



FY 2018 Affirmative Action Plan

Missouri Department of Transportation

Equal Opportunity and Diversity Division

Phone: 573-526-5611

Fax: 573-522-6430

P.O. Box 270 Jefferson City, MO 65102

equalopportunity@modot.mo.gov

Missouri Department of Transportation

Affirmative Action Plan

for

Minorities and Females

Purpose of MoDOT's Affirmative Action Plan

The Missouri Department of Transportation (MoDOT or Department) is committed to Equal Employment Opportunity (EEO) and fully utilizes the Affirmative Action Plan (AAP) as a way to continue to strive for this goal. The overall intention of affirmative action is to develop a workforce that is complimentary and reflective of the racial, ethnic, and gender profiles of the labor pools from which the department recruits and selects employees.

The following plan includes MoDOT's self-examination of its workforce and employment practices over the course of the past year. Additionally the plan includes MoDOT's action plan for the following fiscal year that will be used in an attempt to correct deficiencies in the areas of equal employment opportunity.

MoDOT's Affirmative Action plan contains a diagnostic component which includes a number of quantitative analyses designed to evaluate the composition of the workforce and compare it to the composition of relevant labor pools.

The AAP includes specific practical steps designed to address underutilization. The plan also includes an internal auditing and reporting system as a means of measuring the department's progress toward achieving the workforce that would be expected in the absence of discrimination. As part of the AAP, the department monitors and examines its employment decisions and compensation systems to evaluate their impact on women and minorities.

The plan includes policies, practices, and procedures that the department implements to ensure that all qualified applicants and employees are receiving an equal opportunity for recruitment, selection, advancement, and every other term and privilege associated with employment. Affirmative Action, ideally, is a part of the way the department regularly conducts its business.

The AAP is used to evaluate MoDOT's EEO/AA practices; determine areas for improvement; keep track of the responsibilities of the EO Director and all managers responsible for ensuring the AAP is followed; and track the progress toward attaining the stated goals and action programs.

Internal and External Affirmative Action Program for Minorities and Females

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Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 1 – Internal Narrative

The following section provides the written supporting narrative for the Affirmative Action Plan

Introduction and Background

Equal Employment Opportunity (EEO) Policy Statement

Organizational Chart

Equal Opportunity and Diversity Division

EODD Staff

Establishment of Responsibility for Implementation

Designation of Responsibility of EEO Director

Responsibility of Management

Dissemination of Policy

Identification of Problem Areas

Development and Execution of Action-Oriented Programs

Internal Audit and Reporting System

Support of Community Action Programs

Recruitment Efforts

Affirmative Action Plan

Plan Effective Date: July 1, 2017

Plan Expiration Date: June 30, 2018

Prepared By: Rebecca Brietzke
Senior Diversity and Inclusion Specialist

EEO Director: Rudolph Nickens
Equal Opportunity and Diversity Director

Approved By: Roberta Broeker
Chief Financial Officer

Establishment Name: Missouri Department of Transportation

Establishments Address: PO Box 270
Jefferson City, MO 65102

Introduction and Background

On March 22, 1913, the Missouri Legislature created the Missouri State Highway Department. In 1979, voters of the State passed a constitutional amendment merging the State Highway Department with the Department of Transportation, becoming the Missouri Highways and Transportation Department. In 1996, the Missouri Highways and Transportation Department became the Missouri Department of Transportation (MoDOT or Department) by legislative action. The Missouri Highways and Transportation Commission (MHTC or Commission), a six-member bipartisan board, governs the Department. Commission members are appointed by the governor and are confirmed by the Missouri Senate. No more than three commission members may be of the same political party. The Commission is responsible for appointing the MoDOT Director.

The Department operates under a decentralized organization, with a Central Office in Jefferson City. The Central Office provides staff assistance and functional control for the various departmental tasks in seven geographical districts. Each district is under the direction of a District Engineer, who is responsible for administering all department activities within the district.

Central Office divisions include:

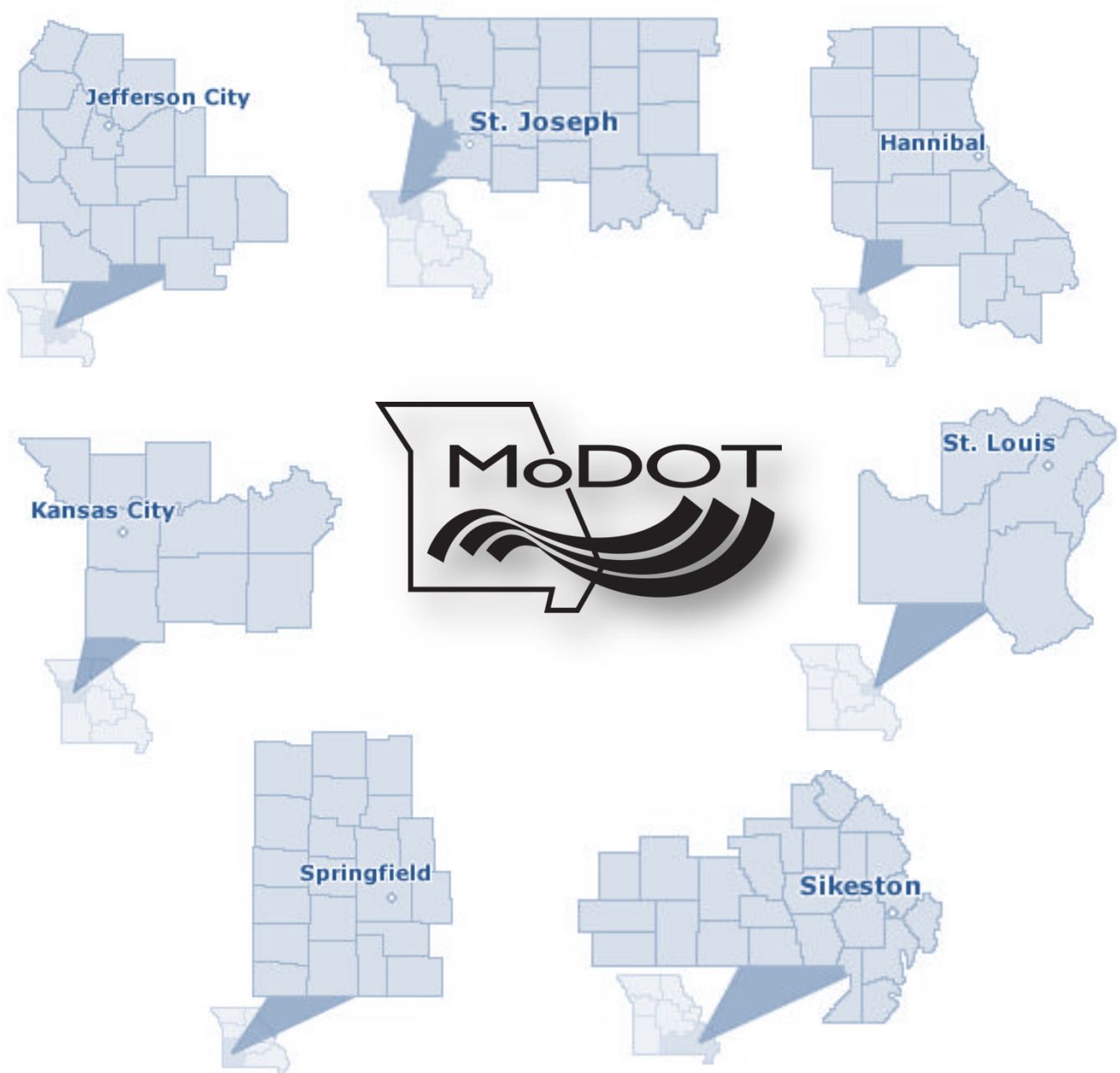
Audits and Investigations	Human Resources
Bridge	Information Systems
Chief Counsel's Office	Innovative Partnerships and Alternative
Communications	Funding
Construction and Materials	Maintenance
Design	Motor Carrier Services
Equal Opportunity and Diversity	Multimodal Operations
External Civil Rights	Risk and Benefits Management
Financial Services	Highway Safety and Traffic
General Services	Transportation Planning
Governmental Relations	

The seven District Offices are located in the following areas:

Northwest – St. Joseph	St. Louis – Chesterfield
Northeast – Hannibal	Southwest – Springfield
Kansas City – Lee's Summit	Southeast - Sikeston
Central – Jefferson City	

MoDOT has responsibilities for five major transportation alternatives available to Missourians -- highways, aviation, waterways, transit and railroads. Those responsibilities include the total operation of the 33,800 mile highway state system, including highway location, design, construction and maintenance.

In addition, the Department cooperates and coordinates with owners and operators of the four other modal systems in the development and improvement of airports, rail facilities, ports and the capitol and operating cost of transit systems.



Equal Employment Opportunity (EEO) Policy Statement

41 C.F.R. 60-2.17

It is the policy of MoDOT to uphold federal and state statutes and regulations and to promote equal employment opportunities in all of its employment and business activities. This policy extends to recruitment, employment, training and development, promotion, transfer, disciplinary action, policy administration, compensation and benefits.

The Affirmative Action Plan is a plan of positive action to overcome the present effects of past policies or practices that were barriers to equal employment of women, African Americans, Hispanic/Latinos, Asian/Pacific Islanders, American Indians and any other groups that have been found historically to be underutilized in the workforce or otherwise adversely affected. In our AAP, we identify the causes of imbalance and achievements that have been made through the application of our good faith efforts.

The Department strives to create a positive work environment that provides employees the opportunities to maximize their skills and abilities. Any employee found to have engaged in discrimination, harassment (including sexual) or retaliation will be subject to disciplinary action that could include termination.

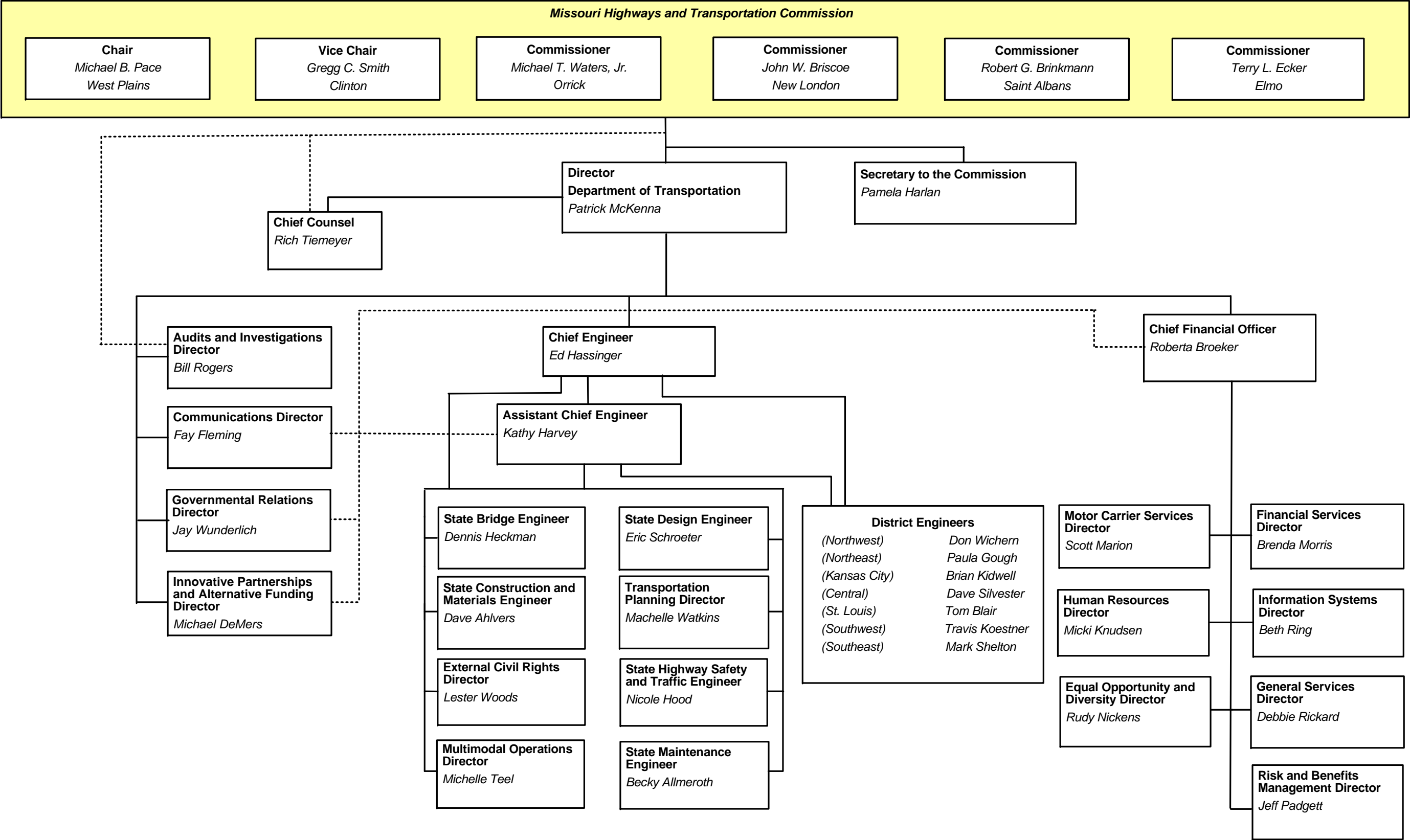
The success of our diversity/affirmative action programs requires planning, persistence, understanding, dedication, patience, cooperation and hard work from all department employees.

We pledge our continued support and commitment to achieve the goals within this plan in a fair and impartial manner. We expect all supervisory personnel to adhere to this policy by carrying out their affirmative action responsibilities with the same vigor and effectiveness as all of their other responsibilities.



Roberta Broeker – Chief Financial Officer
Missouri Department of Transportation

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Roberta Broeker – Chief Financial Officer
Missouri Department of Transportation

Equal Opportunity and Diversity Division (EODD)

The EODD is responsible for implementing the department's equal employment, affirmative action, diversity and inclusion programs throughout the districts/divisions to ensure consistency with federal and state regulations and statutes.

This division is responsible for ensuring all employees have access to accurate information regarding diversity and inclusion initiatives and are able to participate in a culture that is supportive of these values. Key functions of the EODD consist of overseeing the Regional Diversity and Inclusion Conferences, generating state and federally mandated Affirmative Action and Equal Employment Opportunity reports, coordinating diversity and inclusion education, creating programs to foster a diverse and inclusive workforce, assisting districts and management teams with diversity/EEO efforts, and serving as a liaison on various committees throughout the state.

Regional Diversity and Inclusion Conferences

In 2010, EODD began working with each of the seven districts to host their own Regional Diversity and Inclusion Conferences. The EODD staff is responsible for working with personnel in the districts to develop and promote a conference agenda specific to the needs of the given area. EODD personnel provide assistance with looking for, and booking, speakers who are well versed in appropriate topics, finding a comfortable venue, developing satisfaction surveys, inviting attendees and other duties as they develop. During the fiscal year 2017, the department successfully held six regional conferences.

State and Federally mandated AA and EEO reports

The EODD develops quarterly reports to track the number of minorities and females who are employed, separated and promoted. The division also develops the Workforce Diversity Plan for the State Office of Administration and the Affirmative Action Plan for the Federal Highway Administration on an annual basis.

Diversity and Inclusion Education for Employees

The EODD staff develops events to educate employees on various diversity and inclusion topics. Educational events are conducted throughout the year in Central Office and in the districts as requested. It is the responsibility of the EODD to determine what topics are

significant and/or wanted and create an agenda for the event. The training is conducted by a member of the EODD or by an external consultant. Approximately 20 educational events are conducted annually.

Diversity and Inclusion Programs

The EODD sponsors several programs within the Department in order to foster a workplace that appreciates diversity and is inclusive of everyone. The programs are as follows:

Mentor Program – The EODD facilitates the mentor program for the Department. MoDOT's mentoring program is designed to assist with professional development and enhance the Department by promoting a diversified and talented workforce. The program provides employees with career guidance and support through the establishment of mentoring partnerships. Employees can contact the EODD to get advice on selecting a mentor, things to talk about during their mentor session and other tips to ensure a successful mentor partnership. In addition to providing tips to employees, the EODD also works to ensure minorities and women are utilizing the mentor program in an effective manner.

Youth Transportation Conference - MoDOT sponsors an annual Youth Transportation Conference (YTC) during the month of July in Jefferson City, MO, which is coordinated by the EODD. The YTC is designed to encourage young people from diverse backgrounds to consider careers in engineering and other transportation related fields. EODD is responsible for providing information regarding the conference to schools, formalizing an educational agenda and acting as the lead chaperone.

The conference exposes students from across Missouri to the numerous career opportunities in the fields of transportation and Civil Engineering. Students apply math, science and computer concepts to solving real-world transportation engineering problems and learn how to identify and evaluate the social and environmental impacts associated with these transportation systems. The camp is free to students entering 9th, 10th, 11th and 12th grades to provide an academic and professional enrichment opportunity for students who may otherwise not have access to a program of this magnitude. This six day conference is packed with fun and exciting academic, career development and social activities.

