Employee	Number	1	0	0	0	0	0	1
			Percent	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Landscape Specialist	3	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Phys Sci Researcher/Scientist II	5	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Phys Sci Researcher/Scientist III	2	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Phys Sci Researcher/Scientist IV	2	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Professional Engineer I	166	Employees	Number	14	3	6	11	2	4	40
			Percent	8.4%	1.8%	3.6%	6.6%	1.2%	2.4%	24.1%
Professional Engineer II	89	Employees	Number	11	0	3	3	4	1	22
			Percent	12.4%	0.0%	3.4%	3.4%	4.5%	1.1%	24.7%
Professional Engineer III	24	Employees	Number	2	0	1	0	3	2	8
			Percent	8.3%	0.0%	4.2%	0.0%	12.5%	8.3%	33.3%
Professional Land Surveyor I	22	Employees	Number	3	0	1	0	1	0	5
			Percent	13.6%	0.0%	4.5%	0.0%	4.5%	0.0%	22.7%
Professional Land Surveyor II	11	Employees	Number	3	1	0	0	0	0	4
			Percent	27.3%	9.1%	0.0%	0.0%	0.0%	0.0%	36.4%
Physical Science and Engineering	667	Employees	Number	69	13	17	29	19	27	174
			Percent	10.3%	1.9%	2.5%	4.3%	2.8%	4.0%	26.1%

Professional Services

				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Accountant I	4	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Accountant II	11	Employees	Number	2	0	0	0	0	0	2
			Percent	18.2%	0.0%	0.0%	0.0%	0.0%	0.0%	18.2%
Accountant III	9	Employees	Number	1	0	1	0	1	0	3
			Percent	11.1%	0.0%	11.1%	0.0%	11.1%	0.0%	33.3%
Accountant IV	4	Employees	Number	0	0	0	0	0	1	1
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%
Accounting Technician III	21	Employees	Number	2	0	0	4	1	0	7
			Percent	9.5%	0.0%	0.0%	19.0%	4.8%	0.0%	33.3%

				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Arts Professional II	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Arts Professional III	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Auditor I	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Auditor II	2	Employees	Number	0	0	0	1	0	0	1
			Percent	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%
Auditor III	2	Employees	Number	0	0	1	0	0	0	1
			Percent	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%
Auditor IV	2	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Auditor V	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Budget & Policy Analyst III	10	Employees	Number	0	0	2	0	0	1	3
			Percent	0.0%	0.0%	20.0%	0.0%	0.0%	10.0%	30.0%
Budget & Policy Analyst IV	3	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Budget & Policy Analyst V	1	Employee	Number	1	0	0	0	0	0	1
			Percent	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Budget Analyst I	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Budget Analyst II	4	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Controller III	1	Employee	Number	0	0	0	0	0	1	1
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
General Professional I	3	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
General Professional II	12	Employees	Number	1	0	0	0	1	0	2
			Percent	8.3%	0.0%	0.0%	0.0%	8.3%	0.0%	16.7%
General Professional III	100	Employees	Number	5	0	5	2	5	4	21
			Percent	5.0%	0.0%	5.0%	2.0%	5.0%	4.0%	21.0%
General Professional IV	152	Employees	Number	17	0	4	7	3	5	36
			Percent	11.2%	0.0%	2.6%	4.6%	2.0%	3.3%	23.7%
General Professional V	54	Employees	Number	7	2	3	1	3	7	23
			Percent	13.0%	3.7%	5.6%	1.9%	5.6%	13.0%	42.6%
General Professional VI	38	Employees	Number	7	0	3	3	1	2	16
			Percent	18.4%	0.0%	7.9%	7.9%	2.6%	5.3%	42.1%
General Professional VII	21	Employees	Number	7	1	2	1	0	0	11
			Percent	33.3%	4.8%	9.5%	4.8%	0.0%	0.0%	52.4%
IT Professional	8	Employees	Number	1	0	1	0	0	0	2
			Percent	12.5%	0.0%	12.5%	0.0%	0.0%	0.0%	25.0%
IT Supervisor	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

				Now	FY16	FY17	FY18	FY19	FY20	Eligible
Management	27	Employees	Number	3	1	1	0	1	1	7
			Percent	11.1%	3.7%	3.7%	0.0%	3.7%	3.7%	25.9%
Program Assistant I	29	Employees	Number	7	1	2	1	2	2	15
			Percent	24.1%	3.4%	6.9%	3.4%	6.9%	6.9%	51.7%
Program Assistant II	18	Employees	Number	5	0	2	0	2	0	9
			Percent	27.8%	0.0%	11.1%	0.0%	11.1%	0.0%	50.0%
Technician I	1	Employee	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technician II	2	Employees	Number	0	0	0	0	0	0	0
			Percent	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Technician III	16	Employees	Number	2	0	1	0	2	1	6
			Percent	12.5%	0.0%	6.3%	0.0%	12.5%	6.3%	37.5%
Technician IV	22	Employees	Number	3	4	0	1	1	0	9
			Percent	13.6%	18.2%	0.0%	4.5%	4.5%	0.0%	40.9%
Professional Services	583	Employees	Number	71	9	28	21	23	25	177
			Percent	12.2%	1.5%	4.8%	3.6%	3.9%	4.3%	30.4%

Compensation

As part of its affirmative action obligations, CDOT has conducted a compensation analysis to determine whether there are pay disparities on the basis of gender, race, or ethnicity. According to our analysis, we have not identified any significant problem areas. If CDOT discovers significant salary differences between men and women or non-minorities and minorities, it will determine whether they are the result of legitimate, nondiscriminatory factors such as tenure, time in job, time in grade, performance, education, previous experience, etc. Where appropriate, CDOT will take all reasonable and immediate steps to make any necessary adjustments.

To ensure the State of Colorado (State) is able to recruit and retain a strong workforce, Colorado Revised Statute (C.R.S. Section 24-50-104) requires that the Department of Personnel & Administration conducts an annual study that evaluates prevailing total compensation practices, levels and cost. The study results allow the Director of Personnel to create pay grades and pay ranges for all State classified positions that are in alignment with the State's philosophy of paying employee prevailing wages. Furthermore, salaries are considered equitable for employees who hold the same classified position when employee are paid anywhere within the pay range.