Internship Program – The Human Resources Division administers the Department’s Internship Program in conjunction with the EODD. EODD staff assists with school visits, recruitment and conducting interviews for potential placement in the Department.

The Internship Program is a training program that gives students a chance to “earn while they learn” by providing them with progressive professional opportunities during the summer months. The program has an emphasis on recruiting students interested in civil engineering, business, criminal justice, computer science and other related fields.

Partners in Education - The Partners in Education program is organized through the Jefferson City Area Chamber of Commerce. Their mission is to promote the collaboration of the Jefferson City area business and education communities, provide programs that enable students to achieve academic excellence and enhance economic growth with quality schools. MoDOT’s partner school is Thomas Jefferson Middle School in Jefferson City, MO. Each year, the EODD coordinates a Holiday Concert with the school’s Orchestra at the MoDOT headquarters’ building and a Transportation Day. The Transportation Day involves MoDOT going to the middle school and providing hands-on transportation related activities for the students.

Department Diversity and EEO Efforts

The Equal Opportunity and Diversity Division works with every district and division on all their diversity and equal employment opportunity efforts. The EODD personnel provide assistance with conducting outreach and recruitment at organizations geared toward minorities and females to help ensure a diverse applicant pool for positions being filled throughout MoDOT. The staff of EODD also advises management and employees on EEO issues, develops diversity presentations, provides diversity education events and assists with any other need that may arise around diversity or EEO.

Liaison Role

Staff from the EODD serves as liaisons for the following committees: Governor’s Council on Disability, Workforce Diversity Council, Employee Advisory Council (MoDOT Council) and the Missouri Mentoring Initiative.

Equal Opportunity and Diversity Staff

Rudolph (Rudy) Nickens, Equal Opportunity and Diversity Director (Full-time)

Rudy administers the department's workforce diversity and affirmative action programs to comply with federal regulations and state statutes. This includes outreach, cultural education, cooperative education, mentoring, exit interviews and other specialized programs. In addition, he serves as MoDOT's liaison for the Employee Advisory Council, Office of Administration Workforce Diversity Council, Governor's Mentoring Program and the Governor's Council on Disability. Rudy reports directly to the Chief Financial Officer.

Elizabeth Reed, Special Projects Coordinator (Full-time)

Elizabeth is responsible for developing and coordinating the Statewide Employee Resource Groups (ERG's). She is responsible for coordinating the dissemination of the statewide Employee Engagement Survey and reporting the results. Elizabeth shares responsibility for development of the EOD Division's "Tool Kit" a handbook for supporting inclusive behavior. She oversees the Regional Diversity and Inclusion Conferences (RDIC's) for Central District, Northeast, Southeast and St. Louis. She also develops and conducts diversity training presentations and oversees the National Summer Transportation Institute program. Additionally, Elizabeth is responsible for coordinating college level outreach initiatives and recruiting opportunities.

Rebecca (Beckie) Brietzke, Senior Diversity and Inclusion Specialist (Full-time)

Beckie is responsible for developing and coordinating diversity education events and Affirmative Action trainings. She prepares quarterly EEO reports for each of the districts and for central office. Beckie generates the State Workforce Diversity Plan and the federally mandated Affirmative Action Plan. She serves as the liaison for the Governor's Workforce Diversity Council. She also assists in coordinating the RDIC's for Northwest, Southwest, Central Office and Kansas City. Additionally, Beckie is responsible for developing and coordinating the Statewide Intern Conference and the annual MoDOT Youth Transportation Conference for high school students.

Cheryl Milton-Roberts, Senior Diversity and Inclusion Specialist (Full-time)

Cheryl is responsible for developing and coordinating diversity education events statewide as well as assisting in the coordination of the St. Louis RDIC. Cheryl shares responsibility for the

development of the EOD Division's "Tool Kit" a handbook for supporting inclusive behavior. She is also responsible for conducting youth outreach initiatives in St. Louis and around the state. Additionally, Cheryl is responsible for the development of the EOD Division's internal communication strategy.

Rocky Martin, Diversity and Inclusion Specialist (Full-time)

Rocky is responsible for coordinating the Statewide Mentoring Program for employees. He also assists with developing monthly diversity education topics for five of the districts. Additionally, he aids in the planning of the Northeast, Southeast, St. Louis and Central District RDIC's. Rocky is also the acting liaison for MoDOT on the Governor's Council on Disability.

Andrew Ragsdale, Diversity and Inclusion Specialist (Full-time)

Andrew is responsible for updating and disseminating the Equal Opportunity and Diversity Division's Quarterly Tracker. He is responsible for being the liaison between the Employee Advisory Council (EAC) and Senior Management Team (SMT). Andrew also assists with developing monthly diversity education topics for four of the districts and he helps with the coordination of the Central Office, Northwest, Southwest and Kansas City RDIC's.

Adam Hoffman, Senior Administrative Technician (Full-time)

Adam provides advanced administrative and paraprofessional support in all the EODD functions, including preparing summary reports of data received from training evaluations, maintaining files, and processing invoices. He also serves as the lead coordinator for the annual Take Your Child to Work event for Central Office and is the Partners in Education program coordinator.

EODD Continuing Education

EODD staff participates in continuing education throughout the year to stay abreast of current trends, practices and requirements. Topics focus on various diversity components, existing or changing laws and regulations related to Equal Opportunity and Affirmative Action. Trainings attended by the EODD staff are in a variety of forms, including but not limited to: webinars, classrooms, conferences or other internal and external training opportunities.

Establishment of Responsibilities for Implementation of the Written Affirmative Action Program

A. Designation of Responsibilities of EEO Director 41 CFR 60-2.17(a)

The EODD Director has the primary management responsibility, authority and resources for ensuring full compliance with the provisions of Executive Order 11246, as amended, and the implementing regulations. The responsibilities of the EODD Director include, but are not necessarily limited to, the following:

1. Coordinating the department's equal employment and affirmative action programs with the Federal Highway Administration and the Missouri Office of Equal Opportunity to ensure consistency with federal/state regulations and statutes;
 - Abide by Executive Order 11246, Rehabilitation Act;
2. Monitoring recruitment, hiring, training, promotion, termination and transfer practices to ensure the selection of individuals conforms to federal/state regulations and statutes;
3. Keeping management informed of equal opportunity progress and reporting potential problem areas within the organization through reports;
4. Providing administrative assistance in developing and implementing necessary programs and training;
5. Serving as liaison between the department and EEO enforcement agencies on affirmative action matters;
6. Consulting with applicants, employees and the public concerning EEO/AA issues; and
7. Designing, implementing, monitoring and reporting methods to identify possible problem areas and measure overall effectiveness of the plan to ensure necessary remedial action is taken.

**B. The Responsibilities of Management to Ensure Implementation of the AAP
41 CFR 60-2.17(a)**

In implementing this written Affirmative Action Program, the responsibilities of the department's supervisors and managers working with the EEO Administrator include, but are not necessarily limited to, the following:

1. Ensuring their programs, selection processes and work units comply with the department's Equal Opportunity policy.
2. Demonstrating the department's commitment to affirmative action and diversity in the workplace by exhibiting attitudes and leadership that support these principles.
3. Ensuring employees working in their programs, sections and divisions are treated fairly and do not experience unlawful discrimination.
4. Ensuring employees working in their programs, sections and divisions have equal access to promotions, transfers and training opportunities.
5. Assisting in the promotion and development of diversity initiatives and activities.
6. Ensuring departmental policies and procedures are followed.

Dissemination of Policy

Internal

The EEO policy statement is conspicuously displayed throughout the department in highly visited areas and is included in the online personnel policy manual. New employees are informed of this policy during the new employee orientation program. Human Resources staff notifies employees of revisions to the policy via email as they occur.

External

Recruiting sources are notified of the department's continuing commitment to EEO/AA. Application forms, job announcements and newspaper advertisements state the department is an equal opportunity/affirmative action employer. Job announcements are regularly shared with female and minority organizations through social media and email, these organizations include churches, businesses and professional/community organizations to ensure they are aware of job opportunities with the department. These organizations are also encouraged to refer applicants.

Identification of Problem Areas

41 CFR 60-2.17(b)

We have conducted in-depth analyses of our total employment process, including the workforce by district 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 District

Of the 8 areas in this AAP, 8 or 100% include minorities and 8 or 100% include females. Our analysis by district and Central Office reveals that minorities and women are not significantly underrepresented or concentrated in any particular district. This analysis suggests that there is no policy or practice excluding minorities or women from any district, nor is there any racial or sexual discrimination in the selection process.

Composition of the Workforce by Job Group

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:

- A. Our analysis indicates that for minorities:
 - a. Incumbency is less than availability in Paraprofessionals and Office and Clerical.
 - b. Incumbency is less than availability by a statistically significant amount in job groups Officials and Administrators, Skilled Crafts and Service Maintenance.
- B. Our analysis indicates that for women:
 - a. Incumbency is less than availability by a statistically significant amount in job groups Officials and Administrators, Professionals and Skilled Crafts.
- C. MoDOT has established affirmative action placement goals and programs to address underutilization, 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.

Development and Execution of Action-Oriented Programs

41 CFR 60-2.17(c)

Action programs have been instituted to eliminate identified problem areas and to help achieve specific Affirmative Action goals. These programs include, but are not limited to, the following:

Recruitment:

- ❑ Disseminate information on job opportunities to organizations throughout the districts, including organizations representing minorities and females.
- ❑ Conduct “meet and greets” at colleges we recruit from to include diversity applicants and increase their interest in the department.
- ❑ Coordinate District Job Fairs to educate potential employees about MoDOT and the benefits of working for the department.
- ❑ Provide laptops at career fairs so that applicants can complete applications and be able to ask questions if they run into problems.
- ❑ Ensure that our Civil Engineer intern program is diversified so that we can increase our applicant pool of diverse candidates.
- ❑ Increase our female/minority organization contacts for networking purposes to expand our job opportunity distribution, while continuing to utilize the contacts that have been successful in the past.
- ❑ Partner with high schools (Partners in Education Program) to increase minority and female interest in Transportation related careers.
- ❑ Continue our Commercial Driver License (CDL) training to access potential applicants and help improve the community’s economic standing by participating in this empowerment program; and access potential applicants.
- ❑ Coordinate on-site visits to the districts with students for maintenance worker positions.
- ❑ Coordinate Construction Career Days in districts to recruit high school students to trade work

Promotion and Retention:

- ❑ Develop a Business Professional Development Program to better prepare employees for promotional opportunities.
- ❑ Promote minority and female participation in the Accelerated PE Cross Training (APEX) program, to assist employees who wish to obtain their PE.

- ❑ Actively recruit and enroll minorities and females in the Maintenance Leadership Academy (MLA), Accelerated Leadership Development (ALD) program and the Management Development Institute (MDI).
- ❑ Coordinate Diversity and Inclusion Conference's in all seven districts to continue our development of inclusion in the workplace.
- ❑ Coordinate the MoDOT Mentoring Program and continue to increase female and minority participation in the program.

Internal Audit and Reporting Systems

41 CFR 60-2.17(d)

MoDOT believes that one of the most important elements in effectively implementing an Affirmative Action Program is an adequate internal audit and reporting system. Through this system, the total program can be monitored for effectiveness and management can be kept informed. Missouri Department of Transportation's audit and reporting system is designed to:

1. Measure the effectiveness of the AAP/EEO program;
2. Document personnel activities;
3. Identify problem areas where remedial action is needed; and
4. Determine the degree to which Missouri Department of Transportation's AAP goals and objectives have been attained.

The following personnel activities are reviewed quarterly and as necessary and desirable, to ensure nondiscrimination and EEO for all individuals without regard to their race, color, gender, religion or national origin:

1. Selection and hiring rate;
2. Minority and female employment;
3. Transfers/promotions;
4. Disciplinary actions;
5. Terminations; and
6. Any other term, condition, or privilege of employment.

The following documents are maintained as a component of Missouri Department of Transportation's internal audit process:

1. An applicant flow log;
2. Summary data of promotions, resignations, terminations;
3. Summary data of disciplinary actions;

Support of Community Action Programs

Recognizing our role as an employer, MoDOT actively seeks to support community action programs designed to improve job skills and/or employment opportunities for minorities and women. During July 1, 2016 through June 30, 2017 the department participated in the following community events/meetings/programs:

- ❑ 43rd Annual NSBE Convention
- ❑ AFL/CIO Community Services Information and Referral
- ❑ American Public Works Association Conference
- ❑ Annual Diversity Program – Saint Joseph
- ❑ Better Family Life workshops and employment preparation training
- ❑ Bridge Building Competition
- ❑ Building Union Diversity (BUD) Graduation Ceremony – Mini Job Fair and Speed Interviewing
- ❑ Careers on Wheels – Troy
- ❑ City of Kansas City MO / Aim for Peace
- ❑ Community Action Partnership of Greater Saint Joseph
- ❑ Disadvantaged Business Enterprises Networking Events
- ❑ Explore Your Horizon's – Rolla, MO
- ❑ Hannibal STEM Makerspace Meeting, Kirksville Area Alliance
- ❑ Hillcrest Transitional Housing
- ❑ Hispanic Chamber of Commerce events and activities
- ❑ Jackson R-2 Middle School Grade 6 STEM Class
- ❑ Josephine Exposition – Saint Joseph
- ❑ Kids in Motion
- ❑ Kirksville Area Summit
- ❑ Lincoln University Math Day for Girls
- ❑ Missouri S&T Night to Network with Society of Women Engineers (SWE), National Society of Black Engineers (NSBE) and Society of Hispanic Professional Engineers (SHPE) chapters
- ❑ MoDOT Construction Career Day – Sikeston, Columbia and Springfield
- ❑ MoDOT/Bi-State Development/SLATE-STL Region Truck Driving Apprenticeship Meeting

- ❑ MoDOT/St. Louis Community College CDL Application/Mock Interview Training Workshop
- ❑ MoKAN Application, Resume and Interview Workshop for Seasonal Positions
- ❑ MoKAN Members Monthly Meetings
- ❑ MoKAN Minority Workforce Symposium
- ❑ MoKAN Networking Event
- ❑ MoKAN Pre-apprenticeship Graduation
- ❑ MoKAN Pre-apprenticeship meet and greet
- ❑ My Success Event – Saint Joseph
- ❑ Northwest Missouri State University Extension Center, Cultural Diversity Group
- ❑ Project Community Connect - Northeast District
- ❑ SLATE- BUD/AGC Construction Training School events and Graduation
- ❑ Society of Women Engineers (SWE) Conference
- ❑ St. Joseph Youth Alliance
- ❑ St. Louis Council of Construction Consumers Monthly Meetings
- ❑ STEM Day at NE District – Hannibal
- ❑ STEAM Girls Event – Washington University
- ❑ STEAM Girls Event – Warrensburg, MO
- ❑ STEM Day for Girls – Montgomery City, MO
- ❑ STEM Day for Girls – Grandview, MO
- ❑ Stephens College day for Girl Scouts
- ❑ Thomas Jefferson Middle School Partner in Education Day
- ❑ UMSL Mock Interviews
- ❑ United Way
- ❑ Unity Weekend Celebrating Our Youth City of Ferguson
- ❑ University of Missouri – St. Louis Bridge Program Mock Interviews
- ❑ Urban League Application Workshops
- ❑ Urban League Employment Committee Meetings
- ❑ Urban League/ St. Louis Public Schools Back to School & Community
- ❑ University of Missouri Science and Technology – Expanding Your Horizons
- ❑ Women’s Network Connection – Hannibal Chamber of Commerce.
- ❑ Workforce Development Meeting – Hannibal Chamber of Commerce
- ❑ YouthBuild – St. Louis Workshops

Recruitment Efforts

In an effort to consider qualified women and minorities not currently employed by MoDOT, who can be recruited through affirmative action efforts, the department utilized the following resources by sending/posting job announcements to the following organizations and media sources.