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan **State of Colorado**

Compensation Summary by Title

160CFO		Chief Financial Officer						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	1	0	1	N/A	1	0	N/A	
Mean	134,004.00	0.00	134,004.00	N/A	134,004.00	0.00	N/A	
160DDH		Deputy Department Head						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	1	0	1	N/A	0	1	N/A	
Mean	149,304.00	0.00	149,304.00	N/A	0.00	149,304.00	N/A	
160DLL		Dept Legislative Liaison						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	1	0	1	N/A	0	1	N/A	
Mean	83,964.00	0.00	83,964.00	N/A	0.00	83,964.00	N/A	
160HRD		Human Resources Director						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	1	0	1	N/A	0	1	N/A	
Mean	121,812.00	0.00	121,812.00	N/A	0.00	121,812.00	N/A	
160PIO		Public Info Officer						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	1	0	1	N/A	1	0	N/A	
Mean	131,208.00	0.00	131,208.00	N/A	131,208.00	0.00	N/A	
160SES		Senior Executive Service						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	10	0	10	N/A	2	8	Fem	
Mean	138,352.80	0.00	138,352.80	N/A	141,840.00	137,481.00	4,359.00	
166000		Dept Executive Director						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	1	1	0	N/A	0	1	N/A	
Mean	163,200.00	163,200.00	0.00	N/A	0.00	163,200.00	N/A	
D6A1TX		Electrical Trades I						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	12	3	9	Wht	0	12	N/A	
Mean	49,714.00	48,872.00	49,994.67	1,122.67	0.00	49,714.00	N/A	
D6A2XX		Electrical Trades II						
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff	
Employment	24	5	19	Min	0	24	N/A	
Mean	57,242.50	57,864.00	57,078.95	785.05	0.00	57,242.50	N/A	

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

D6A3XX		Electrical Trades III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	9	2	7	Wht	0	9	N/A
Mean	72,025.33	68,508.00	73,030.29	4,522.29	0.00	72,025.33	N/A
D6B1TX		Machining Trades I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	0	1	N/A
Mean	38,400.00	38,400.00	0.00	N/A	0.00	38,400.00	N/A
D6B2XX		Machining Trades II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	7	3	4	Wht	0	7	N/A
Mean	52,157.14	50,604.00	53,322.00	2,718.00	0.00	52,157.14	N/A
D6B3XX		Machining Trades III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	7	2	5	Wht	0	7	N/A
Mean	59,564.57	59,226.00	59,700.00	474.00	0.00	59,564.57	N/A
D6C1TX		Pipe/Mech Trades I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	1	1	Min	0	2	N/A
Mean	41,178.00	42,132.00	40,224.00	1,908.00	0.00	41,178.00	N/A
D6C2XX		Pipe/Mech Trades II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	6	0	6	N/A	0	6	N/A
Mean	57,724.00	0.00	57,724.00	N/A	0.00	57,724.00	N/A
D6C3XX		Pipe/Mech Trades III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	0	2	N/A	0	2	N/A
Mean	61,302.00	0.00	61,302.00	N/A	0.00	61,302.00	N/A
D6D1TX		Structural Trades I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	6	2	4	Wht	0	6	N/A
Mean	41,034.00	40,698.00	41,202.00	504.00	0.00	41,034.00	N/A
D6D2XX		Structural Trades II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	9	3	6	Wht	0	9	N/A
Mean	47,278.67	45,736.00	48,050.00	2,314.00	0.00	47,278.67	N/A

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

D6D3XX		Structural Trades III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	3	3	0	N/A	0	3	N/A
Mean	56,172.00	56,172.00	0.00	N/A	0.00	56,172.00	N/A
D6E1TX		Utility Plant Oper I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	7	1	6	Min	2	5	Mal
Mean	55,246.29	55,788.00	55,156.00	632.00	53,664.00	55,879.20	2,215.20
D6E2XX		Utility Plant Oper II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	70,620.00	0.00	70,620.00	N/A	0.00	70,620.00	N/A
D7A1TX		Equipment Mechanic I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	4	2	2	Wht	0	4	N/A
Mean	39,705.00	39,552.00	39,858.00	306.00	0.00	39,705.00	N/A
D7A2XX		Equipment Mechanic II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	4	0	4	N/A	0	4	N/A
Mean	44,481.00	0.00	44,481.00	N/A	0.00	44,481.00	N/A
D7A3XX		Equipment Mechanic III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	91	13	78	Wht	0	91	N/A
Mean	56,000.44	55,932.92	56,011.69	78.77	0.00	56,000.44	N/A
D7A4XX		Equipment Mechanic IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	6	1	5	Wht	0	6	N/A
Mean	62,896.00	61,956.00	63,084.00	1,128.00	0.00	62,896.00	N/A
D7B3XX		Equipment Operator III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	96	26	70	Wht	2	94	Fem
Mean	46,447.00	46,286.77	46,506.51	219.75	47,406.00	46,426.60	979.40
D7B4XX		Equipment Operator IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	29	2	27	Wht	0	29	N/A
Mean	50,879.17	49,554.00	50,977.33	1,423.33	0.00	50,879.17	N/A

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

D7C3XX		Production III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	5	3	2	Min	0	5	N/A
Mean	35,570.40	36,248.00	34,554.00	1,694.00	0.00	35,570.40	N/A
D7C4XX		Production IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	0	1	N/A
Mean	45,084.00	45,084.00	0.00	N/A	0.00	45,084.00	N/A
D7C5XX		Production V					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	48,696.00	0.00	48,696.00	N/A	0.00	48,696.00	N/A
D7D1TX		Transportation Mtc I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	777	149	628	Wht	20	757	Fem
Mean	41,705.66	41,050.63	41,861.08	810.45	42,009.60	41,697.63	311.97
D7D2XX		Transportation Mtc II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	252	53	199	Min	6	246	Fem
Mean	51,052.38	51,111.17	51,036.72	74.45	51,758.00	51,035.17	722.83
D7D3XX		Transportation Mtc III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	96	27	69	Min	5	91	Fem
Mean	61,824.63	62,291.11	61,642.09	649.02	62,157.60	61,806.33	351.27
D8B1TX		Custodian I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	1	1	None	1	1	Fem
Mean	26,268.00	26,268.00	26,268.00	0.00	26,268.00	26,268.00	0.00
D8B2XX		Custodian II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	1	0	N/A
Mean	30,132.00	30,132.00	0.00	N/A	30,132.00	0.00	N/A
D8D1TX		General Labor I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	20	10	10	Min	5	15	Fem
Mean	34,011.66	34,254.98	33,768.35	486.62	34,480.73	33,855.31	625.43

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

D8D2XX		General Labor II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	41,664.00	0.00	41,664.00	N/A	0.00	41,664.00	N/A
D8D3XX		General Labor III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	40,044.00	0.00	40,044.00	N/A	0.00	40,044.00	N/A
D8F7IX		LTC Trainee VII					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	33,564.00	0.00	33,564.00	N/A	0.00	33,564.00	N/A
D8G1TX		Materials Handler I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	0	1	N/A
Mean	26,532.00	26,532.00	0.00	N/A	0.00	26,532.00	N/A
D8G2XX		Materials Handler II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	7	1	6	Wht	2	5	Fem
Mean	39,836.57	35,268.00	40,598.00	5,330.00	41,928.00	39,000.00	2,928.00
D8G3XX		Materials Handler III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	5	2	3	Wht	0	5	N/A
Mean	47,392.80	47,112.00	47,580.00	468.00	0.00	47,392.80	N/A
D8G4XX		Materials Supervisor					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	0	2	N/A	1	1	Fem
Mean	62,844.00	0.00	62,844.00	N/A	64,164.00	61,524.00	2,640.00
D9B1IX		Engr/Phys Sci Asst I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	5	2	3	Wht	1	4	Mal
Mean	31,742.40	29,430.00	33,284.00	3,854.00	30,504.00	32,052.00	1,548.00
D9B2TX		Engr/Phys Sci Asst II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	6	0	6	N/A	1	5	Mal
Mean	35,687.73	0.00	35,687.73	N/A	30,659.20	36,693.44	6,034.24

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

D9B3XX		Engr/Phys Sci Asst III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	11	3	8	Min	1	10	Fem
Mean	44,088.00	44,164.00	44,059.50	104.50	45,756.00	43,921.20	1,834.80
D9D1TX		LTC Operations I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	52	12	40	Wht	1	51	Mal
Mean	71,671.85	71,317.00	71,778.30	461.30	71,136.00	71,682.35	546.35
D9D2XX		LTC Operations II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	9	0	9	N/A	0	9	N/A
Mean	81,520.00	0.00	81,520.00	N/A	0.00	81,520.00	N/A
G2D4XX		Data Specialist					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	3	1	2	Wht	2	1	Fem
Mean	42,200.00	40,980.00	42,810.00	1,830.00	44,640.00	37,320.00	7,320.00
G3A2TX		Admin Assistant I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	0	1	N/A
Mean	31,188.00	31,188.00	0.00	N/A	0.00	31,188.00	N/A
G3A3XX		Admin Assistant II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	14	7	7	Wht	11	3	Mal
Mean	37,606.93	36,930.42	38,283.43	1,353.01	35,957.18	43,656.00	7,698.82
G3A4XX		Admin Assistant III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	74	18	56	Min	73	1	Mal
Mean	44,037.40	44,674.67	43,832.57	842.10	44,008.60	46,140.00	2,131.40
G3A5XX		Office Manager I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	8	0	8	N/A	8	0	N/A
Mean	56,932.50	0.00	56,932.50	N/A	56,932.50	0.00	N/A
H2A2XX		IT Professional					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	8	2	6	Min	3	5	Mal
Mean	80,244.00	82,272.00	79,568.00	2,704.00	74,648.00	83,601.60	8,953.60

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

H2A3XX		IT Supervisor					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	118,308.00	0.00	118,308.00	N/A	0.00	118,308.00	N/A
H3U4XX		Arts Professional II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	0	1	N/A
Mean	52,596.00	52,596.00	0.00	N/A	0.00	52,596.00	N/A
H3U5XX		Arts Professional III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	1	0	N/A
Mean	57,493.27	0.00	57,493.27	N/A	57,493.27	0.00	N/A
H4M1IX		Technician I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	0	1	N/A
Mean	32,568.00	32,568.00	0.00	N/A	0.00	32,568.00	N/A
H4M2TX		Technician II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	1	1	Wht	1	1	Fem
Mean	36,366.00	33,228.00	39,504.00	6,276.00	39,504.00	33,228.00	6,276.00
H4M3XX		Technician III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	15	5	10	Wht	9	6	Mal
Mean	50,260.80	49,147.20	50,817.60	1,670.40	49,346.67	51,632.00	2,285.33
H4M4XX		Technician IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	22	5	17	Wht	8	14	Mal
Mean	55,687.25	51,489.60	56,921.85	5,432.25	55,641.44	55,713.43	71.99
H4R1XX		Program Assistant I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	27	8	19	Min	27	0	N/A
Mean	52,215.11	52,405.50	52,134.95	270.55	52,215.11	0.00	N/A
H4R2XX		Program Assistant II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	19	5	14	Wht	19	0	N/A
Mean	57,485.68	57,340.80	57,537.43	196.63	57,485.68	0.00	N/A

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

H6G1IX		General Professional I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	4	0	4	N/A	3	1	Mal
Mean	38,904.00	0.00	38,904.00	N/A	38,768.00	39,312.00	544.00
H6G2TX		General Professional II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	13	4	9	Wht	6	7	Mal
Mean	47,388.92	45,306.00	48,314.67	3,008.67	46,506.00	48,145.71	1,639.71
H6G3XX		General Professional III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	100	29	71	Wht	48	52	Mal
Mean	56,777.67	56,208.83	57,010.01	801.18	56,491.95	57,041.41	549.47
H6G4XX		General Professional IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	149	18	131	Min	71	78	Mal
Mean	70,542.77	72,515.33	70,271.73	2,243.61	69,970.05	71,064.09	1,094.04
H6G5XX		General Professional V					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	54	12	42	Min	19	35	Mal
Mean	88,084.63	88,651.85	87,922.57	729.28	87,951.06	88,157.14	206.08
H6G6XX		General Professional VI					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	36	6	30	Min	12	24	Fem
Mean	99,685.00	101,490.00	99,324.00	2,166.00	101,737.00	98,659.00	3,078.00
H6G7XX		General Professional VII					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	21	9	12	Min	3	18	Mal
Mean	112,768.57	113,842.67	111,963.00	1,879.67	106,972.00	113,734.67	6,762.67
H6G8XX		Management					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	27	3	24	Min	5	22	Mal
Mean	118,552.44	119,588.00	118,423.00	1,165.00	117,024.00	118,899.82	1,875.82
H8A1XX		Accountant I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	4	1	3	Min	2	2	Fem
Mean	47,736.00	48,336.00	47,536.00	800.00	49,788.00	45,684.00	4,104.00