Professional Organizations

Organization	Phone Number
Alternative Community Training Career Services (ACT)	dwest@actservices.org
Public Relations Society of America (PRSA)	212.460.1484
Access Interpreter Services	573.696.0291
ADA Project	573.882.3600
Adair County Service Center	573.581.1322
Adult Education Program	573.659.3122
AFL-CIO Community Services	816.364.1131
Alternative Community Training Inc.	573.474.9446
American Association of Airport Executives	703.824.0500
American Association of State Highway and Transportation Officials (AASHTO)	202.624.5809
American Association of University Women	NA
American Chamber of Commerce Executives	703.998.0072
American Society of Association Executives	1.888.491.8833 x1009
American Society of Civil Engineers	703.295.6300
American Transportation Association	202.496.4800
Andrew County Health Department	816.324.3139
Asian Chamber of Commerce	Sook_park@asianchamberkc.com
Association of Black Graduate and Prof. Students	573.882.6333
Association of Midwest Disadvantaged Youth, Inc.	573.699.4351
Atchison County Health Department	660.736.4121
Bartlett Center	816.233.1994
Black Chamber of Commerce	info@bccckc.org
Boone County Family Resources	573.874.1995
Buchanan County Health Department	816.271.5327
Caldwell County Health Department	816.586.2311
Callaway County Special Services	573.642.1792
Camden County Health Department	573.346.5479
Careers in State & Federal Gov't Information Fair	UMC Campus
Carroll County Health Department	660.542.3247
Center for Innovations in Education	800.976.2473
Central Missouri Community Action	573.635.4480
Central Missouri Counseling	573.636.6727
Central Missouri Counties Human Development Corp.	573.443.8706
Chariton County Health Center	660.288.3675
Choices for People Center	573.364.7444
Clinton County Health Department	816.539.2144

CMSU Department of Manufacturing and Construction/Career Services	660.543.4439
Columbia College Career Center	573.875.4563
Columbia College Student Veterans Club	NA
Columbia Vocational Rehabilitation	573.882.9110
Conference of Minority Transportation Officials	202.857.8064
Daviess County Health Department	660.663.2414
Dent County Development Disabilities Board	573.729.4738
Department of Veterans Affairs	573.814.6400
Dos Mundos	creyes@dosmundos.com
Douglas Community Center	573.221.3892
Experience Works	shari_wooldridge@experienceworks.org
Friendship Baptist Church	www.fbckc.org
Gaines/Oldham Black Culture Center	573.822.2664
Gasconade County Special Services	573.437.5800
Gentry/Worth/DeKalb Tri- County Health Department	660.783.2707
Grundy County Health Department	660.359.4196
Guadalupe Center	tcasas@guadalupcenters.org
Hannibal Chamber of Commerce	573.221.1101
Harrison County Health Department	660.425.6324
Hero to Hire	N/A
Hispanic Chamber of Commerce – KC	cgomez@hccgkc.com
Hispanic Chamber of Commerce – STL	ahernandez@hccstl.com
Holt County Health Department	660.446.2909
Islamic Center of St. Joseph	816.232.1405
Job Corps	denton.frank@jobcorps.gov
Job Point	573.474.8560
Kansas City Call	kccallnews@hotmail.com
Kansas City Hispanic News	kchnews@swbell.net
Lake of the Ozarks Development Center Inc.	573.346.4574
Latino Graduate Professional Network	573.882.6333
Legion of Black Collegians	573.882.6333
Lewis County Service Center	573.288.3969
Lincoln County Service Center	636.528.7604
Livingston County Health Department	660.646.5506
Meramec Region Career Center	bprigge@meramecregion.org
Meramec Regional Planning Commission	573.265.2993
Mercer County Health Department	660.748.3630
Mid-MO AGA	Robin.Burkhart@dese.mo.gov
Military Recruit	support@recruitmilitary.com
Miller County Veteran Services Office	573.522.1416
Minority Introduction to Technology and Engineering	573.341.4212
Missouri Association for Career and Technical Education	573.634.7366
Missouri Bar Association	573.635.4128
Missouri Commission for the Deaf and Hard of Hearing	573.526.5205
Missouri Department of Elementary and Secondary Education	Chad.Schatz@dese.mo.gov
Missouri Minority Veterans Initiative	816.655.3490

Missouri School for the Deaf	573.592.4000
Missouri Society of Professional Engineers	573.636.4861
Missouri State Council of SHRM	866.376.0949 X 6991
Missouri Veterans Commission	573.751.3779
Missouri Women Veterans Initiative	816.655.3490
Mizzou Black Men's Initiative	573.882.2664
Mizzou Black Women's Initiative	NA
Monroe County Service Center	660.327.4653
Morning Star Baptist Church	816.923.3559
Mt. Zion Baptist Church	660.707.0703
NAACP	Steve Holdenried
Nacional Supermarket (Hispanic Grocer)	816.238.1800
National Native American Chamber of Commerce	lreynolds@nnacc.org
National Society of Black Engineers	publications@nsbe.org
New Reflections Technical Institute	816.361.5239
Nodaway County Health Department	660.562.2755
Northeast Region: Veterans Service	573.822.5135
Northwest University Extension Office	816.279.1691
Patee Hall Health Department	816.271.7807
Phelps County Recreation for the Handicapped	573.364.9651
PRSA KC Chapter	816.860.5621
PRSA Mid MO Chapter	573.499.4384
PRSA St. Louis Chapter	314.497.6605
Putnam County Health Department	660.947.2429
Randolph County Service Center	660.263.6595
Rehabilitation Services for the Blind (Mid-Mo district)	573.751.2714
Rehabilitation Services for the Blind (State Office)	573.751.4989
Remley Women's Center	1-800.888.9266
Rolla Vocational Rehabilitation	573.368.2266
Saint Francis Baptist Temple	816.232.7355
Salvation Army	816.279.2101
Sanctuary Program	N/A
Second Baptist Church	N/A
Services for Independent Living	573.874.1646
Shelby County Service Center	573.633.2210
Sikeston Career and Technology Center	573.471.5442
Society of Hispanic Professionals	434.244.9776
Society of Women Engineers	NA
Southeast Region: Veteran Services	573.451.2533
St. Francis Baptist Temple	816.232.4883
St. Joseph Chamber of Commerce	816.232.4461
St. Joseph School District, public high schools	816.671.4000
St. Mary's Catholic Church	660.265.4110
St. Patrick Parish Hispanic Ministry	816.232.2885
State of Missouri	www.jobs.oa.gov
State Technical College of Missouri	573.897.3603 ext. 159
Sullivan County Health Department	660.265.4141
Tennessee State University	615.963.5000

The Hispanic American Leadership Organization	573.882.7152
The L.E.A.D Institute	573.445.5005
The Missouri Women's Council	573.751.0810
The National Federation of the Blind	573.445.6091
Tri-County Center for Independent Living	573.368.5933
U.S. Military Pipeline	N/A
Unlimited Opportunities	660.882.5576
Urban Empowerment Ministries	573.474.3163
Urban League of Greater KC	N/A
Urban Summit of Kansas City	N/A
VA (Veterans Administration)	ousman.diallo@va.gov
Voluntary Action Center	573.449.6959
Warren County Service Center	636.456.8191
Wolfner Library for the Blind and Physically Handicapped	573.751.4936
Women's Center	573.882.6621
Women's Leadership Conference	573.882.8585
Women's Network	573.874.1132
Youth Empowerment Zone	573.256.1896
YWCA	816.232.4481
University of Missouri Columbia Disability Community	573.882.8054

Media Sources

Newspaper	Phone Number
Ad Finder	573.581.4223
Albany Ledger	660.726.3998
Atchison County Mail	660.744.6245
Boonville Daily News	660.882.5335
Bowling Green Times	573.324.2222
Braymer Bee	660.645.2217
Brunswick	660.548.3171
California Democrat	573.761.0228
Cameron NP/shopper	816.632.6543
Canton Press-News Journal	573.288.5668
Carrollton Democrat	660.542.0881
Chariton Valley NP	660.388.6397
Clinton County Leader	816.539.2111
Columbia Daily Tribune	573.815.1855
Columbia Missourian	573.882.5710
Columbia Tribune	573.815.1523
Constitution Tribune	660.646.2411
Cuba – Three Rivers Publishing	573.885.7460
DeKalb County Record	816.449.2121
Edina Sentinel	660.397.2226
Elsberry Democrat	573.898.2318
Fairfax Forum	660.686.2741

Focus - Lake Ozark	573.346.2132
Gallatin Publishing	660.663.2154
Green Acres e-sells	816.271.8523
Hamilton L & L	816.583.2116
Hannibal Courier Post and Salt River Journal	573.221.2800
Here Aqui	816.671.9312
HomePress	660.395.4663
Jefferson City News Tribune	573.636.3131
Kirksville Daily Express	660.665.2808
Lathrop Publishing	816.740.4444
Lebanon Daily Record	417.532.9131
Lee's Summit Tribune	816.524.0061
Lincoln County Journal	636.528.9550
Linn County Leader	660.258.7237
Maryville Daily Forum	660.562.2424
Maysville Record Herald	816.449.2121
Memphis Democrat	660.465.7016
Mexico Ledger	573.581.1111
Milan Standard	660.265.4244
Moberly Monitor Index & Shopper	660.263.4123
Monroe County Appeal	660.327.4538
Montgomery Standard	573.564.2339
Mound City News	660.442.5423
MSPE Newsletter	573.636.6969
NEMO Trader	660.665.8300
News Press	816.271.8666
Nodaway Co. News Leader	660.562.4747
Oregon Times Observer	660.646.3331
Palmyra Spectator	573.769.3111
People's Tribune	573.324.6111
Platte County Citizen	816.858.5154
Potosi Daily Journal	573.431.2010
Princeton Post Telegraph	660.748.3266
Quincy Whig & Shop Ad	217.221.3388
Ralls County Herald Enterprise	573.985.3420
Republican Clipper	660.425.6325
Republican Times	660.359.2212
Salisbury Press	660.645.3171
Savannah Reporter	816.324.3149
Shelby County Herald	573.633.2261
Southeast Missourian	573.388.3680
St Charles Journal	314.340.8604
StJoeChannel.com, KQTV	816.364.2222
Tarkio Avalanche	660.736.4111
The Dispatch Post USA	913.481.4727
The Fulton Sun	573.642.7272
The Lake Sun Extra	573.346.2131

The Lake Sun Leader	573.317.8181
The Media	660.727.3395
The Rolla Daily News	573.364.2468
The Salem News	573.729.4126
Times Tribune	660.564.3603
Tipton Times Newspaper	660.433.5721
Tri County news	660.783.2544
Troy Free Press	636.528.9550
Unionville Republican	660.947.2222
Warren County Record	636.456.6397
Waynesville Daily Guide	573.336.3711
West Side Star	573.374.3100

Radio	TV
KRES/KWIX	KSHB – TV
KICK-FM	WDAF – TV
KWWR	KMBC – TV
KWRE	
KRIX	
KXEO	
KMEM	
KPRT	

Magazines

Name	Phone
AC&C Magazine	866.505.7173
Black EOE Journal	800.487.5099
Engineering News Record	212.904.2021
IMDiversity	281.265.2472
Law Crossing	800.973.1177
Minority Engineer Magazine	631.421.0359
Missouri Lawyers Weekly	314.558.3202
Nationwide Advertising	913.541.0914
Railway Age	212.633.1165

Missouri Career Centers

City	Phone Number
Cape Girardeau	573.290.5766
Columbia	573.441.6361
Columbia Area Career Center	573.214.3803
Division of Workforce Development - Veterans	573.441.6345

Hannibal	573.248.2520
Herndon	816.268.7140
Jefferson City	573.526.8115
Jefferson City – Nichols Center	573.659.3113
Jefferson City Career Center	573.526.8115
Kennett	573.888.4518
Kirksville	660.785.2400
Lebanon	417.532.6146
Linn Creek	573.346.1766
Mexico	573.581.2661
Northland	816.858.5505
Park Hills	573.518.2413
Poplar Bluff	573.785.4168
Potosi	573.438.4414
Pulaski County Work Connections	573.451.3109
Rolla	573.364.7030
Show-Me Heroes (Columbia Career Center)	573.882.8821
Show-Me Heroes (Ft. Leonard Wood Career Center)	573.596.0294
Show-Me Heroes (Jeff City Career Center)	573.526.8115
Show-Me Heroes (Lebanon Career Center)	417.532.6146
Show-Me Heroes (Rolla Career Center)	573.364.7030
Sikeston	573.472.5250
Warrenton	636.456.9467
Washington	636.239.7777
West Plains	417.256.3158
University of Missouri Columbia Career Center	573.882.6801

High Schools

High Schools	Phone
Blair Oaks R-II	573.636.2020
Boonville R-I	660.882.7474
Camdenton R-III	573.346.9213
Centralia R-VI	573.682.3508
Climax Springs R-IV	573.347.3905
Cole Co. R-I	573.498.4000
Cooper Co. R-IV	660.427.5347
Crawford Co. R-I	573.732.4426
Crawford Co. R-II	573.885.2534
Crocker R-II	573.736.5000
Dixon R-I	573.759.7163
Eldon R-I	573.392.8000
Fayette R-II	660.248.2153
Fredrick Douglas – Columbia	573.214.3680
Fulton 58	573.590.8000
Gasconade Co. R-I	573.486.3032

Gasconade Co. R-II	573.437.2177
Glasgow	660.338.2610
Hallsville R-IV	573.696.5512
Harrisburg R-VIII	573.875.5604
Hickman – Columbia	573.214.3000
Iberia R-V	573.793.6818
Jamestown C-I	660.849.2141
Jefferson City	573.659.3000
Kingston K-14	573.438.4982
Laclede Co. R-I	417.589.2951
Laquey R-V	573.765.3716
Lebanon R-III	417.532.9141
Macks Creek R-V	573.363.5909
Maries Co. R-I	573.422.3304
Maries Co. R-II	573.859.3800
Miller Co. R-III	573.369.2375
MO School for the Deaf	573.592.4000
Moniteau Co.	573.796.2145
Morgan Co. R-I	573.377.2217
Morgan Co. R-II	573.378.4231
Muriel Williams Battle – Columbia	573.214.3300
New Bloomfield	573.491.3700
Newburg R-II	573.762.9653
New Franklin R-I	660.848.2141
North Callaway Co. R-I	573.386.2214
Osage Co. R-I	573.763.5666
Osage Co. R-II	573.897.4200
Osage Co. R-III	573.455.2375
Otterville R-VI	660.366.4391
Pilot Grove C-4	660.834.6915
Potosi R-III	573.438.5485
Prairie Home R-V	660.841.5296
Richland R-IV	573.765.3241
Rock Bridge Columbia	573.214.3100
Rolla 31	573.458.0100
Salem R-80	573.729.6642
School of the Osage	573.365.4091
South Callaway Co. R-II	573.676.5225
Southern Boone CO. R-I	573.657.2147
St. Elizabeth's R-IV	573.493.2246
St. James R-I	573.265.2300
Steelville R-III	573.775.2175
Stoutland R-II	417.286.3711
Sturgeon R-V	573.687.3515
Tipton R-VI	660.433.5520
Valley R-VI	573.779.3446
Waynesville R-VI	573.842.2097

College and Universities

School	Phone Number
Arkansas State University Carbondale	871.972.2100
Bryan University	bwelch@bryanu.edu
Central Methodist University	660.248.6986
Columbia College	573.634.3250
Crowder College	417.451.3223
Daymar College (KY and TN)	270.926.4040
Hannibal LaGrange University	573.231.3675
Indian Hills Community Center	641.683.5262
Iowa State University	515.294.4111
ITT Technical Institute	816.276.1400
John A. Logan College	618.985.2828
Lincoln University	573.681.5000
State Technical College of Missouri	573.897.5159
Longview Community College	816.672.2020
Manual Career and Technical Center	816.418.5205
Metro Business College	573.635.6600
Mineral Area College	573.431.4593
Missouri State University	414.836.6618
Missouri University of Science and Technology	dnseabaugh@semo.edu
Missouri Western State University	816.271.4204
Moberly Area Community College	660.263.4100
Ozark Technical Community College	417.447.7500
Pike Lincoln Technical Center	573.485.2900
Prairie View A&M	936.261.3570
Southeast Missouri State	573.651.2000
Southern Illinois-Carbondale	618.453.2391
Southern Illinois-Edwardsville	618.650.3708
Southern University	225.771.2200
St. Louis University	slu@csm.symplicity.com
State Fair Community College	660.530.5800 ext. 423
State Technical College of Missouri	573.897.5000
Three Rivers College	573.840.9605
University of Arkansas	479.575.2805
University of Central Missouri	660.543.4111
University of Kansas	785.864.4517
University of Mississippi	662.915.3421
University of Missouri – Columbia	573.882.0878
University of Missouri – KC	816.235.5520
University of Missouri – St. Louis	314.516.5111
Vatterott College	816.861.1000
Washington University School of Law	recruiting@wulaw.wustl.edu
Westminster College	573.642.3361
William Woods University	Amy.dittmer@williamwoods.edu

Attended Career Fairs at the following schools/organizations:

- ☐ Better Family Life Career Fair
- ☐ Better Family Life Networking Event
- ☐ Bloomfield High School Career Day
- ☐ Booneslick Career Center Career Fair – Truesdale
- ☐ Cairo Career Fair
- ☐ Camdenton High School Job Fair
- ☐ Cameron High School Career Fair
- ☐ Champ Clark Bridge Job Fair
- ☐ City of Northwood's Vocational Training Workshops (Mock Interviews)
- ☐ Columbia Corner Stone Group Home For Boys
- ☐ Community Action Agency of St. Louis Career Fair
- ☐ Dexter K-12 School District Career Day
- ☐ Ferguson 1000 Empowerment Through Entrepreneurship & Employment Reception & Lecture
- ☐ Hannibal Area Job Fair
- ☐ Hannibal Career & Technical Center Career Fair
- ☐ Harris Stowe State University **(HBCU)**
- ☐ Hispanic Chamber of Commerce 2017 Job Fair
- ☐ Iowa State University
- ☐ Jefferson City Area Chamber of Commerce Industry Career Fair
- ☐ Jefferson City News Tribune
- ☐ Job Corps Career Fair
- ☐ Kansas State University
- ☐ Lacy Clay Career Fair
- ☐ Lebanon High School
- ☐ Lincoln University **(HBCU)**
- ☐ State Technical College of Missouri
- ☐ Macon Job Fair
- ☐ Mark Twain Area Expo & Veterans Resource Fair
- ☐ Missouri Career Center Job Fair, Chillicothe, MO
- ☐ Missouri State University
- ☐ Missouri Western State University
- ☐ Moberly Job Fair
- ☐ MoDOT Columbia Maintenance Facility
- ☐ MoKAN Career Fair
- ☐ National Society of Black Engineers (NSBE) Young Professional Event
- ☐ National Society of Black Engineers Convention
- ☐ NEMO Job Fair
- ☐ News Tribune Job Fair
- ☐ Pike Lincoln Technical Center
- ☐ Ranken Fall and Spring Career Fair
- ☐ Southern University **(HBCU)**
- ☐ Southeast District Job Fair for Seasonal General Laborers
- ☐ St. Louis Community Career and Networking Fair
- ☐ State Representative Bruce Franks- St. Louis Public School Parent's Career Fair
- ☐ University of Central Missouri

- ❑ University of Kansas
- ❑ University of Missouri – Columbia
- ❑ University of Missouri - Kansas City
- ❑ University of Missouri - Science and Technology
- ❑ Empowerment Festival
- ❑ Vatterott Career Day
- ❑ Veterans Career Fair – VFW Post, Columbia
- ❑ Washington University – St. Louis
- ❑ Washington University- AGC Engineering Students Networking Event

Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 2 – Internal Statistics

The following section provides all the supporting statistical documentation for the Affirmative Action Plan.