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

H8A2XX		Accountant II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	12	6	6	Min	9	3	Mal
Mean	58,135.00	58,642.00	57,628.00	1,014.00	57,986.67	58,580.00	593.33
H8A3XX		Accountant III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	9	1	8	Wht	4	5	Mal
Mean	75,080.64	67,896.00	75,978.72	8,082.72	73,021.44	76,728.00	3,706.56
H8A4XX		Accountant IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	4	0	4	N/A	1	3	Mal
Mean	88,956.00	0.00	88,956.00	N/A	85,812.00	90,004.00	4,192.00
H8B3XX		Accounting Technician III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	21	8	13	Min	19	2	Fem
Mean	43,979.43	45,469.50	43,062.46	2,407.04	44,103.79	42,798.00	1,305.79
H8C3XX		Controller III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	1	0	N/A
Mean	109,764.00	0.00	109,764.00	N/A	109,764.00	0.00	N/A
H8D2XX		Auditor I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	0	1	N/A
Mean	45,468.00	45,468.00	0.00	N/A	0.00	45,468.00	N/A
H8D3XX		Auditor II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	4	1	3	Min	1	3	Fem
Mean	63,159.00	63,720.00	62,972.00	748.00	64,332.00	62,768.00	1,564.00
H8D4XX		Auditor III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	1	1	Min	1	1	Fem
Mean	74,070.00	79,008.00	69,132.00	9,876.00	79,008.00	69,132.00	9,876.00
H8D5XX		Auditor IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	3	0	3	N/A	1	2	Fem
Mean	88,288.00	0.00	88,288.00	N/A	89,196.00	87,834.00	1,362.00

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

H8D6XX		Auditor V					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	105,516.00	0.00	105,516.00	N/A	0.00	105,516.00	N/A
H8E1XX		Budget Analyst I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	0	2	N/A	1	1	Fem
Mean	59,802.00	0.00	59,802.00	N/A	61,572.00	58,032.00	3,540.00
H8E2XX		Budget Analyst II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	4	0	4	N/A	2	2	Fem
Mean	61,491.00	0.00	61,491.00	N/A	61,914.00	61,068.00	846.00
H8E3XX		Budget & Policy Anlst III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	10	1	9	Wht	3	7	Fem
Mean	77,478.00	76,968.00	77,534.67	566.67	81,568.00	75,725.14	5,842.86
H8E4XX		Budget & Policy Anlst IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	3	0	3	N/A	0	3	N/A
Mean	90,904.00	0.00	90,904.00	N/A	0.00	90,904.00	N/A
H8E5XX		Budget & Policy Anlst V					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	1	0	N/A
Mean	114,564.00	0.00	114,564.00	N/A	114,564.00	0.00	N/A
I2A2TX		Designer/Planner					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	1	0	N/A
Mean	59,388.00	0.00	59,388.00	N/A	59,388.00	0.00	N/A
I2A3XX		Architect I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	1	0	N/A
Mean	74,448.00	0.00	74,448.00	N/A	74,448.00	0.00	N/A
I2A4XX		Architect II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	1	0	N/A
Mean	77,136.00	0.00	77,136.00	N/A	77,136.00	0.00	N/A

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

I2B2XX		Electronic Engineer II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	106,380.00	0.00	106,380.00	N/A	0.00	106,380.00	N/A
I2C1IA		Engineer-In-Training I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	31	9	22	Min	8	23	Mal
Mean	58,598.71	60,553.33	57,799.09	2,754.24	57,901.50	58,841.22	939.72
I2C2TA		Engineer-In-Training II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	25	8	17	Wht	6	19	Mal
Mean	64,124.16	63,459.00	64,437.18	978.18	64,056.00	64,145.68	89.68
I2C3*A		Engineer-In-Training III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	22	6	16	Min	7	15	Fem
Mean	74,586.00	75,362.00	74,295.00	1,067.00	76,947.43	73,484.00	3,463.43
I2C4*A		Professional Engineer I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	165	24	141	Min	27	138	Mal
Mean	87,239.40	87,999.35	87,110.05	889.30	85,044.79	87,668.78	2,623.99
I2C5*A		Professional Engineer II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	87	18	69	Min	7	80	Mal
Mean	106,652.83	106,937.33	106,578.61	358.72	105,188.57	106,780.95	1,592.38
I2C6*A		Professional Engineer III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	24	3	21	Wht	4	20	Mal
Mean	123,729.50	123,460.00	123,768.00	308.00	122,730.00	123,929.40	1,199.40
I2D2TX		Landscape Specialist					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	3	0	3	N/A	1	2	Mal
Mean	58,892.00	0.00	58,892.00	N/A	57,708.00	59,484.00	1,776.00
I2D3XX		Landscape Architect I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	1	0	N/A
Mean	84,516.00	0.00	84,516.00	N/A	84,516.00	0.00	N/A

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

I2D4XX		Landscape Architect II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	0	1	N/A	0	1	N/A
Mean	89,508.00	0.00	89,508.00	N/A	0.00	89,508.00	N/A
I3B3*C		Phy Sci Res/Scientist II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	5	1	4	Wht	2	3	Mal
Mean	70,257.60	63,624.00	71,916.00	8,292.00	63,606.00	74,692.00	11,086.00
I3B4*C		Phy Sci Res/Scientist III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	0	2	N/A	0	2	N/A
Mean	79,842.00	0.00	79,842.00	N/A	0.00	79,842.00	N/A
I3B5*C		Phy Sci Res/Scientist IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	1	1	Min	0	2	N/A
Mean	106,734.00	109,500.00	103,968.00	5,532.00	0.00	106,734.00	N/A
I5C1*A		Civil Eng Proj Manager I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	30	6	24	Wht	5	25	Fem
Mean	73,845.60	72,716.00	74,128.00	1,412.00	75,264.00	73,561.92	1,702.08
I5C1*B		Civil Eng Proj Manager I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	8	5	3	Wht	3	5	Fem
Mean	73,401.00	71,402.40	76,732.00	5,329.60	75,568.00	72,100.80	3,467.20
I5C2*A		Civil Eng Proj Manager II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	22	5	17	Min	3	19	Fem
Mean	87,346.49	88,965.60	86,870.28	2,095.32	94,196.91	86,264.84	7,932.06
I5C2*B		Civil Eng Proj Manager II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	0	2	N/A	1	1	Fem
Mean	85,398.00	0.00	85,398.00	N/A	88,116.00	82,680.00	5,436.00
I5D1*A		Engr/Phys Sci Tech I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	36	6	30	Wht	4	32	Mal
Mean	50,107.67	48,592.00	50,410.80	1,818.80	47,376.00	50,449.13	3,073.12

Fav/Diff difference between the mean of the ored group and the othe

Compensation Summary by Title

I5D1*B		Engr/Phys Sci Tech I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	3	0	3	N/A	0	3	N/A
Mean	53,064.00	0.00	53,064.00	N/A	0.00	53,064.00	N/A
I5D2*A		Engr/Phys Sci Tech II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	52	16	36	Min	11	41	Fem
Mean	57,339.92	58,330.50	56,899.67	1,430.83	57,799.64	57,216.59	583.05
I5D2*B		Engr/Phys Sci Tech II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	5	3	2	Min	1	4	Fem
Mean	58,360.80	59,580.00	56,532.00	3,048.00	60,348.00	57,864.00	2,484.00
I5D3*A		Engr/Phys Sci Tech III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	69	10	59	Min	5	64	Mal
Mean	66,707.48	68,636.40	66,380.54	2,255.86	65,277.60	66,819.19	1,541.59
I5D3*B		Engr/Phys Sci Tech III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	3	0	3	N/A	1	2	Fem
Mean	67,492.00	0.00	67,492.00	N/A	67,668.00	67,404.00	264.00
I5E1IX		Electronics Spec Intern					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	1	1	0	N/A	0	1	N/A
Mean	40,140.00	40,140.00	0.00	N/A	0.00	40,140.00	N/A
I5E2TX		Electronics Spec I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	4	1	3	Min	0	4	N/A
Mean	45,873.00	45,960.00	45,844.00	116.00	0.00	45,873.00	N/A
I5E3XX		Electronics Spec II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	9	3	6	Wht	0	9	N/A
Mean	58,818.67	54,224.00	61,116.00	6,892.00	0.00	58,818.67	N/A
I5E4XX		Electronics Spec III					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	7	2	5	Wht	0	7	N/A
Mean	71,528.57	70,266.00	72,033.60	1,767.60	0.00	71,528.57	N/A

Fav/Diff difference between the mean of the favored group and the other group.

Compensation Summary by Title

I5E5XX		Electronics Spec IV					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	5	0	5	N/A	0	5	N/A
Mean	80,527.20	0.00	80,527.20	N/A	0.00	80,527.20	N/A
I9B1IX		Land Survey Intern I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	2	1	1	Min	1	1	Mal
Mean	43,830.00	45,396.00	42,264.00	3,132.00	42,264.00	45,396.00	3,132.00
I9B2TX		Land Survey Intern II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	3	0	3	N/A	0	3	N/A
Mean	50,060.00	0.00	50,060.00	N/A	0.00	50,060.00	N/A
I9B3XX		Prof Land Surveyor I					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	22	3	19	Min	2	20	Fem
Mean	67,662.00	71,420.00	67,068.63	4,351.37	75,072.00	66,921.00	8,151.00
I9B4XX		Prof Land Surveyor II					
	Total	Min	Wht	Fav/Diff	Fem	Mal	Fav/Diff
Employment	11	2	9	Min	1	10	Mal
Mean	87,006.55	89,058.00	86,550.67	2,507.33	76,308.00	88,076.40	11,768.40

Fav/Diff difference between the mean of the favored group and the other group.

Employee Separation Analysis

The Colorado Department of Transportation has evaluated its separation practices to determine whether there are disparities on the basis of gender, race or ethnicity. When terminations or reductions in force are necessary, CDOT makes its decisions without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

The majority of CDOT employees hold State classified positions. Classified positions are covered by the Rules and Procedures of State Personnel System (See Appendix B). Once an employee completes his or her probationary or trial service period, the employee is considered to have property rights to his or her position. This requires that the employee is afforded due process in the form of progressive discipline when involuntarily terminated.

The following table shows that the percentage of women and minority employees who separated during the plan year matches CDOT overall demographic distribution.

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Termination Summary

For Period: 10/1/2014 to 9/30/2015

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1AO - Official-Official-Other	4	0	1	0	0	0	0	0	0	4	3
1BO - Official-Manager-Other	3	0	0	0	0	0	0	0	0	3	3
2BE - Professional-Manager-Eng	3	0	0	0	0	0	0	0	0	3	3
2BO - Professional-Manager-Other	4	0	0	0	0	0	0	0	0	4	4
2CE - Professional-Super-Eng	11	1	0	0	0	1	0	0	0	10	11
2CO - Professional-Super-Other	11	2	4	0	1	1	0	0	0	9	7
2DO - Professional-Worklead-Other	8	2	5	0	0	1	1	0	0	6	3
2EE - Professional-Individual-Eng	18	2	2	1	0	1	0	0	0	16	16
2EO - Professional-Individual-Other	23	5	15	0	2	3	0	0	0	18	8
3CE - Technician-Super-Eng	5	0	2	0	0	0	0	0	0	5	3
3DE - Technician-Worklead-Eng	7	4	3	0	1	3	0	0	0	3	4
3EE - Technician-Individual-Eng	10	2	0	0	0	2	0	0	0	8	10
5CO - Paraprof-Super-Other	1	1	1	0	0	1	0	0	0	0	0
5EO - Paraprof-Individual-Other	6	3	6	0	1	2	0	0	0	3	0
6CO - Admin-Super-Other	1	0	1	0	0	0	0	0	0	1	0
6EO - Admin-Individual-Other	11	3	8	0	1	2	0	0	0	8	3
7CM - Skilled-Super-Mtc	10	2	0	0	0	2	0	0	0	8	10
7DM - Skilled-Worklead-Mtc	27	7	1	0	1	5	1	0	0	20	26
7EE - Skilled-Individual-Eng	9	3	1	0	0	1	2	0	0	6	8
7EM - Skilled-Individual-Mtc	129	20	6	0	0	19	1	0	0	109	123
7EO - Skilled-Individual-Other	1	0	0	0	0	0	0	0	0	1	1
8EM - Service Mtc-Individual-Mtc	3	2	1	0	1	1	0	0	0	1	2
8EO - Service Mtc-Individual-Other	3	0	0	0	0	0	0	0	0	3	3
Totals	# 308	59	57	1	8	45	5	0	0	249	251
	%	19.16	18.51	0.32	2.60	14.61	1.62	0.00	0.00	80.84	81.49

CDOT Employment Practices

Selection and Recruitment

The Colorado Department of Transportation is committed to attracting and retaining a highly qualified workforce based on competencies and job-related qualifications in accordance with Colorado's Constitution and the Department of Personnel's recruitment and selection rules.