Organizational Profile

Job Group Analysis

Placement of Incumbents in Job Groups

Determining Availabilities

Comparing Incumbency to Availability

Placement Goals

Organizational Profile

41 C.F.R. 60-2.11

Purpose

An organizational profile is a depiction of staffing within the department. The profile provides an overview of the workforce within the department that may assist in identifying organizational units where women and minorities are underutilized or concentrations exist. The department has the option of using either an organizational display or workforce analysis as the organizational profile. MoDOT chooses to use a workforce analysis.

The following chart sets forth the Workforce Analysis for MoDOT. The analysis identifies the districts at MoDOT and for each district it lists all job titles. For each job title, we provide the following data: salary, total number of incumbents, total number of male and female incumbents and total number of male and female incumbents by racial/ethnic group.

State of Missouri

June 30, 2017 Annual Affirmative Action Plan

Missouri Department of Transportation

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01101	\$29,818.15	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01376	\$25,031.97	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR BUILDING CUSTODIAN	H	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01333	\$28,487.10	Total	65	Mal	58	53	1	0	2	2	0	0
MAINTENANCE WORKER	H	Tot Min	5	Fem	7	7	0	0	0	0	0	0
R01301	\$30,772.08	Total	46	Mal	44	43	0	0	0	1	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R01391	\$33,901.99	Total	1	Mal	1	0	0	0	0	1	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01335	\$35,671.55	Total	151	Mal	147	146	0	0	0	0	0	1
SENIOR MAINTENANCE WORKER	H	Tot Min	1	Fem	4	4	0	0	0	0	0	0
R01106	\$34,067.90	Total	2	Mal	2	2	0	0	0	0	0	0
INT BRIDGE MAINTENANCE	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02017	\$30,408.03	Total	1	Mal	1	1	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01107	\$37,724.00	Total	2	Mal	2	1	1	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02018	\$36,981.86	Total	5	Mal	5	5	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02006	\$37,549.70	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01102	\$40,547.98	Total	1	Mal	0	0	0	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01061	\$38,912.13	Total	57	Mal	54	52	0	0	0	0	0	2
MAINTENANCE CREW LEADER	G	Tot Min	2	Fem	3	3	0	0	0	0	0	0
R02350	\$39,026.59	Total	1	Mal	0	0	0	0	0	0	0	0
ELECTRICIAN	G	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02007		\$42,661.57	Total	2	Mal	2	2	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02008		\$42,889.23	Total	2	Mal	2	2	0	0	0	0	0
SENIOR ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02019		\$43,345.32	Total	14	Mal	14	14	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01025		\$29,236.66	Total	1	Mal	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F		Tot Min	1	Fem	1	0	1	0	0	0	0
R01272		\$32,065.83	Total	2	Mal	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F		Tot Min	0	Fem	2	2	0	0	0	0	0
R01026		\$34,306.82	Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01027		\$30,015.96	Total	2	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01030		\$31,374.69	Total	2	Mal	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01084		\$36,221.15	Total	1	Mal	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01023		\$36,403.71	Total	1	Mal	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01032		\$37,087.99	Total	1	Mal	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01028		\$37,255.72	Total	1	Mal	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R03133		\$43,234.28	Total	1	Mal	1	1	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E		Tot Min	0	Fem	0	0	0	0	0	0	0
R01569		\$21,459.00	Total	1	Mal	0	0	0	0	0	0	0
ASSISTANT SURVEY TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01515		\$29,543.04	Total	3	Mal	1	1	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

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NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02011	\$30,462.02	Total	1	Mal	1	1	0	0	0	0	0	0
SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01589	\$34,301.50	Total	1	Mal	1	1	0	0	0	0	0	0
INTER CONSTRUCTION TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01501	\$35,988.81	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01066	\$37,997.32	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR MAINTENANCE	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01516	\$38,650.42	Total	4	Mal	4	4	0	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01591	\$39,472.76	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01596	\$40,221.82	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03028	\$46,098.94	Total	2	Mal	2	1	0	0	1	0	0	0
SENIOR TRAFFIC SPECIALIST	C	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02583	\$47,822.40	Total	1	Mal	1	1	0	0	0	0	0	0
LAND SURVEYOR	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04427	\$38,555.91	Total	1	Mal	0	0	0	0	0	0	0	0
PROCUREMENT AGENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04632	\$39,273.51	Total	1	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04603	\$41,643.00	Total	1	Mal	1	1	0	0	0	0	0	0
SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04605	\$43,063.24	Total	1	Mal	0	0	0	0	0	0	0	0
INT HUMAN RESOURCES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05776	\$46,117.79	Total	3	Mal	3	3	0	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05851	\$47,657.15	Total	1	Mal	0	0	0	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05771	\$47,880.03	Total	1	Mal	0	0	0	0	0	0	0	0
INTER MATERIALS INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05626	\$48,336.27	Total	3	Mal	2	2	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04101	\$49,995.41	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04466	\$50,172.04	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04607	\$50,179.72	Total	1	Mal	0	0	0	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05475	\$50,970.01	Total	1	Mal	1	1	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04862	\$51,169.72	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04696	\$51,360.00	Total	3	Mal	2	2	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04740	\$51,868.54	Total	1	Mal	0	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04698	\$51,895.35	Total	1	Mal	1	1	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05815	\$52,380.01	Total	1	Mal	1	1	0	0	0	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05772	\$53,952.02	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05813	\$53,993.26	Total	12	Mal	10	10	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	2	1	0	0	0	0	0	1
R04890	\$55,272.01	Total	2	Mal	1	1	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05023	\$55,610.01	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PAVEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05814	\$55,747.28	Total	6	Mal	5	5	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	1	Fem	1	0	0	0	1	0	0	0
R04105	\$56,742.40	Total	1	Mal	1	1	0	0	0	0	0	0
SR ADMIN PROFESSIONAL-TPT	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05754	\$57,611.46	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05755	\$67,440.02	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05126	\$71,253.86	Total	1	Mal	1	1	0	0	0	0	0	0
SR ENGINEERING PROFESSNL-	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01109	\$46,873.35	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01380	\$42,720.65	Total	7	Mal	7	7	0	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02005	\$47,518.51	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01379	\$48,001.19	Total	23	Mal	23	21	1	0	1	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$52,523.16	Total	6	Mal	6	6	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04051	\$57,363.46	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04089	\$58,935.50	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04897	\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04636	\$62,091.45	Total	1	Mal	0	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05459	\$63,583.19	Total	1	Mal	1	1	0	0	0	0	0	0
GEOLOGIST	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05078	\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$64,825.56	Total	2	Mal	1	1	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05077	\$65,957.95	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DIST MAINT & TRAFF	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05667	\$66,104.04	Total	1	Mal	1	0	0	0	1	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05809	\$67,362.40	Total	3	Mal	3	3	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752	\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$70,875.02	Total	2	Mal	2	1	0	0	0	1	0	0
AREA ENGINEER	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05453	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$73,513.49	Total	2	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05462	\$74,790.01	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,963.54	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05081	\$78,996.01	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINT & TRAFFIC	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$79,846.29	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$87,027.57	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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NORTHWEST DISTRICT

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
R09911	\$107,578.35	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 605 2ANW		Total	498	Mal	443	427	3	0	5	5	0
		Tot Min	19	Fem	55	52	1	0	1	0	1

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NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
R01101	\$29,818.15	Total	3	Mal	3	3	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	0	Fem	0	0	0	0	0	0	0
R01333	\$28,487.10	Total	60	Mal	56	55	1	0	0	0	0
MAINTENANCE WORKER	H	Tot Min	1	Fem	4	4	0	0	0	0	0
R01301	\$30,772.08	Total	47	Mal	41	39	2	0	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	2	Fem	6	6	0	0	0	0	0
R01335	\$35,671.55	Total	112	Mal	107	102	4	0	0	1	0
SENIOR MAINTENANCE WORKER	H	Tot Min	5	Fem	5	5	0	0	0	0	0
R01106	\$34,067.90	Total	2	Mal	2	2	0	0	0	0	0
INT BRIDGE MAINTENANCE	G	Tot Min	0	Fem	0	0	0	0	0	0	0
R02017	\$30,408.03	Total	1	Mal	1	1	0	0	0	0	0
EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0
R01107	\$37,724.00	Total	1	Mal	1	1	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	0	Fem	0	0	0	0	0	0	0
R01073	\$37,102.00	Total	1	Mal	1	1	0	0	0	0	0
SENIOR SUPPLY AGENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0
R01102	\$40,547.98	Total	2	Mal	2	2	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	0	Fem	0	0	0	0	0	0	0
R01061	\$38,912.13	Total	51	Mal	49	49	0	0	0	0	0
MAINTENANCE CREW LEADER	G	Tot Min	0	Fem	2	2	0	0	0	0	0
R02007	\$42,661.57	Total	4	Mal	4	4	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0

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NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R02008	\$42,889.23	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02019	\$43,345.32	Total	17	Mal	17	17	0	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01272	\$32,065.83	Total	3	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01026	\$34,306.82	Total	1	Mal	0	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01084	\$36,221.15	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01023	\$36,403.71	Total	2	Mal	0	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01028	\$37,255.72	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03133	\$43,234.28	Total	1	Mal	0	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01515	\$29,543.04	Total	1	Mal	1	1	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01589	\$34,301.50	Total	2	Mal	2	2	0	0	0	0	0	0
INTER CONSTRUCTION TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01516	\$38,650.42	Total	2	Mal	2	2	0	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01596	\$40,221.82	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02014	\$42,589.45	Total	2	Mal	2	2	0	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03028	\$46,098.94	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02583	\$47,822.40	Total	1	Mal	1	1	0	0	0	0	0	0
LAND SURVEYOR	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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NORTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05893	\$27,324.03	Total	2	Mal	2	1	0	0	0	1	0	0
DISTRICT DESIGN LIAISON	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04699	\$39,902.34	Total	1	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05041	\$57,534.05	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04603	\$41,643.00	Total	1	Mal	0	0	0	0	0	0	0	0
SAFETY OFFICER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05736	\$42,005.44	Total	2	Mal	2	2	0	0	0	0	0	0
CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04477	\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM CUSTOMER RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04445	\$43,305.03	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM GEN SERV SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05776	\$46,117.79	Total	3	Mal	3	3	0	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05851	\$47,657.15	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05626	\$48,336.27	Total	3	Mal	3	3	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04101	\$49,995.41	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04466	\$50,172.04	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04607	\$50,179.72	Total	1	Mal	0	0	0	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04862	\$51,169.72	Total	2	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04007	\$51,200.32	Total	1	Mal	0	0	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04696	\$51,360.00	Total	3	Mal	2	2	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04740	\$51,868.54	Total	2	Mal	0	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04698	\$51,895.35	Total	2	Mal	0	0	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05772	\$53,952.02	Total	4	Mal	3	3	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05813	\$53,993.26	Total	14	Mal	14	13	0	0	0	1	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04890	\$55,272.01	Total	1	Mal	0	0	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05023	\$55,610.01	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PAVEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05814	\$55,747.28	Total	6	Mal	5	5	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05754	\$57,611.46	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05755	\$67,440.02	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01109	\$46,873.35	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02016	\$58,070.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT LAND SURVEY	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04664	\$38,911.23	Total	1	Mal	1	1	0	0	0	0	0	0
ROADSIDE MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01380	\$42,720.65	Total	7	Mal	6	6	0	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02005	\$47,518.51	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01379	\$48,001.19	Total	20	Mal	19	19	0	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$52,523.16	Total	5	Mal	5	5	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04051	\$57,363.46	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04089	\$58,935.50	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$59,434.31	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04897	\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04636	\$62,091.45	Total	1	Mal	1	1	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05078	\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$64,825.56	Total	2	Mal	0	0	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05077	\$65,957.95	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DIST MAINT & TRAFF	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05667	\$66,104.04	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05809	\$67,362.40	Total	4	Mal	3	3	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04752	\$69,670.28	Total	1	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05449	\$70,875.02	Total	3	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05453	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$73,513.49	Total	3	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05462	\$74,790.01	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05081	\$78,996.01	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINT & TRAFFIC	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$79,846.29	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$87,027.57	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09911	\$107,578.35	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 605 2BNE		Total	448	Mal	392	382	7	0	0	3	0	0
		Tot Min	10	Fem	56	56	0	0	0	0	0	0