Employee selection in the classified state personnel system is conducted in accordance with the state constitution and state law as well as federal law and the State Personnel Board Rules and Personnel Director's Administrative Procedures. Each HR Specialist hired at CDOT must complete the Department of Personnel's certification program which teaches the laws and supported through practice to fill positions at CDOT. The certification program provides the foundation of fair and equitable hiring that is used to guide hiring managers through the selection process.

CDOT's practice is to provide applicants with a reasonable opportunity to learn about, to apply for, and to be considered fairly for positions when recruitment is conducted, and to select employees on the basis of merit and job-related qualifications. In addition, Human Resources also provides education to hiring managers and includes a diverse panel of subject matter experts to participate in the creation of the comparative analysis and final interviews.

One of Human Resources' performance measures is to refer applicants to the hiring manager within 45 days from the request to fill a position. This 45 days completes the selection process required by Colorado's Constitution and the Department of Personnel's recruitment and selection rules. This measure and reaching the goal will assist in developing hiring processes which minimize delay between recruitment of an outstanding candidate and the interview/job offer. If they delay can be minimized and HR communicates with the employee throughout the selection process, it is less likely that candidates turn positions down when offered because they have found another job.

College and Veteran Career Fairs

The CDOT recruiter identifies the opportunities, determines attendance, and develops and delivers recruitment and informational material for career fair events. In most instances, current employees who have the knowledge and skills for CDOT positions or the advertised position will join the HR representatives at the career fair events. The majority of the College recruitment fair support CDOT's Internship Program.

Internship Program

CDOT's Internship Program is a partnership between CDOT and the college student or

recently graduated college student. The program was established to standardize the selection process as well as the requirements and benefits of the program for both CDOT and the Intern.

Managers and supervisors are responsible and accountable to CDOT to ensure that the use of this Internship program provides equal opportunity to the public to enter public service and work in an environment that is free from unlawful employment barriers. It is also expected that the use of this program supports the CDOT Affirmative Action goals. The CDOT Affirmative Action Program and goals is available through the Civil Rights Business Resource Center and is posted on the Intranet. Questions can be directed to your Regional Civil Rights Manager (RCRM), Workforce Staffing, or the CDOT Affirmative Action Officer at 303-757-9620.

Interns gain valuable experience in various disciplines and enhance the college experience while aiding CDOT in its mission. Benefits of the Internship Program:

- Showcases CDOT as an employer of choice.
- An opportunity to reach minority and females in underrepresented occupational groups.
- A recruiting tool and an opportunity to train future employees
- The opportunity to evaluate prospective employees while they are working for the organization.
- May reduce significant costs in finding new talent.
- Interns bring current technology and ideas from the classroom to the workplace and therefore increase an organization's intellectual capital.
- An internship program can supply an easily accessible source of highly motivated pre-professionals.
- Interns provide an opportunity for mid-level staff to manage
- Provides meaningful, real-world work.
- The opportunity to network with fellow interns and CDOT employees through intern program activities and events.”

Office of Employee Development



CDOT grows leaders, ensuring employees have the competencies needed to thrive in their jobs and are supported in future career growth through high-quality, relevant learning and development opportunities.

The Office of Employee Development in CDOT's Human Resources Division has a program based structure to support the learning and development needs of CDOT. The life cycle of the program ensures that CDOT is delivering job relevant knowledge and skills while measuring the behavior changes in our employees. The major training

programs that support the AAP include: Compliance or Mandatory (New Employee Orientation), Leadership Journey, and Professional Education and Professional Development Reimbursement

New Employee Orientation

The department provides orientation for all new employees every other month during the year. The orientation lasts six hours and is presented by the Office of Employee Development. During orientation, a member of the Human Resources Program gives an overview of the equal employment opportunity, workplace harassment, grievance procedure, complaint, and workplace investigation policies. The remaining topics include: total compensation, benefits, health insurance, short and long-term disability coverage, life insurance, wellness programs, and training opportunities, both technical and job-focused, as well as soft-skills and career-track training.

Today's Agenda

Welcomed	Informed	Valued
Governor's Welcome Video	Role as Public Servants	Employee Engagement
Colorado a Great State	CDOT History	Benefits of Working for the State
Vision and Values	Policies	Career Opportunities
Colorado State Government	Procedures	Web portal and resources
The State of Colorado	Employee Resources	
Workforce		

In addition, new employees are required to take three online courses within their first six months of employment.

Leadership Journey

This program exists because, "The number of qualified candidates for promotion is insufficient to meet the demands of a dynamic organization like CDOT in a time of near continuous change in all aspects of our business. To address this, the Office of Employee Development has developed a leadership program now available to every CDOT employee. The three-tiered leadership program called The Leadership Journey proactively addresses the leadership skills and the competencies necessary for every level in CDOT from entry-level employees to management."

Education and Professional Development Reimbursement

The Colorado Department of Transportation's Educational and Professional Development Reimbursement program provides employees financial assistance in their individual pursuit of career development. This career development includes

reimbursement for undergraduate or graduate coursework; professional certification or G.E.D to qualify for college credits. Qualifying reimbursement is up to 50% up to a maximum of \$2,000 per employee per fiscal year.

Exiting Employee Interview/Questionnaire

The State of Colorado encourages exiting employees to complete their online exiting survey as to collect information at a statewide level to evaluate both employee engagement and potential discrimination. 30 of CDOT's separating employees completed the survey last year. In order to have more immediate access to knowledge of potential discrimination and harassment, the Regional Civil Rights Managers or Staff provide separating employee's with CDOT's exit interview (See Appendix H). This data is collected and entered into a statewide database to review trends and highlight potential supervisory issues.

Employee Rights

The State of Colorado Personnel Board Rules and Personnel Director's Procedures, DPA Universal Policies, Federal posters, and information posted on CDOT's Intranet provide general information to employees regarding their workplace rights. This information can be found in Appendix E and F.