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05042	\$61,128.08	Total	1	Mal	0	0	0	0	0	0	0	0
ASST DISTRICT BRIDGE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01101	\$29,818.15	Total	14	Mal	14	5	7	0	2	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	9	Fem	0	0	0	0	0	0	0	0
R01333	\$28,487.10	Total	114	Mal	106	77	19	0	8	1	0	1
MAINTENANCE WORKER	H	Tot Min	30	Fem	8	7	1	0	0	0	0	0
R01301	\$30,772.08	Total	42	Mal	40	31	6	0	3	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	9	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01391	\$33,901.99	Total	1	Mal	1	1	0	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01392	\$34,584.02	Total	14	Mal	12	6	5	1	0	0	0	0
MOTORIST ASSISTANCE	H	Tot Min	7	Fem	2	1	1	0	0	0	0	0
R01335	\$35,671.55	Total	87	Mal	79	66	8	0	2	3	0	0
SENIOR MAINTENANCE WORKER	H	Tot Min	15	Fem	8	6	1	0	0	0	0	1
R01089	\$29,471.94	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02017	\$30,408.03	Total	1	Mal	1	1	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02381	\$33,525.43	Total	6	Mal	5	4	1	0	0	0	0	0
ELECTRICIAN ASSISTANT	G	Tot Min	2	Fem	1	0	0	0	0	0	0	1
R02018	\$36,981.86	Total	6	Mal	6	6	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01102	\$40,547.98	Total	2	Mal	2	1	1	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01061	\$38,912.13	Total	45	Mal	40	35	4	0	1	0	0	0
MAINTENANCE CREW LEADER	G	Tot Min	5	Fem	5	5	0	0	0	0	0	0
R02350	\$39,026.59	Total	5	Mal	4	4	0	0	0	0	0	0
ELECTRICIAN	G	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02007	\$42,661.57	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02008	\$42,889.23	Total	6	Mal	6	6	0	0	0	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02019	\$43,345.32	Total	14	Mal	14	13	1	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01025	\$29,236.66	Total	5	Mal	0	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F	Tot Min	1	Fem	5	4	0	1	0	0	0	0
R01272	\$32,065.83	Total	4	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	1	Fem	4	3	1	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01026	\$34,306.82	Total	1	Mal	0	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01046	\$28,802.95	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR RIGHT OF WAY	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01027	\$30,015.96	Total	1	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	E	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R01098	\$30,603.94	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01030	\$31,374.69	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01031	\$32,867.96	Total	1	Mal	0	0	0	0	0	0	0	0
GENERAL SERVICES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01034	\$33,226.69	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01084	\$36,221.15	Total	5	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	3	Fem	5	2	3	0	0	0	0	0
R01032	\$37,087.99	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01028	\$37,255.72	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01088	\$37,899.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR INF SYSTEMS	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03133	\$43,234.28	Total	1	Mal	0	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01569	\$21,459.00	Total	2	Mal	2	2	0	0	0	0	0	0
ASSISTANT SURVEY TECHNICIAN C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01515	\$29,543.04	Total	1	Mal	1	1	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01594	\$29,640.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02011		\$30,462.02	Total	1	Mal	1	1	0	0	0	0	0
SURVEY TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01501		\$35,988.81	Total	1	Mal	1	0	1	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R01066		\$37,997.32	Total	3	Mal	2	2	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01516		\$38,650.42	Total	6	Mal	5	3	2	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	2	Fem	1	1	0	0	0	0	0
R02013		\$39,344.32	Total	1	Mal	1	1	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01591		\$39,472.76	Total	4	Mal	1	1	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	0	Fem	3	3	0	0	0	0	0
R03522		\$40,883.97	Total	1	Mal	1	0	1	0	0	0	0
TRAFFIC SPECIALIST	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R02014		\$42,589.45	Total	2	Mal	2	2	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R03028		\$46,098.94	Total	4	Mal	3	3	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	1	Fem	1	0	1	0	0	0	0
R02583		\$47,822.40	Total	2	Mal	2	2	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R04849		\$38,555.91	Total	1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES SPECIALIST	B		Tot Min	1	Fem	1	0	1	0	0	0	0
R05019		\$52,656.03	Total	1	Mal	0	0	0	0	0	0	0
INTERM PAVEMENT SPECIALIST	B		Tot Min	1	Fem	1	0	0	1	0	0	0
R04828		\$38,555.91	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04427		\$38,555.91	Total	1	Mal	1	1	0	0	0	0	0
PROCUREMENT AGENT	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04695		\$39,255.94	Total	1	Mal	0	0	0	0	0	0	0
INFO SYSTEMS TECHNOLOGIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04699	\$39,902.34	Total	2	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05856	\$40,963.14	Total	1	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PLANNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04603	\$41,643.00	Total	1	Mal	1	1	0	0	0	0	0	0
SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05736	\$42,005.44	Total	20	Mal	15	10	3	1	1	0	0	0
CONSTRUCTION INSPECTOR	B	Tot Min	5	Fem	5	5	0	0	0	0	0	0
R05787	\$42,741.17	Total	5	Mal	4	2	1	1	0	0	0	0
MATERIALS INSPECTOR	B	Tot Min	2	Fem	1	1	0	0	0	0	0	0
R05798	\$45,489.03	Total	1	Mal	1	1	0	0	0	0	0	0
INTER TRANSPORTATION	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05776	\$46,117.79	Total	2	Mal	1	1	0	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	1	Fem	1	0	0	0	1	0	0	0
R05851	\$47,657.15	Total	1	Mal	1	0	0	1	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05771	\$47,880.03	Total	2	Mal	1	1	0	0	0	0	0	0
INTER MATERIALS INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05626	\$48,336.27	Total	9	Mal	7	6	1	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R05629	\$49,900.93	Total	6	Mal	2	2	0	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R04466	\$50,172.04	Total	1	Mal	1	0	0	0	0	0	0	1
SENIOR SAFETY OFFICER	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04607	\$50,179.72	Total	2	Mal	1	0	1	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R04862	\$51,169.72	Total	3	Mal	1	1	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	2	Fem	2	0	2	0	0	0	0	0
R04007	\$51,200.32	Total	1	Mal	0	0	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04696	\$51,360.00	Total	3	Mal	3	3	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04740	\$51,868.54	Total	2	Mal	0	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04698	\$51,895.35	Total	3	Mal	3	3	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05815	\$52,380.01	Total	1	Mal	0	0	0	0	0	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05772	\$53,952.02	Total	3	Mal	3	2	0	1	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05813	\$53,993.26	Total	17	Mal	17	16	1	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04890	\$55,272.01	Total	2	Mal	1	1	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R05814	\$55,747.28	Total	13	Mal	11	9	0	1	0	1	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	3	Fem	2	1	0	0	1	0	0	0
R05754	\$57,611.46	Total	7	Mal	4	2	1	0	1	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	5	Fem	3	0	3	0	0	0	0	0
R05755	\$67,440.02	Total	2	Mal	1	1	0	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01109	\$46,873.35	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02016	\$58,070.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT LAND SURVEY	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04664	\$38,911.23	Total	1	Mal	1	1	0	0	0	0	0	0
ROADSIDE MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01082	\$42,679.22	Total	2	Mal	1	1	0	0	0	0	0	0
TRAFFIC SYSTEMS SUPERVISOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01380	\$42,720.65	Total	7	Mal	6	5	0	0	1	0	0	0
ASST MAINTENANCE	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01393	\$44,622.03	Total	1	Mal	1	0	1	0	0	0	0	0
MOTOR ASSISTANCE SHIFT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01307	\$46,968.06	Total	1	Mal	1	1	0	0	0	0	0	0
MOTORIST ASSISTANCE OPER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02005	\$47,518.51	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01379	\$48,001.19	Total	18	Mal	17	15	2	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	1	1	0	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02009	\$51,113.12	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$52,523.16	Total	4	Mal	3	2	0	0	0	1	0	0
MAINT SUPERINTENDENT	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R03586	\$54,210.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01103	\$55,484.00	Total	1	Mal	1	1	0	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01020	\$56,735.95	Total	1	Mal	1	0	1	0	0	0	0	0
INCIDENT MANAGEMENT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04458	\$57,168.01	Total	1	Mal	1	1	0	0	0	0	0	0
DIST INFORMATION SYSTM	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04051	\$57,363.46	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04089	\$58,935.50	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$59,434.31	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05461	\$59,800.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRANSP PLANNING	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04897	\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04636	\$62,091.45	Total	1	Mal	0	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05459	\$63,583.19	Total	1	Mal	1	1	0	0	0	0	0	0
GEOLOGIST	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05078	\$63,889.76	Total	1	Mal	0	0	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05748	\$64,825.56	Total	6	Mal	4	4	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05667	\$66,104.04	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05082	\$66,348.00	Total	2	Mal	1	1	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05076	\$66,635.97	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05809	\$67,362.40	Total	6	Mal	6	6	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752	\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$70,875.02	Total	3	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05453	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$73,513.49	Total	7	Mal	4	4	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	1	Fem	3	2	0	1	0	0	0	0
R05024	\$73,932.04	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC CENTER MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05450	\$74,474.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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KANSAS CITY DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05462	\$74,790.01	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05080	\$76,963.54	Total	2	Mal	2	2	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$78,126.05	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$79,846.29	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$87,027.57	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09911	\$107,578.35	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 605 2CKC				Mal	510	409	68	6	19	6	0	2
				Fem	114	89	17	4	2	0	0	2

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CENTRAL DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R01099	\$25,883.94	Total	5	Mal	4	1	2	0	1	0	0	0
GENERAL LABORER	H	Tot Min	3	Fem	1	1	0	0	0	0	0	0
R01101	\$29,818.15	Total	5	Mal	5	4	1	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01333	\$28,487.10	Total	44	Mal	42	35	5	0	2	0	0	0
MAINTENANCE WORKER	H	Tot Min	7	Fem	2	2	0	0	0	0	0	0
R01301	\$30,772.08	Total	60	Mal	59	59	0	0	0	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01391	\$33,901.99	Total	1	Mal	1	1	0	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01335	\$35,671.55	Total	177	Mal	162	154	2	0	2	4	0	0
SENIOR MAINTENANCE WORKER	H	Tot Min	8	Fem	15	15	0	0	0	0	0	0

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CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01106	\$34,067.90	Total	2	Mal	2	2	0	0	0	0	0	0
INT BRIDGE MAINTENANCE	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02017	\$30,408.03	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01107	\$37,724.00	Total	3	Mal	3	1	0	0	1	1	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R02018	\$36,981.86	Total	6	Mal	6	6	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01073	\$37,102.00	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR SUPPLY AGENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02006	\$37,549.70	Total	2	Mal	2	2	0	0	0	0	0	0
FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01102	\$40,547.98	Total	3	Mal	3	3	0	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01061	\$38,912.13	Total	64	Mal	62	59	0	1	1	1	0	0
MAINTENANCE CREW LEADER	G	Tot Min	3	Fem	2	2	0	0	0	0	0	0
R02007	\$42,661.57	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02008	\$42,889.23	Total	9	Mal	9	8	0	0	0	1	0	0
SENIOR ELECTRICIAN	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02019	\$43,345.32	Total	21	Mal	21	21	0	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01272	\$32,065.83	Total	4	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R01026	\$34,306.82	Total	1	Mal	0	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R01098	\$30,603.94	Total	2	Mal	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01030	\$31,374.69	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01034	\$33,226.69	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01084	\$36,221.15	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01023	\$36,403.71	Total	1	Mal	0	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01032	\$37,087.99	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01028	\$37,255.72	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R03133	\$43,234.28	Total	1	Mal	0	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01595	\$32,928.06	Total	1	Mal	0	0	0	0	0	0	0	0
INTER TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01593	\$34,281.60	Total	1	Mal	1	1	0	0	0	0	0	0
INTER MATERIALS TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01589	\$34,301.50	Total	6	Mal	6	6	0	0	0	0	0	0
INTER CONSTRUCTION TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01501	\$35,988.81	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01516	\$38,650.42	Total	4	Mal	3	3	0	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02013	\$39,344.32	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01591	\$39,472.76	Total	3	Mal	2	2	0	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03522	\$40,883.97	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC SPECIALIST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02014	\$42,589.45	Total	1	Mal	1	1	0	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R03028		\$46,098.94	Total	3	Mal	2	2	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02583		\$47,822.40	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R05041		\$57,534.05	Total	1	Mal	1	1	0	0	0	0	0
BRIDGE INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04603		\$41,643.00	Total	1	Mal	1	1	0	0	0	0	0
SAFETY OFFICER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05736		\$42,005.44	Total	7	Mal	6	6	0	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05787		\$42,741.17	Total	2	Mal	2	2	0	0	0	0	0
MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04605		\$43,063.24	Total	1	Mal	0	0	0	0	0	0	0
INT HUMAN RESOURCES	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05776		\$46,117.79	Total	2	Mal	1	0	0	0	0	0	1
HIGHWAY DESIGNER	B		Tot Min	2	Fem	1	0	1	0	0	0	0
R05851		\$47,657.15	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05771		\$47,880.03	Total	2	Mal	2	2	0	0	0	0	0
INTER MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05626		\$48,336.27	Total	8	Mal	7	7	0	0	0	0	0
INTER CONST INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05629		\$49,900.93	Total	8	Mal	5	5	0	0	0	0	0
INTER HIGHWAY DESIGNER	B		Tot Min	1	Fem	3	2	1	0	0	0	0
R04101		\$49,995.41	Total	1	Mal	0	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04607		\$50,179.72	Total	1	Mal	1	0	0	0	0	0	1
SR CUSTOMER RELATIONS	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05475		\$50,970.01	Total	1	Mal	1	1	0	0	0	0	0
INT TR STUDIES SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R04862	\$51,169.72	Total	1	Mal	1	1	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04007	\$51,200.32	Total	1	Mal	1	1	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04696	\$51,360.00	Total	2	Mal	1	1	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04740	\$51,868.54	Total	2	Mal	0	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04698	\$51,895.35	Total	4	Mal	2	2	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05815	\$52,380.01	Total	2	Mal	0	0	0	0	0	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05772	\$53,952.02	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05813	\$53,993.26	Total	15	Mal	13	12	0	0	0	0	0	1
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R04890	\$55,272.01	Total	1	Mal	1	1	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05023	\$55,610.01	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PAVEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05814	\$55,747.28	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05754	\$57,611.46	Total	3	Mal	2	2	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05755	\$67,440.02	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01109	\$46,873.35	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02016	\$58,070.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT LAND SURVEY	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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CENTRAL DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R01380	\$42,720.65	Total	10	Mal	9	8	0	0	1	0	0	0
ASST MAINTENANCE	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R02005	\$47,518.51	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01379	\$48,001.19	Total	25	Mal	25	25	0	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02009	\$51,113.12	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$52,523.16	Total	7	Mal	6	6	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04458	\$57,168.01	Total	1	Mal	1	1	0	0	0	0	0	0
DIST INFORMATION SYSTM	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04051	\$57,363.46	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04089	\$58,935.50	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$59,434.31	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04897	\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04636	\$62,091.45	Total	1	Mal	1	1	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04728	\$63,479.94	Total	1	Mal	0	0	0	0	0	0	0	0
ASST RIGHT OF WAY MNGR-	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05078	\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$64,825.56	Total	4	Mal	3	3	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05667	\$66,104.04	Total	1	Mal	0	0	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05082	\$66,348.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05076	\$66,635.97	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05809	\$67,362.40	Total	5	Mal	5	5	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752	\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$70,875.02	Total	3	Mal	3	3	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05453	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$73,513.49	Total	3	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05450	\$74,474.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05462	\$74,790.01	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$78,126.05	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05452	\$79,846.29	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$87,027.57	Total	1	Mal	0	0	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09911	\$107,578.35	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 605 2DCD