Complaint Procedure

All complaint information and processes are complaint with the State Personnel Board Rules Regarding Disputes and Fair Employment Practices. All complaint process are complaint with the State of Colorado Universal Policies on "Anti-Harassment and Non-Discrimination. DPA's Universal Polices can be found in Appendix C.

Grievances

The Board's grievance procedure is outline in SBP Rules 8-5, 8-6, and 8-7, which provide the circumstances and parameters under which a grievance may be filled at that agency level and appealed to the Board. Board Rule 8-5 specifies those matters that may not be grieved or appealed. Board rule 8-6 provides employees with the right to ask the Board to review an agency's final decision and determine whether the employee may be granted a hearing. Board Rule 8-7 explains the status of the grievance after an employee's separation from service or restoration to a position following an involuntary separation.

Agency Grievance Process

The grievance process usually unfolds in less than 60 days from start to finish. Board Rule 8-8 outlines the steps for filing a grievance and then appealing the agency's final decision to the Board. The Grievance Flowchart can be found in Appendix F.

Good Faith Efforts and Improvements

Internship Program

In July, 2015, the CDOT Office of Employee Development introduced a statewide Internship Program. This program is an important workforce pipeline that can significantly impact the affirmative action efforts and this philosophy is imbedded in the program. This program created a statewide standard for the designation and use of interns creating accurate tracking and reporting on the hiring of minority and female interns.

This program resulted in a total of 11 females and 10 minorities in the following demographics:

	WM	BM	HM	AM	AIM	TL M	WF	BF	HF	AF	AIF	TL F
# Intern	30	3	6	1	0	40	10	0	0	1	0	11

Engineering Recruitment

CDOT continues to use the Engineer-in-Training (EIT) job series as an entry level, career path option to assist with recruiting for minorities and females for engineering positions. Fifteen EIT's were hired that included one Hispanic male, one Hispanic female and two White females.

	WM	BM	HM	AM	AIM	TL M	WF	BF	HF	AF	AIF	TL F
EIT	12	0	1	0	0	13	2	0	1	0	0	3

Summary: The EIT class series is a promising pipeline to the CDOT workforce and Affirmative Action program.

Recruitment

The CDOT recruitment program continued to meet the CDOT needs for inclusion, consistency and focus in order to target top talent via all available avenues (social media, advertisements, job fairs, face-to-face). This program intends to meet the hiring needs of all Regions/Divisions and to support CDOT's Affirmative Action Plan.

There was significant progress made in the CDOT recruitment/selection activities that include:

- All CDOT Job Postings now contain the phrase, "CDOT IS AN EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION EMPLOYER COMMITTED TO ASSEMBLING A DIVERSE WORKFORCE."
- Diversity on hiring panels is promoted.

The CDOT Recruitment Program attended the following activities throughout the state last federal fiscal year. This federal fiscal year, 55 recruiting job fairs were attended; an increase of 67% from last year.

NAME OF EVENT	DATE
Veteran's Hospital Job Club	3 rd Thursday of every month
Colorado State University – Ft. Collins	10/1/2014
Pikes Peak Workforce Center Fall Job Fair	10/8/14
Granby Workforce Center Job Fair	10/11/14
University of Denver Fall Career and Internship Fair	10/22/14
Fort Carson Transition Expo	10/23/2014
Southeast Workforce Center Job Fair	10/28/2014
Craig Workforce Center Job Fair	10/29/2014
Ute Mountain Tribe College and Career Fair	11/21/2014
CDOT Military & Veteran Hiring Event	12/4/2014 12/11/2014 12/17/2014
Sterling Workforce Center/High School	1/16/2015
Ft. Carson Mini Job Fair	1/23/2015
Fort Lewis College	2/4/2015
University of Colorado – Denver	2/5/2015
University of Colorado – Boulder	2/10/2015
Colorado School of Mines	2/10/2015
Colorado State University	2/18/2015
Colorado State University - Pueblo	3/4/2015
Colorado Mesa University	3/5/2015
Advance Colorado Procurement Expo	3/9/2015
Adams State University	3/12/2015
Hiring our Heroes Military Spouse Job Fair	3/12/2015
Canon City Workforce Center Job Fair	3/25/2015
Military & Veteran's Employment Expo	3/25/2015
Metropolitan State University	4/2/2015
Pikes Peak Workforce Center Job Fair	4/2/2015
Pueblo Community College	4/8/2015

Denver Public Library	4/11/2015
Glenwood Springs High School	4/15/2015
University of Colorado – Boulder	4/15/2015 4/16/2015
University of Denver	4/22/2015
Northglenn High School	4/28/2015
Fort Morgan Workforce Center Job Fair	4/30/2015
Military and Veteran’s Employment Expo- Virtual	5/1/2015 – 5/30/2015
Add-a-Veteran Hiring Event	7/16/2015
Front Range Military Career Fair	7/24/2015
Fort Carson Mini Job Fair	7/29/2015
Colorado State University – Pueblo	8/26/2015
Fort Carson CDOT Employer Day	9/3/2015
Fitzsimons Reserve Center	9/12/2015
Colorado Construction Career Days	9/23/2015
Pikes Peak Workforce Center	9/30/2015
University of Colorado- Boulder	9/30/2015

Additional statewide advertising and recruitment include:

- CoJobs (State electronic application system)
- Connecting Colorado through workforce centers
- Division of Vocational Rehabilitation
- Rocky Mountain Service Employment Redevelopment
- Buckley Air Force Base
- Colorado Women's Chamber of Commerce
- Denver Indian Center
- Department of Military and Veteran Affairs
- Employer Support of the Guard and Reserve
- Fort Carson
- National Association of Women in Construction
- Pikes Peak Workforce Center
- Division of Motor Vehicle CDL 3rd party testers
- Outreach to: Asian, Black, Hispanic and Rocky Mountain Indian Chambers of Commerce
- LinkedIn
- Facebook
- Twitter
- Various local newspapers

Summary: CDOT's recruitment efforts have increased in depth and breadth over the previous year that significantly contributed to the success of this years' Affirmative Action hiring goals.

Training and Development Activities

Leadership Journey

The Leadership Journey courses require employees to complete up to six mandatory courses before registering for the one week module. The number of offerings has been limited until there are more employees who take the pre-requisites.

Summary: 128 employees participated in Leadership Journey offerings. Thirty-six percent female and fifteen percent minorities.

Education and Professional Development Reimbursement

This program provides financial assistance to all eligible employees to pursue individual career development. This career development includes reimbursement for undergraduate or graduate coursework; professional certification or G.E.D to qualify for college credits.

Summary: Ninety-eight employee participated in the reimbursement program. Thirty-three percent female and 15 percent minority.

Communication Plan Results

The following is the 2015 CDOT and Affirmative Action Officer's Communication Plan and Outcomes in *Italics*:

The Department is committed to ensure that each employee is aware of his/her rights in regards to CDOT's Equal Employment Opportunity/Affirmative Action and State and Federal laws regarding discrimination. Managers, Administrators, and supervisors at all levels are responsible for being familiar with these policies and laws and applying them in the execution of his/her duties.

CDOT will provide its employees and the public this information in the following ways:

- A paper copy of the AA Plan and EEO Policy will be posted at Headquarters (HQ) and at each Regional Transportation District location. *Accomplished by AA Officer*
- Each Senior Management Team member will be provided a paper copy. *Access to electronic copy provided*
- The CDOT Intranet and External site will have the documents available in electronic format. *Accomplished by Communication Services*
- CDOT New Employee Orientation implemented in November 2013, includes information about the CDOT EEO policy. *Accomplished by Employee Development/Workforce Staffing*
- State Department of Personnel and Administration's all-employee required training that includes: "Preventing Discrimination and Harassment", "Preventing Workplace Violence", and Preventing Sexual Harassment"
- Colorado State employment application form. *Ongoing*
- Quarterly goal-setting and progress status meetings and reporting between the Affirmative Action Office and the Regional Civil Rights Managers (RCRMs). *Partnerships among the stakeholders is an ongoing process*

The AA officer will communicate in the following ways:

- Systematically share EEO/AA data analysis results with CDOT leadership. *Quarterly Reports provided to the Executive Director*
- Include EEO/AA information in new employee On-Boarding and Orientation presentations. *Accomplished*
- Highlight Annual AAP Report through CDOT electronic and paper publications and notices with a link to document and program information. *Accomplished*
- Align all AAP recommendations and goals within Human Resources (HR). *Partnership ongoing*
- Speak and provide workforce data at Quarterly RCRMs meetings. Workforce data will be available and shared with the implementation of

- the new affirmative action software
- Participate in pertinent transportation and professional organizations. *Ongoing*
 - Plan annual EEO/AA employee meetings. *Not completed*
 - It is recommended to CDOT EEO Program Manager and Executive Director that EEO/AA accountability language be included in the Job Descriptions, Performance Plans and Evaluations for all supervisory positions. *Ongoing*

Agency Wide and Regional Goals

In comparing CDOT's separation rate, retirement eligibility, applicant pool, feeder groups, and women and minority shortfall, CDOT's greatest opportunity for change is limited to three Job Groups:

- Skilled Individual Maintenance (minority)
- Professional Individual Other (female)
- Professional Individual Engineering (female)

The disparity within the Skilled Maintenance job group is for minorities. CDOT will continue to recruit within the local areas to recruit and improve the hire rate for this minority group. The disparity for females in the supervisory levels is due to the insufficient number of females in the feeder groups. CDOT will continue to partner and develop new relationships with agencies who focus on women in transportation.

Goal - What we want to accomplish	Objective - How we are going to accomplish the goal	Measure
Increase Employee awareness of the AA goals and program.	<ul style="list-style-type: none"> • Develop and deliver online awareness trainings • Encourage supervisors to review the selected Fred Pryor courses on Anti-bullying, Diversity and 	Percent of employee completing the required training
Increase Supervisor skills and knowledge of the Selection Process	<ul style="list-style-type: none"> • Develop and deliver a series of courses to cover the process (e.g. Nuts and Bolts of State Personnel Board Rules, Overview of Selection at CDOT, interviewing skills, writing job descriptions...) 	Amount of time to complete the hiring process

<p>Increase Applicants ability to pass a state Comparative Assessment.</p>	<ul style="list-style-type: none"> • Schedule and deliver the excellent applicant course. • Modify the course to be offered to external applicants 	<p>Percent of applicants who fail the state assessments</p>
<p>Improve communication with Regional Civil Rights Managers regarding employee issues</p>	<ul style="list-style-type: none"> • Create an integrated system to track performance management and improvement. • Meet Quarterly to discuss Applicant flow reporting to Regional Civil Rights Managers and HR staff 	

Colorado Department of Transportation

October 1, 2015 Annual Affirmative Action Plan

State of Colorado

Placement Goals

Job Group & Name	Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1BO - Official-Manager-Other	19.77									
2BE - Professional-Manager-Eng	21.00									
2BO - Professional-Manager-Other			4.26							
2CE - Professional-Super-Eng		15.26								
2CO - Professional-Super-Other		47.56	5.31	8.47						
2DO - Professional-Worklead-Other	25.83			8.56						
2EE - Professional-Individual-Eng								1.35		86.42
2EO - Professional-Individual-Other		55.51						1.22		
3CE - Technician-Super-Eng	28.25	17.44	3.69	4.20		3.35				
3DE - Technician-Worklead-Eng				4.11						
3EE - Technician-Individual-Eng			6.94	8.60				1.45		
5DO - Paraprof-Worklead-Other	34.20	67.13		14.12						
5EO - Paraprof-Individual-Other			6.18					1.49		34.69
6CO - Admin-Super-Other	28.47				22.63					
6EO - Admin-Individual-Other				8.87						
7CM - Skilled-Super-Mtc		5.43		8.80				1.11		
7EE - Skilled-Individual-Eng			4.04	7.47						
7EM - Skilled-Individual-Mtc	25.15			9.28				1.05		
8EO - Service Mtc-Individual-Other										36.72

Yellow indicates a statistically significant amount of incumbency less than availability.

Conclusion

The AAP Year, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both corporate and employee success.

Through its Affirmative Action Officer the Colorado Department of Transportation will continue to communicate its policies, both within the organization and to the community. The Executive Director affords the Affirmative Action Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

At the close of CDOT's most recent Plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by geographic area to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed underutilization for females in management classifications and minorities in the labor positions in which the difference between incumbencies versus estimated availability. While showing that the recruitment efforts for women and minorities are representative of our recruiting population. Nonetheless, CDOT expects to continue its successful outreach efforts and to ensure that all applicants and employees are treated fairly, based on job-related criteria and without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

The Colorado Department of Transportation is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action-oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead.

As outlined in this AAP, CDOT is ready and willing to make affirmative action both a commitment and a continued reality.