Total	607	Mal	536	507	10	1	8	7	0	3
Tot Min	32	Fem	71	68	3	0	0	0	0	0

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title	Average Salary & EEO		Total	W	B	A	H	I	P	2
R01101	\$29,818.15	Total 8	Mal	8	7	1	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min 1	Fem	0	0	0	0	0	0	0
R01333	\$28,487.10	Total 92	Mal	84	52	32	0	0	0	0
MAINTENANCE WORKER	H	Tot Min 36	Fem	8	4	4	0	0	0	0
R01301	\$30,772.08	Total 42	Mal	38	23	14	1	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min 17	Fem	4	2	2	0	0	0	0
R01392	\$34,584.02	Total 24	Mal	23	17	6	0	0	0	0
MOTORIST ASSISTANCE	H	Tot Min 6	Fem	1	1	0	0	0	0	0
R01335	\$35,671.55	Total 94	Mal	88	72	13	0	1	2	0
SENIOR MAINTENANCE WORKER	H	Tot Min 16	Fem	6	6	0	0	0	0	0
R01106	\$34,067.90	Total 5	Mal	5	4	1	0	0	0	0
INT BRIDGE MAINTENANCE	G	Tot Min 1	Fem	0	0	0	0	0	0	0
R02017	\$30,408.03	Total 5	Mal	5	5	0	0	0	0	0
EQUIPMENT TECHNICIAN	G	Tot Min 0	Fem	0	0	0	0	0	0	0
R02381	\$33,525.43	Total 11	Mal	11	7	4	0	0	0	0
ELECTRICIAN ASSISTANT	G	Tot Min 4	Fem	0	0	0	0	0	0	0
R01107	\$37,724.00	Total 5	Mal	5	4	1	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min 1	Fem	0	0	0	0	0	0	0
R02018	\$36,981.86	Total 7	Mal	6	5	1	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min 1	Fem	1	1	0	0	0	0	0
R02006	\$37,549.70	Total 1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	G	Tot Min 0	Fem	0	0	0	0	0	0	0
R01102	\$40,547.98	Total 3	Mal	3	2	1	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min 1	Fem	0	0	0	0	0	0	0
R01061	\$38,912.13	Total 45	Mal	43	34	8	0	0	1	0
MAINTENANCE CREW LEADER	G	Tot Min 9	Fem	2	2	0	0	0	0	0
R02350	\$39,026.59	Total 12	Mal	11	7	4	0	0	0	0
ELECTRICIAN	G	Tot Min 5	Fem	1	0	1	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02007		\$42,661.57	Total	3	Mal	3	3	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02008		\$42,889.23	Total	15	Mal	15	12	2	0	1	0	0
SENIOR ELECTRICIAN	G		Tot Min	3	Fem	0	0	0	0	0	0	0
R02019		\$43,345.32	Total	9	Mal	9	7	2	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	2	Fem	0	0	0	0	0	0	0
R01081		\$15,359.97	Total	2	Mal	1	0	1	0	0	0	0
TRAFFIC SYSTEMS OPERATOR	F		Tot Min	1	Fem	1	1	0	0	0	0	0
R01015		\$17,645.99	Total	1	Mal	0	0	0	0	0	0	0
SR TRAFFIC SYSTEMS	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01024		\$24,044.80	Total	1	Mal	0	0	0	0	0	0	0
OFFICE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01025		\$29,236.66	Total	3	Mal	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F		Tot Min	1	Fem	3	2	1	0	0	0	0
R01272		\$32,065.83	Total	5	Mal	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F		Tot Min	0	Fem	5	5	0	0	0	0	0
R01026		\$34,306.82	Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01027		\$30,015.96	Total	1	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01034		\$33,226.69	Total	2	Mal	1	0	1	0	0	0	0
SENIOR RISK MANAGEMENT	E		Tot Min	1	Fem	1	1	0	0	0	0	0
R01032		\$37,087.99	Total	1	Mal	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01028		\$37,255.72	Total	3	Mal	3	2	1	0	0	0	0
SENIOR FINANCIAL SERVICES	E		Tot Min	1	Fem	0	0	0	0	0	0	0
R01088		\$37,899.00	Total	1	Mal	1	1	0	0	0	0	0
SENIOR INF SYSTEMS	E		Tot Min	0	Fem	0	0	0	0	0	0	0
R03133		\$43,234.28	Total	1	Mal	1	1	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01569	\$21,459.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01592	\$29,159.94	Total	2	Mal	2	0	2	0	0	0	0	0
MATERIALS TECHNICIAN	C	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R01515	\$29,543.04	Total	4	Mal	4	2	2	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R01595	\$32,928.06	Total	1	Mal	1	1	0	0	0	0	0	0
INTER TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01534	\$33,353.99	Total	1	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE DESIGN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01593	\$34,281.60	Total	1	Mal	0	0	0	0	0	0	0	0
INTER MATERIALS TECH	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01589	\$34,301.50	Total	7	Mal	5	5	0	0	0	0	0	0
INTER CONSTRUCTION TECH	C	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01501	\$35,988.81	Total	2	Mal	2	1	1	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01066	\$37,997.32	Total	4	Mal	1	0	1	0	0	0	0	0
SENIOR MAINTENANCE	C	Tot Min	1	Fem	3	3	0	0	0	0	0	0
R01516	\$38,650.42	Total	7	Mal	7	5	2	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R02013	\$39,344.32	Total	5	Mal	5	5	0	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01591	\$39,472.76	Total	3	Mal	1	1	0	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01596	\$40,221.82	Total	6	Mal	3	3	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R03522	\$40,883.97	Total	1	Mal	1	0	0	0	1	0	0	0
TRAFFIC SPECIALIST	C	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02014	\$42,589.45	Total	2	Mal	2	2	0	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2	
R03028		\$46,098.94	Total	5	Mal	5	4	0	0	0	1	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02583		\$47,822.40	Total	2	Mal	2	2	0	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04849		\$38,555.91	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04008		\$39,259.92	Total	1	Mal	0	0	0	0	0	0	0	0
GENERAL SERVICES SPEC	B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04699		\$39,902.34	Total	2	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05041		\$57,534.05	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05736		\$42,005.44	Total	17	Mal	17	17	0	0	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05787		\$42,741.17	Total	7	Mal	5	4	1	0	0	0	0	0
MATERIALS INSPECTOR	B		Tot Min	2	Fem	2	1	1	0	0	0	0	0
R04477		\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM CUSTOMER RELATIONS	B		Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04605		\$43,063.24	Total	1	Mal	0	0	0	0	0	0	0	0
INT HUMAN RESOURCES	B		Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04029		\$43,712.45	Total	2	Mal	2	1	1	0	0	0	0	0
INT INFO SYSTEMS	B		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05798		\$45,489.03	Total	1	Mal	1	1	0	0	0	0	0	0
INTER TRANSPORTATION	B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05776		\$46,117.79	Total	7	Mal	5	4	1	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	1	Fem	2	2	0	0	0	0	0	0
R05851		\$47,657.15	Total	6	Mal	3	3	0	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	1	Fem	3	2	1	0	0	0	0	0
R05771		\$47,880.03	Total	1	Mal	1	1	0	0	0	0	0	0
INTER MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05626	\$48,336.27	Total	16	Mal	14	14	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04059	\$49,799.98	Total	1	Mal	0	0	0	0	0	0	0	0
COMMUNITY LIAISON	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R05629	\$49,900.93	Total	3	Mal	2	2	0	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04101	\$49,995.41	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04466	\$50,172.04	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04607	\$50,179.72	Total	2	Mal	1	1	0	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05475	\$50,970.01	Total	2	Mal	0	0	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	1	Fem	2	1	0	1	0	0	0	0
R04862	\$51,169.72	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04007	\$51,200.32	Total	1	Mal	0	0	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04696	\$51,360.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04740	\$51,868.54	Total	2	Mal	0	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04698	\$51,895.35	Total	3	Mal	0	0	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R05772	\$53,952.02	Total	4	Mal	3	2	1	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	2	Fem	1	0	1	0	0	0	0	0
R05813	\$53,993.26	Total	32	Mal	24	24	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	2	Fem	8	6	1	1	0	0	0	0
R04890	\$55,272.01	Total	2	Mal	1	1	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05023	\$55,610.01	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PAVEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05814	\$55,747.28	Total	16	Mal	12	11	1	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	2	Fem	4	3	0	1	0	0	0	0
R05754	\$57,611.46	Total	8	Mal	7	5	2	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	2	Fem	1	1	0	0	0	0	0	0
R05659	\$57,804.03	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT CONSTRUCTION	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05755	\$67,440.02	Total	2	Mal	1	1	0	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R01109	\$46,873.35	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04664	\$38,911.23	Total	1	Mal	1	1	0	0	0	0	0	0
ROADSIDE MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01082	\$42,679.22	Total	3	Mal	1	0	1	0	0	0	0	0
TRAFFIC SYSTEMS SUPERVISOR	A	Tot Min	2	Fem	2	1	1	0	0	0	0	0
R01380	\$42,720.65	Total	14	Mal	13	10	3	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	3	Fem	1	1	0	0	0	0	0	0
R01393	\$44,622.03	Total	1	Mal	1	1	0	0	0	0	0	0
MOTOR ASSISTANCE SHIFT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02005	\$47,518.51	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01379	\$48,001.19	Total	17	Mal	13	11	2	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	4	4	0	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04082	\$50,894.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PLANNING	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02009	\$51,113.12	Total	3	Mal	3	3	0	0	0	0	0	0
TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02582	\$51,501.01	Total	3	Mal	3	3	0	0	0	0	0	0
LAND SURVEY SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$52,523.16	Total	6	Mal	6	6	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03586	\$54,210.00	Total	1	Mal	0	0	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01103	\$55,484.00	Total	1	Mal	1	0	1	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01020	\$56,735.95	Total	1	Mal	1	1	0	0	0	0	0	0
INCIDENT MANAGEMENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04458	\$57,168.01	Total	1	Mal	0	0	0	0	0	0	0	0
DIST INFORMATION SYSTM	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04051	\$57,363.46	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04089	\$58,935.50	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$59,434.31	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04897	\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04636	\$62,091.45	Total	1	Mal	0	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05459	\$63,583.19	Total	1	Mal	0	0	0	0	0	0	0	0
GEOLOGIST	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05078	\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$64,825.56	Total	6	Mal	4	4	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05667	\$66,104.04	Total	3	Mal	2	2	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05082	\$66,348.00	Total	4	Mal	3	3	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05076	\$66,635.97	Total	1	Mal	0	0	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05809	\$67,362.40	Total	6	Mal	5	5	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04752	\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$70,875.02	Total	5	Mal	1	1	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R05453	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$73,513.49	Total	8	Mal	7	6	0	0	1	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R05450	\$74,474.40	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05462	\$74,790.01	Total	1	Mal	1	0	1	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05080	\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$78,126.05	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04434	\$78,875.99	Total	1	Mal	0	0	0	0	0	0	0	0
ASST TO THE DIST ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$79,846.29	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$87,027.57	Total	2	Mal	2	2	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09911	\$107,578.35	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 605 2FSL

Total	716	Mal	594	469	116	1	4	4	0	0
Tot Min	149	Fem	122	98	19	5	0	0	0	0

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01101	\$29,818.15	Total	6	Mal	6	6	0	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01333	\$28,487.10	Total	67	Mal	66	63	0	0	1	2	0	0
MAINTENANCE WORKER	H	Tot Min	3	Fem	1	1	0	0	0	0	0	0
R01306	\$29,159.94	Total	2	Mal	2	2	0	0	0	0	0	0
FACILITY OPERATIONS CREW	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01301	\$30,772.08	Total	82	Mal	80	78	1	0	0	1	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	2	Fem	2	2	0	0	0	0	0	0
R01392	\$34,584.02	Total	4	Mal	4	3	0	0	1	0	0	0
MOTORIST ASSISTANCE	H	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01335	\$35,671.55	Total	207	Mal	190	175	2	0	5	6	0	2
SENIOR MAINTENANCE WORKER	H	Tot Min	19	Fem	17	13	0	0	1	2	0	1
R01089	\$29,471.94	Total	4	Mal	4	3	0	0	1	0	0	0
ASSISTANT EQUIPMENT	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02381	\$33,525.43	Total	3	Mal	3	3	0	0	0	0	0	0
ELECTRICIAN ASSISTANT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01107	\$37,724.00	Total	2	Mal	2	2	0	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02018	\$36,981.86	Total	6	Mal	6	5	1	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02006	\$37,549.70	Total	2	Mal	2	2	0	0	0	0	0	0
FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01102	\$40,547.98	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01061	\$38,912.13	Total	82	Mal	75	72	0	0	0	3	0	0
MAINTENANCE CREW LEADER	G	Tot Min	3	Fem	7	7	0	0	0	0	0	0
R02007	\$42,661.57	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02008		\$42,889.23	Total	9	Mal	9	7	1	0	1	0	0
SENIOR ELECTRICIAN	G		Tot Min	2	Fem	0	0	0	0	0	0	0
R02019		\$43,345.32	Total	20	Mal	20	19	0	1	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R01015		\$17,645.99	Total	1	Mal	0	0	0	0	0	0	0
SR TRAFFIC SYSTEMS	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01272		\$32,065.83	Total	5	Mal	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F		Tot Min	0	Fem	5	5	0	0	0	0	0
R01026		\$34,306.82	Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01030		\$31,374.69	Total	1	Mal	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E		Tot Min	1	Fem	1	0	0	0	1	0	0
R01022		\$32,198.97	Total	1	Mal	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01034		\$33,226.69	Total	2	Mal	1	1	0	0	0	0	0
SENIOR RISK MANAGEMENT	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01084		\$36,221.15	Total	2	Mal	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01032		\$37,087.99	Total	2	Mal	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01028		\$37,255.72	Total	3	Mal	1	1	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R03133		\$43,234.28	Total	1	Mal	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E		Tot Min	1	Fem	1	0	0	0	1	0	0
R01515		\$29,543.04	Total	3	Mal	3	3	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01517		\$32,315.91	Total	1	Mal	1	1	0	0	0	0	0
DESIGN TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01534		\$33,353.99	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE DESIGN	C		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01589		\$34,301.50	Total	3	Mal	3	3	0	0	0	0	0
INTER CONSTRUCTION TECH	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01516		\$38,650.42	Total	8	Mal	7	7	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02013		\$39,344.32	Total	2	Mal	2	2	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01591		\$39,472.76	Total	3	Mal	2	2	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01596		\$40,221.82	Total	3	Mal	0	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C		Tot Min	0	Fem	3	3	0	0	0	0	0
R03522		\$40,883.97	Total	4	Mal	4	4	0	0	0	0	0
TRAFFIC SPECIALIST	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01039		\$42,257.30	Total	1	Mal	0	0	0	0	0	0	0
SENIOR PLANNING TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02014		\$42,589.45	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R03028		\$46,098.94	Total	2	Mal	1	1	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02583		\$47,822.40	Total	6	Mal	6	6	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R04695		\$39,255.94	Total	1	Mal	1	1	0	0	0	0	0
INFO SYSTEMS TECHNOLOGIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05736		\$42,005.44	Total	9	Mal	9	5	2	0	2	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	4	Fem	0	0	0	0	0	0	0
R04605		\$43,063.24	Total	1	Mal	0	0	0	0	0	0	0
INT HUMAN RESOURCES	B		Tot Min	1	Fem	1	0	0	0	1	0	0
R04029		\$43,712.45	Total	2	Mal	2	2	0	0	0	0	0
INT INFO SYSTEMS	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05776		\$46,117.79	Total	7	Mal	6	6	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05626	\$48,336.27	Total	6	Mal	6	6	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05629	\$49,900.93	Total	3	Mal	2	2	0	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04101	\$49,995.41	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04466	\$50,172.04	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04607	\$50,179.72	Total	2	Mal	1	1	0	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05475	\$50,970.01	Total	2	Mal	0	0	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04862	\$51,169.72	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	1	Fem	1	0	0	0	0	1	0	0
R04007	\$51,200.32	Total	1	Mal	0	0	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B	Tot Min	1	Fem	1	0	0	0	0	0	0	1
R04696	\$51,360.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04740	\$51,868.54	Total	2	Mal	1	0	0	0	0	0	0	1
SR FINANCIAL SERVICES	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R04698	\$51,895.35	Total	3	Mal	2	2	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05815	\$52,380.01	Total	2	Mal	1	1	0	0	0	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05772	\$53,952.02	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05813	\$53,993.26	Total	25	Mal	24	24	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04890	\$55,272.01	Total	3	Mal	1	1	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05023	\$55,610.01	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PAVEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05814	\$55,747.28	Total	12	Mal	7	6	0	0	0	0	0	1
SENIOR HIGHWAY DESIGNER	B	Tot Min	1	Fem	5	5	0	0	0	0	0	0
R05754	\$57,611.46	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05755	\$67,440.02	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01109	\$46,873.35	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02016	\$58,070.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT LAND SURVEY	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04664	\$38,911.23	Total	1	Mal	1	1	0	0	0	0	0	0
ROADSIDE MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01380	\$42,720.65	Total	15	Mal	15	14	0	0	0	1	0	0
ASST MAINTENANCE	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02005	\$47,518.51	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01379	\$48,001.19	Total	26	Mal	26	23	0	1	1	1	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	3	Fem	0	0	0	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02009	\$51,113.12	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$52,523.16	Total	7	Mal	7	6	0	0	0	1	0	0
MAINT SUPERINTENDENT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01103	\$55,484.00	Total	1	Mal	1	1	0	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01020	\$56,735.95	Total	1	Mal	1	1	0	0	0	0	0	0
INCIDENT MANAGEMENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04458	\$57,168.01	Total	1	Mal	1	1	0	0	0	0	0	0
DIST INFORMATION SYSTM	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04051	\$57,363.46	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04089	\$58,935.50	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$59,434.31	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04897	\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04636	\$62,091.45	Total	1	Mal	0	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05459	\$63,583.19	Total	1	Mal	0	0	0	0	0	0	0	0
GEOLOGIST	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05078	\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$64,825.56	Total	6	Mal	5	5	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05667	\$66,104.04	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05082	\$66,348.00	Total	3	Mal	3	2	0	0	0	0	0	1
ASSISTANT TO THE RESIDENT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05809	\$67,362.40	Total	4	Mal	3	3	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04752	\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$70,875.02	Total	2	Mal	1	1	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05453	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05444	\$73,513.49	Total	5	Mal	4	3	0	0	1	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R05024	\$73,932.04	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC CENTER MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05450	\$74,474.40	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05462	\$74,790.01	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$78,126.05	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04434	\$78,875.99	Total	1	Mal	1	1	0	0	0	0	0	0
ASST TO THE DIST ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05452	\$79,846.29	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05751	\$87,027.57	Total	2	Mal	1	1	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09911	\$107,578.35	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 605 2GSW		Total	748	Mal	666	624	7	2	13	15	0	5
		Tot Min	51	Fem	82	73	0	0	2	5	0	2

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R01101	\$29,818.15	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01333	\$28,487.10	Total	63	Mal	62	60	2	0	0	0	0	0
MAINTENANCE WORKER	H	Tot Min	2	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01301		\$30,772.08	Total	65	Mal	63	57	4	0	2	0	0
INTERMEDIATE MAINTENANCE	H		Tot Min	6	Fem	2	2	0	0	0	0	0
R01391		\$33,901.99	Total	1	Mal	1	0	1	0	0	0	0
SR FACILITY OPERATIONS CREW	H		Tot Min	1	Fem	0	0	0	0	0	0	0
R01335		\$35,671.55	Total	239	Mal	227	202	15	1	2	6	0
SENIOR MAINTENANCE WORKER	H		Tot Min	26	Fem	12	11	1	0	0	0	0
R01106		\$34,067.90	Total	1	Mal	1	1	0	0	0	0	0
INT BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02017		\$30,408.03	Total	1	Mal	1	1	0	0	0	0	0
EQUIPMENT TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02381		\$33,525.43	Total	3	Mal	3	3	0	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01107		\$37,724.00	Total	5	Mal	5	5	0	0	0	0	0
SR BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02018		\$36,981.86	Total	4	Mal	4	4	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01102		\$40,547.98	Total	3	Mal	3	3	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01061		\$38,912.13	Total	74	Mal	74	65	7	0	2	0	0
MAINTENANCE CREW LEADER	G		Tot Min	9	Fem	0	0	0	0	0	0	0
R02007		\$42,661.57	Total	1	Mal	1	1	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02008		\$42,889.23	Total	5	Mal	5	5	0	0	0	0	0
SENIOR ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02019		\$43,345.32	Total	22	Mal	22	22	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01272		\$32,065.83	Total	3	Mal	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F		Tot Min	1	Fem	3	2	0	0	0	1	0
R01026		\$34,306.82	Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01046	\$28,802.95	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR RIGHT OF WAY	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01030	\$31,374.69	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01022	\$32,198.97	Total	1	Mal	0	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01034	\$33,226.69	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01074	\$35,928.05	Total	1	Mal	1	1	0	0	0	0	0	0
INFORMATION SYSTEMS	E	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01084	\$36,221.15	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01023	\$36,403.71	Total	5	Mal	0	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	5	5	0	0	0	0	0	0
R03133	\$43,234.28	Total	1	Mal	0	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01515	\$29,543.04	Total	1	Mal	1	1	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02011	\$30,462.02	Total	2	Mal	2	2	0	0	0	0	0	0
SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01534	\$33,353.99	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE DESIGN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01589	\$34,301.50	Total	5	Mal	4	4	0	0	0	0	0	0
INTER CONSTRUCTION TECH	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02012	\$37,884.08	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE SURVEY	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01066	\$37,997.32	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR MAINTENANCE	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01516	\$38,650.42	Total	8	Mal	5	5	0	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	1	Fem	3	2	0	0	1	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02013		\$39,344.32	Total	2	Mal	1	1	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01591		\$39,472.76	Total	1	Mal	0	0	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01596		\$40,221.82	Total	2	Mal	1	0	0	1	0	0	0
SENIOR TRAFFIC TECHNICIAN	C		Tot Min	1	Fem	1	1	0	0	0	0	0
R01039		\$42,257.30	Total	1	Mal	0	0	0	0	0	0	0
SENIOR PLANNING TECHNICIAN	C		Tot Min	1	Fem	1	0	0	0	1	0	0
R02583		\$47,822.40	Total	2	Mal	2	2	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R04427		\$38,555.91	Total	1	Mal	0	0	0	0	0	0	0
PROCUREMENT AGENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04632		\$39,273.51	Total	2	Mal	1	1	0	0	0	0	0
FINANCIAL SERVICES	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05736		\$42,005.44	Total	9	Mal	7	7	0	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R05787		\$42,741.17	Total	3	Mal	3	2	1	0	0	0	0
MATERIALS INSPECTOR	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04456		\$42,912.06	Total	2	Mal	1	1	0	0	0	0	0
INTER R/W SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05798		\$45,489.03	Total	1	Mal	1	1	0	0	0	0	0
INTER TRANSPORTATION	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05776		\$46,117.79	Total	3	Mal	1	1	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R05851		\$47,657.15	Total	4	Mal	4	3	1	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05771		\$47,880.03	Total	1	Mal	1	0	0	1	0	0	0
INTER MATERIALS INSPECTOR	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05626		\$48,336.27	Total	3	Mal	3	3	0	0	0	0	0
INTER CONST INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05629		\$49,900.93	Total	2	Mal	1	1	0	0	0	0	0
INTER HIGHWAY DESIGNER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04101		\$49,995.41	Total	1	Mal	0	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04466		\$50,172.04	Total	1	Mal	0	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04607		\$50,179.72	Total	1	Mal	0	0	0	0	0	0	0
SR CUSTOMER RELATIONS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05475		\$50,970.01	Total	2	Mal	2	2	0	0	0	0	0
INT TR STUDIES SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04862		\$51,169.72	Total	2	Mal	0	0	0	0	0	0	0
SR HR SPECIALIST	B		Tot Min	1	Fem	2	1	0	0	1	0	0
R04007		\$51,200.32	Total	1	Mal	0	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04696		\$51,360.00	Total	1	Mal	1	1	0	0	0	0	0
SR INFO SYSTEMS	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04740		\$51,868.54	Total	2	Mal	1	1	0	0	0	0	0
SR FINANCIAL SERVICES	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04698		\$51,895.35	Total	2	Mal	1	1	0	0	0	0	0
SR R/W SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05772		\$53,952.02	Total	4	Mal	4	4	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05813		\$53,993.26	Total	18	Mal	16	15	1	0	0	0	0
SR CONSTRUCTION INSPECTOR	B		Tot Min	1	Fem	2	2	0	0	0	0	0
R05023		\$55,610.01	Total	1	Mal	0	0	0	0	0	0	0
SENIOR PAVEMENT SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05814		\$55,747.28	Total	9	Mal	5	5	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B		Tot Min	1	Fem	4	3	1	0	0	0	0
R05754		\$57,611.46	Total	3	Mal	3	3	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01109		\$46,873.35	Total	1	Mal	1	0	0	0	1	0	0
BRIDGE MAINTENANCE	A		Tot Min	1	Fem	0	0	0	0	0	0	0
R02016		\$58,070.40	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT LAND SURVEY	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04664		\$38,911.23	Total	1	Mal	1	1	0	0	0	0	0
ROADSIDE MANAGER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R01380		\$42,720.65	Total	9	Mal	9	9	0	0	0	0	0
ASST MAINTENANCE	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R02005		\$47,518.51	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R01379		\$48,001.19	Total	37	Mal	36	34	0	0	1	0	1
MAINTENANCE SUPERVISOR	A		Tot Min	2	Fem	1	1	0	0	0	0	0
R02020		\$48,784.31	Total	2	Mal	2	1	0	0	1	0	0
EQUIPMENT TECHNICIAN	A		Tot Min	1	Fem	0	0	0	0	0	0	0
R04082		\$50,894.00	Total	1	Mal	1	1	0	0	0	0	0
TRANSPORTATION PLANNING	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R02009		\$51,113.12	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC SUPERVISOR	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R02582		\$51,501.01	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEY SUPERVISOR	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R01330		\$52,523.16	Total	7	Mal	7	5	1	0	0	0	1
MAINT SUPERINTENDENT	A		Tot Min	2	Fem	0	0	0	0	0	0	0
R04458		\$57,168.01	Total	1	Mal	1	1	0	0	0	0	0
DIST INFORMATION SYSTM	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04051		\$57,363.46	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04089		\$58,935.50	Total	1	Mal	1	1	0	0	0	0	0
GENERAL SERVICES MANAGER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04443		\$59,434.31	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04897	\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04636	\$62,091.45	Total	1	Mal	0	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05078	\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$64,825.56	Total	5	Mal	4	4	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	1	Fem	1	0	0	0	0	1	0	0
R05667	\$66,104.04	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05082	\$66,348.00	Total	2	Mal	2	2	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05076	\$66,635.97	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05809	\$67,362.40	Total	4	Mal	3	3	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04752	\$69,670.28	Total	1	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05449	\$70,875.02	Total	2	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05453	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$73,513.49	Total	3	Mal	3	3	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05450	\$74,474.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$78,126.05	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
R05452	\$79,846.29	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05751	\$87,027.57	Total	2	Mal	2	2	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R09911	\$107,578.35	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 605 2HSE		Total	709	Mal	638	584	33	3	6	9	3
		Tot Min	61	Fem	71	64	2	0	1	4	0

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CENTRAL OFFICE

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
R05649	\$52,656.03	Total	2	Mal	2	2	0	0	0	0	0
OFF-SYSTEM PLANS REVIEWER	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R04129	\$56,735.95	Total	1	Mal	1	1	0	0	0	0	0
SAFETY AND CLAIMS MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R09045	\$101,052.02	Total	1	Mal	1	1	0	0	0	0	0
INNOV PARTNERS & ATL FUND	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05031	\$46,967.23	Total	2	Mal	1	1	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST-	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04141	\$79,619.89	Total	1	Mal	1	1	0	0	0	0	0
ASST TRANSP PLANNING	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04140	\$69,732.00	Total	1	Mal	1	1	0	0	0	0	0
EMERGENCY MANAGEMENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04136	\$38,555.91	Total	2	Mal	2	1	1	0	0	0	0
DIVERSITY & INCLUSION	B	Tot Min	1	Fem	0	0	0	0	0	0	0
R01057	\$35,583.02	Total	4	Mal	4	4	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	0	Fem	0	0	0	0	0	0	0
R01391	\$33,901.99	Total	2	Mal	2	2	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02363		\$29,669.96	Total	2	Mal	2	2	0	0	0	0	0
FIELD ACQUISITION TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01042		\$25,883.94	Total	1	Mal	1	0	1	0	0	0	0
SUPPLY OFFICE ASSISTANT	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R01369		\$30,719.94	Total	2	Mal	2	2	0	0	0	0	0
INTER CORE DRILL ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01317		\$36,263.96	Total	2	Mal	2	1	0	0	0	0	1
SENIOR CORE DRILL ASSISTANT	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R01056		\$35,933.98	Total	2	Mal	2	2	0	0	0	0	0
INTERMEDIATE BRIDGE MT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01073		\$37,102.00	Total	3	Mal	2	1	1	0	0	0	0
SENIOR SUPPLY AGENT	G		Tot Min	1	Fem	1	1	0	0	0	0	0
R02006		\$37,549.70	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02021		\$37,919.97	Total	5	Mal	5	5	0	0	0	0	0
SENIOR FIELD ACQUISITION	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01055		\$41,424.03	Total	1	Mal	1	1	0	0	0	0	0
SENIOR BRIDGE MT WORKER	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02007		\$42,661.57	Total	1	Mal	1	1	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01319		\$42,727.98	Total	3	Mal	3	3	0	0	0	0	0
CORE DRILL OPERATOR	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01058		\$43,715.99	Total	2	Mal	2	2	0	0	0	0	0
BRIDGE MT CREW LEADER	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R03514		\$49,721.99	Total	2	Mal	2	2	0	0	0	0	0
EQUIP TECH SUPPORT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R03047		\$30,719.94	Total	1	Mal	0	0	0	0	0	0	0
LEGAL ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01024		\$24,044.80	Total	1	Mal	1	1	0	0	0	0	0
OFFICE ASSISTANT	F		Tot Min	0	Fem	0	0	0	0	0	0	0

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CENTRAL OFFICE

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R01007	\$28,913.98	Total	2	Mal	1	1	0	0	0	0	0	0
MOTOR CARRIER AGENT	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01286	\$29,159.94	Total	2	Mal	0	0	0	0	0	0	0	0
LEGAL SECRETARY	F	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01025	\$29,236.66	Total	8	Mal	0	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F	Tot Min	1	Fem	8	7	1	0	0	0	0	0
R01213	\$30,719.94	Total	1	Mal	1	0	0	0	1	0	0	0
INT MOTOR CARRIER AGENT	F	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01026	\$34,306.82	Total	23	Mal	1	1	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F	Tot Min	1	Fem	22	21	1	0	0	0	0	0
R01287	\$36,911.39	Total	20	Mal	3	3	0	0	0	0	0	0
SR MOTOR CARRIER AGENT	F	Tot Min	0	Fem	17	17	0	0	0	0	0	0
R01146	\$39,953.99	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR EXECUTIVE ASSISTANT	F	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01085	\$51,684.05	Total	1	Mal	0	0	0	0	0	0	0	0
SR EXECUTIVE ASST TO THE	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03398	\$54,648.05	Total	1	Mal	1	1	0	0	0	0	0	0
FLD ACQUISITION COORDINATOR	F	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01046	\$28,802.95	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR RIGHT OF WAY	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01040	\$29,159.94	Total	1	Mal	0	0	0	0	0	0	0	0
MOTOR CARRIER TECHNICIAN	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01033	\$29,159.94	Total	2	Mal	0	0	0	0	0	0	0	0
RISK MANAGEMENT TECHNICIAN	E	Tot Min	1	Fem	2	1	0	0	1	0	0	0
R01029	\$29,159.94	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01027	\$30,015.96	Total	2	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01030	\$31,374.69	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E	Tot Min	0	Fem	3	3	0	0	0	0	0	0

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CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01022		\$32,198.97	Total	2	Mal	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E		Tot Min	1	Fem	2	1	1	0	0	0	0
R01031		\$32,867.96	Total	1	Mal	0	0	0	0	0	0	0
GENERAL SERVICES	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01075		\$32,928.06	Total	1	Mal	0	0	0	0	0	0	0
INTERMEDIATE IS TECHNICIAN	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01041		\$32,928.06	Total	1	Mal	0	0	0	0	0	0	0
SR MOTOR CARRIER	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01034		\$33,226.69	Total	3	Mal	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E		Tot Min	0	Fem	3	3	0	0	0	0	0
R01023		\$36,403.71	Total	5	Mal	1	1	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	4	4	0	0	0	0	0
R03564		\$36,905.96	Total	2	Mal	1	1	0	0	0	0	0
BRIDGE INVENTORY ANALYST	E		Tot Min	1	Fem	1	0	0	1	0	0	0
R01032		\$37,087.99	Total	3	Mal	1	1	0	0	0	0	0
SENIOR GENERAL SERVICES	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01028		\$37,255.72	Total	14	Mal	2	2	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E		Tot Min	0	Fem	12	12	0	0	0	0	0
R01088		\$37,899.00	Total	2	Mal	0	0	0	0	0	0	0
SENIOR INF SYSTEMS	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01289		\$39,654.06	Total	2	Mal	2	2	0	0	0	0	0
SENIOR PRINTING TECHNICIAN	E		Tot Min	0	Fem	0	0	0	0	0	0	0
R01083		\$40,667.94	Total	1	Mal	0	0	0	0	0	0	0
SENIOR OUTDOOR ADVERTISING	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R03018		\$40,856.96	Total	4	Mal	1	1	0	0	0	0	0
MCS SYSTEM & TRAINING	E		Tot Min	0	Fem	3	3	0	0	0	0	0
R03119		\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0
CONSTRUCTION CONTRACT	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R03149		\$49,799.98	Total	1	Mal	0	0	0	0	0	0	0
FINAL PLANS REVIEWER	E		Tot Min	0	Fem	1	1	0	0	0	0	0

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CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01071	\$27,616.02	Total	3	Mal	3	2	1	0	0	0	0	0
MATERIALS TESTING SPECIALIST C		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R03544	\$29,159.94	Total	1	Mal	0	0	0	0	0	0	0	0
STRUCTURAL TECHNICIAN C		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03543	\$32,928.06	Total	1	Mal	1	1	0	0	0	0	0	0
INTER STRUCTURAL TECHNICIAN C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01534	\$33,353.99	Total	1	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE DESIGN C		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01593	\$34,281.60	Total	3	Mal	3	3	0	0	0	0	0	0
INTER MATERIALS TECH C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01501	\$35,988.81	Total	8	Mal	4	4	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN C		Tot Min	1	Fem	4	3	0	0	0	1	0	0
R03059	\$37,787.32	Total	6	Mal	4	3	0	0	0	1	0	0
SENIOR STRUCTURAL C		Tot Min	1	Fem	2	2	0	0	0	0	0	0
R01113	\$38,951.94	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN- C		Tot Min	0	Fem	2	2	0	0	0	0	0	0
R03014	\$39,936.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR CARTOGRAPHER C		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03414	\$42,168.05	Total	6	Mal	3	3	0	0	0	0	0	0
STRUCTURAL SPECIALIST C		Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01039	\$42,257.30	Total	7	Mal	1	1	0	0	0	0	0	0
SENIOR PLANNING TECHNICIAN C		Tot Min	0	Fem	6	6	0	0	0	0	0	0
R03020	\$42,912.06	Total	1	Mal	1	1	0	0	0	0	0	0
TR COMMUNICATION SPECIALIST C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02362	\$43,290.00	Total	2	Mal	2	2	0	0	0	0	0	0
LEAD FIELD ACQUISITION TECH C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01044	\$44,483.92	Total	1	Mal	0	0	0	0	0	0	0	0
AIRPORT PROJECT TECHNICIAN C		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03057	\$45,288.05	Total	1	Mal	1	1	0	0	0	0	0	0
FABRICATION TECHNICIAN C		Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01005		\$45,734.38	Total	5	Mal	5	5	0	0	0	0	0
SR RAILROAD SAFETY	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R03058		\$47,945.98	Total	2	Mal	2	2	0	0	0	0	0
STRUCTURAL ANALYST	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R03012		\$48,695.92	Total	1	Mal	1	1	0	0	0	0	0
SENIOR CADD SUPPORT	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R03536		\$55,170.03	Total	2	Mal	1	1	0	0	0	0	0
SR FABRICATION TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02503		\$55,692.00	Total	1	Mal	1	1	0	0	0	0	0
AIRPLANE PILOT	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02015		\$57,804.03	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEY COORDINATOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R04009		\$0.00	Total	1	Mal	1	1	0	0	0	0	0
SR EMPLOYEE DEVELOPMENT	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04135		\$38,555.91	Total	2	Mal	0	0	0	0	0	0	0
HISTORIC PRESERVATION SPEC-	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04039		\$38,555.91	Total	2	Mal	0	0	0	0	0	0	0
CIVIL RIGHTS SPECIALIST	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04003		\$19,277.96	Total	2	Mal	1	1	0	0	0	0	0
INVESTIGATOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04062		\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0
INT ORGANIZATIONAL PERFORM	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05834		\$47,398.03	Total	6	Mal	2	2	0	0	0	0	0
STRUCTURAL DESIGNER	B		Tot Min	1	Fem	4	3	1	0	0	0	0
R04127		\$42,912.06	Total	3	Mal	2	2	0	0	0	0	0
INT ENVIRONMENTAL SPEC-SS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04001		\$50,748.05	Total	1	Mal	1	1	0	0	0	0	0
SENIOR INVESTIGATOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04138		\$49,752.04	Total	2	Mal	0	0	0	0	0	0	0
SR DIVERSITY & INCLUSION	B		Tot Min	1	Fem	2	1	1	0	0	0	0

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CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04128	\$52,871.98	Total	5	Mal	3	3	0	0	0	0	0	0
SR ENVIRNMENTAL SPEC-SS	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05651	\$51,702.04	Total	2	Mal	1	1	0	0	0	0	0	0
INTER MATERIALS SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04124	\$54,648.05	Total	1	Mal	0	0	0	0	0	0	0	0
SR HISTORIC PRESERV SPEC-	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04041	\$34,468.03	Total	3	Mal	0	0	0	0	0	0	0	0
SR CIVIL RIGHTS SPECIALIST	B	Tot Min	2	Fem	3	1	2	0	0	0	0	0
R04828	\$38,555.91	Total	2	Mal	1	0	0	0	1	0	0	0
CUSTOMER RELATIONS	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R04422	\$38,555.91	Total	1	Mal	1	1	0	0	0	0	0	0
RISK MANAGEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04408	\$38,555.91	Total	1	Mal	0	0	0	0	0	0	0	0
GIS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04084	\$38,555.91	Total	5	Mal	0	0	0	0	0	0	0	0
PARALEGAL	B	Tot Min	0	Fem	5	5	0	0	0	0	0	0
R04070	\$38,555.91	Total	1	Mal	1	1	0	0	0	0	0	0
GOVERNMENTAL RELATIONS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04037	\$38,555.91	Total	5	Mal	3	3	0	0	0	0	0	0
TRANSP ENFRMNT	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04038	\$39,110.68	Total	18	Mal	16	16	0	0	0	0	0	0
SR TRNS ENFRCEMNT	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04695	\$39,255.94	Total	13	Mal	11	10	1	0	0	0	0	0
INFO SYSTEMS TECHNOLOGIST	B	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R04008	\$39,259.92	Total	2	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04632	\$39,273.51	Total	2	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04112	\$39,989.97	Total	2	Mal	1	1	0	0	0	0	0	0
OUTDOOR ADVERT PERMIT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05036	\$40,667.94	Total	1	Mal	1	1	0	0	0	0	0	0
PROJECT REVIEWER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05856	\$40,963.14	Total	4	Mal	3	3	0	0	0	0	0	0
TRANSPORTATION PLANNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05041	\$57,534.05	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04838	\$41,111.93	Total	2	Mal	1	1	0	0	0	0	0	0
AUDITOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04779	\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE AUDITOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04617	\$42,912.06	Total	5	Mal	2	2	0	0	0	0	0	0
INTERM FINANCIAL SERV	B	Tot Min	1	Fem	3	2	1	0	0	0	0	0
R04585	\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0	0
INTER SYSTEM MANAGEMENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04477	\$42,912.06	Total	4	Mal	2	2	0	0	0	0	0	0
INTERM CUSTOMER RELATIONS	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04465	\$42,912.06	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04409	\$42,912.06	Total	2	Mal	1	1	0	0	0	0	0	0
INT GIS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04085	\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE PARALEGAL	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04074	\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM MULTIMODAL OPER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04073	\$42,912.06	Total	2	Mal	2	2	0	0	0	0	0	0
INTRM HISTORIC PRESERVATION	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04066	\$42,912.06	Total	1	Mal	0	0	0	0	0	0	0	0
INTER BENEFITS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04040	\$42,912.06	Total	2	Mal	0	0	0	0	0	0	0	0
INT CIVIL RIGHTS SPECIALIST	B	Tot Min	2	Fem	2	0	2	0	0	0	0	0

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R04005	\$42,912.06	Total	2	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE INVESTIGATOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04605	\$43,063.24	Total	1	Mal	0	0	0	0	0	0	0	0
INT HUMAN RESOURCES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04445	\$43,305.03	Total	3	Mal	2	2	0	0	0	0	0	0
INTERM GEN SERV SPECIALIST	B	Tot Min	1	Fem	1	0	0	0	0	1	0	0
R04012	\$43,494.00	Total	4	Mal	2	2	0	0	0	0	0	0
INT EMPLOYEE DEVELOPMENT	B	Tot Min	1	Fem	2	1	1	0	0	0	0	0
R04029	\$43,712.45	Total	6	Mal	3	2	1	0	0	0	0	0
INT INFO SYSTEMS	B	Tot Min	1	Fem	3	3	0	0	0	0	0	0
R04878	\$44,100.06	Total	2	Mal	0	0	0	0	0	0	0	0
INTER RISK MGT SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04113	\$45,091.97	Total	3	Mal	1	1	0	0	0	0	0	0
SR OUTDOOR ADVERTISING	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05798	\$45,489.03	Total	1	Mal	0	0	0	0	0	0	0	0
INTER TRANSPORTATION	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04065	\$47,820.03	Total	1	Mal	1	1	0	0	0	0	0	0
SR BENEFITS SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04023	\$47,820.03	Total	1	Mal	0	0	0	0	0	0	0	0
BUS SYST SUPP SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04078	\$48,111.99	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR GIS SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04467	\$48,695.92	Total	1	Mal	0	0	0	0	0	0	0	0
OUTDOOR ADVERTISING	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04061	\$48,695.92	Total	1	Mal	0	0	0	0	0	0	0	0
SR ORGANIZATIONAL PERF	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04081	\$49,208.95	Total	4	Mal	1	1	0	0	0	0	0	0
SENIOR PARALEGAL	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01004	\$49,466.98	Total	4	Mal	4	4	0	0	0	0	0	0
RAIL SAFETY SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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R04712	\$50,092.51	Total	8	Mal	3	2	0	0	0	1	0	0
SR SYSTEM MANAGEMENT	B	Tot Min	1	Fem	5	5	0	0	0	0	0	0
R04466	\$50,172.04	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04607	\$50,179.72	Total	4	Mal	2	1	0	0	1	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R04628	\$50,368.35	Total	11	Mal	3	3	0	0	0	0	0	0
SENIOR AUDITOR	B	Tot Min	1	Fem	8	7	0	0	0	0	0	1
R04080	\$50,702.41	Total	5	Mal	2	2	0	0	0	0	0	0
SR MULTIMODAL OPER	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R05630	\$50,748.05	Total	2	Mal	1	1	0	0	0	0	0	0
INTER STRUCTURAL DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05027	\$50,748.05	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMED GEOTECHNICAL	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04087	\$51,124.82	Total	5	Mal	3	3	0	0	0	0	0	0
SENIOR CHEMIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04862	\$51,169.72	Total	6	Mal	2	2	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	1	Fem	4	3	1	0	0	0	0	0
R04007	\$51,200.32	Total	7	Mal	4	4	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B	Tot Min	1	Fem	3	2	1	0	0	0	0	0
R04696	\$51,360.00	Total	19	Mal	11	10	0	1	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	5	Fem	8	4	3	0	0	0	0	1
R04045	\$51,451.99	Total	3	Mal	1	1	0	0	0	0	0	0
MC INVESTIGATIONS SPEC	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05758	\$51,684.05	Total	1	Mal	1	1	0	0	0	0	0	0
ESTIMATOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04740	\$51,868.54	Total	10	Mal	2	2	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	8	8	0	0	0	0	0	0
R04054	\$52,099.98	Total	3	Mal	2	2	0	0	0	0	0	0
SR ENVIRNMENTAL SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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R05815	\$52,380.01	Total	8	Mal	5	4	0	0	1	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	1	Fem	3	3	0	0	0	0	0	0
R05697	\$52,656.03	Total	1	Mal	1	1	0	0	0	0	0	0
COMPUTER LIAISON, DESIGN	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04010	\$52,656.03	Total	1	Mal	0	0	0	0	0	0	0	0
SR GOVT RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04079	\$52,706.37	Total	5	Mal	4	4	0	0	0	0	0	0
SR HISTORIC PRESERVATION	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09996	\$52,968.03	Total	1	Mal	0	0	0	0	0	0	0	0
ASSISTANT COUNSEL	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05773	\$53,166.05	Total	2	Mal	1	0	1	0	0	0	0	0
SR GEOTECHNICAL SPECIALIST	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R05623	\$53,651.94	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04692	\$53,827.97	Total	3	Mal	1	1	0	0	0	0	0	0
SR RISK MGMT SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05813	\$53,993.26	Total	2	Mal	2	2	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R06006	\$56,735.95	Total	1	Mal	0	0	0	0	0	0	0	0
ORGANIZATIONAL	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04121	\$56,735.95	Total	2	Mal	0	0	0	0	0	0	0	0
RESOURCE MANAGEMENT	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04600	\$56,845.52	Total	24	Mal	11	11	0	0	0	0	0	0
LEAD INFO SYSTEMS	B	Tot Min	0	Fem	13	13	0	0	0	0	0	0
R04019	\$57,804.03	Total	1	Mal	1	0	1	0	0	0	0	0
MARKET ANALYSIS	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05037	\$58,373.95	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR ESTIMATOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04118	\$58,373.95	Total	2	Mal	1	1	0	0	0	0	0	0
MOTOR CARRIER PROJECT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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R04107		\$58,907.89	Total	1	Mal	0	0	0	0	0	0	0
SENIOR DATA REPORT ANALYST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05640		\$59,460.03	Total	2	Mal	2	2	0	0	0	0	0
CADD SUPPORT ANALYST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04870		\$59,525.96	Total	2	Mal	1	1	0	0	0	0	0
ROADSIDE MANAGEMENT SPEC	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05039		\$60,011.95	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC SAFETY ENGINEER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04411		\$60,338.98	Total	4	Mal	3	3	0	0	0	0	0
ENVIRONMENTAL CHEMIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05043		\$60,899.96	Total	4	Mal	4	4	0	0	0	0	0
STANDARDS SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05818		\$61,764.02	Total	10	Mal	10	9	1	0	0	0	0
SR STRUCTURAL DESIGNER	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05768		\$61,920.01	Total	3	Mal	2	2	0	0	0	0	0
FIELD MATERIALS ENGR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05025		\$62,315.97	Total	1	Mal	0	0	0	0	0	0	0
DESIGN SUPPORT ENGINEER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05026		\$62,970.03	Total	2	Mal	2	2	0	0	0	0	0
TRAFFIC MNGMNT & OPERATION	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05446		\$63,479.94	Total	1	Mal	1	1	0	0	0	0	0
PAVEMENT ENGINEER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05816		\$64,155.05	Total	4	Mal	4	4	0	0	0	0	0
BRIDGE LOC & LAYOUT	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05034		\$64,871.98	Total	2	Mal	2	2	0	0	0	0	0
SENIOR PROJECT REVIEWER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05056		\$65,210.42	Total	5	Mal	5	4	0	1	0	0	0
SR STRUCTURAL ENGINEER	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05084		\$67,176.10	Total	1	Mal	0	0	0	0	0	0	0
STATEWIDE INCIDENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0

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R04861	\$67,182.03	Total	2	Mal	1	1	0	0	0	0	0
RIGHT OF WAY LIAISON	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R05044	\$69,732.00	Total	1	Mal	0	0	0	0	0	0	0
INNOVATIONS ENGINEER	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04606	\$69,732.00	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R09969	\$70,752.03	Total	3	Mal	1	1	0	0	0	0	0
SENIOR ASSISTANT COUNSEL	B	Tot Min	0	Fem	2	2	0	0	0	0	0
R05126	\$71,253.86	Total	2	Mal	1	1	0	0	0	0	0
SR ENGINEERING PROFESSNL-	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R09037	\$77,555.92	Total	2	Mal	1	1	0	0	0	0	0
SENIOR ADMINISTRATIVE	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R05030	\$78,132.08	Total	1	Mal	1	1	0	0	0	0	0
NON-MOTORIZED TRANSP	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R04123	\$56,735.95	Total	1	Mal	0	0	0	0	0	0	0
EXTERNAL CIVIL RIGHTS	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04132	\$60,011.95	Total	1	Mal	1	1	0	0	0	0	0
STORMWATER COMPLIANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04134	\$65,928.10	Total	1	Mal	0	0	0	0	0	0	0
AUDITS & INVESTIGATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04050	\$45,248.04	Total	3	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES	A	Tot Min	0	Fem	3	3	0	0	0	0	0
R01370	\$45,288.05	Total	1	Mal	1	1	0	0	0	0	0
CORE DRILL SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R01147	\$45,288.05	Total	1	Mal	0	0	0	0	0	0	0
DIV ADMIN SUPPORT	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R03238	\$47,255.99	Total	4	Mal	0	0	0	0	0	0	0
MOTOR CARRIER COMPLIANCE	A	Tot Min	0	Fem	4	4	0	0	0	0	0
R05797	\$72,432.05	Total	1	Mal	1	1	0	0	0	0	0
PHYSICAL LABORATORY	A	Tot Min	0	Fem	0	0	0	0	0	0	0

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R02005	\$47,518.51	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R01070	\$47,644.00	Total	3	Mal	1	1	0	0	0	0	0
MATERIALS TESTING	A	Tot Min	0	Fem	2	2	0	0	0	0	0
R04088	\$47,820.03	Total	1	Mal	0	0	0	0	0	0	0
LEGAL OFFICE MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R01054	\$49,431.96	Total	3	Mal	3	3	0	0	0	0	0
BR MAINTENANCE SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04042	\$49,721.99	Total	4	Mal	4	4	0	0	0	0	0
TRANS ENFORCEMENT INVESTI	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04082	\$50,894.00	Total	3	Mal	1	1	0	0	0	0	0
TRANSPORTATION PLANNING	A	Tot Min	0	Fem	2	2	0	0	0	0	0
R01356	\$52,656.03	Total	1	Mal	1	1	0	0	0	0	0
CORE DRILL SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04442	\$55,692.00	Total	1	Mal	0	0	0	0	0	0	0
EMPLOYEE DEVELOPMENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04440	\$55,692.00	Total	3	Mal	2	2	0	0	0	0	0
CENTRAL OFFICE GENERAL	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04122	\$55,692.00	Total	1	Mal	0	0	0	0	0	0	0
COMMRCIAL MTR VEHICLE PROG	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04102	\$55,692.00	Total	1	Mal	0	0	0	0	0	0	0
BUSINESS SYST SUPPORT	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04724	\$56,735.95	Total	1	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04115	\$56,735.95	Total	1	Mal	0	0	0	0	0	0	0
EMPLOYEE BENEFITS MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04060	\$57,285.02	Total	4	Mal	2	2	0	0	0	0	0
INF SYSTEMS PROJECT	A	Tot Min	0	Fem	2	2	0	0	0	0	0
R04665	\$57,804.03	Total	1	Mal	1	1	0	0	0	0	0
ENVIRONMENTAL COMPLNC	A	Tot Min	0	Fem	0	0	0	0	0	0	0

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R04644		\$58,908.10	Total	1	Mal	0	0	0	0	0	0	0
CLAIMS ADMINISTRATION MGR	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04431		\$58,908.10	Total	1	Mal	0	0	0	0	0	0	0
OUTDOOR ADVERTISING	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04033		\$58,908.10	Total	1	Mal	0	0	0	0	0	0	0
RAILROAD OPERATIONS	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04443		\$59,434.31	Total	1	Mal	1	1	0	0	0	0	0
CUSTOMER RELATIONS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05461		\$59,800.00	Total	1	Mal	1	1	0	0	0	0	0
TRANSP PLANNING	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04426		\$60,107.95	Total	2	Mal	0	0	0	0	0	0	0
AUDIT MANAGER	A		Tot Min	0	Fem	2	2	0	0	0	0	0
R04086		\$61,128.08	Total	1	Mal	1	1	0	0	0	0	0
WETLAND COORDINATOR	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04036		\$61,128.08	Total	1	Mal	1	1	0	0	0	0	0
TRANSPORTATION PROGRAM	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04021		\$61,128.08	Total	1	Mal	1	1	0	0	0	0	0
AVIATION OPERATIONS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R01053		\$62,315.97	Total	1	Mal	1	1	0	0	0	0	0
BRIDGE MAINTENANCE	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05614		\$62,412.48	Total	1	Mal	1	1	0	0	0	0	0
RAILROAD PROJECTS MANAGER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05013		\$63,479.94	Total	1	Mal	0	0	0	0	0	0	0
RESEARCH ENGINEER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04024		\$78,132.08	Total	1	Mal	1	1	0	0	0	0	0
ASST CUSTOMER RELATIONS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04094		\$63,479.94	Total	1	Mal	1	1	0	0	0	0	0
CONSTR MANGMNT SYSTEMS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05459		\$63,583.19	Total	1	Mal	1	1	0	0	0	0	0
GEOLOGIST	A		Tot Min	0	Fem	0	0	0	0	0	0	0

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R04067	\$64,615.99	Total	9	Mal	3	3	0	0	0	0	0	0
INFORMATION SYSTEMS	A	Tot Min	0	Fem	6	6	0	0	0	0	0	0
R05819	\$65,928.10	Total	1	Mal	1	1	0	0	0	0	0	0
SIGN & MARKING ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04120	\$65,928.10	Total	1	Mal	1	1	0	0	0	0	0	0
DESIGN MGT SYSTEMS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04047	\$65,928.10	Total	1	Mal	1	1	0	0	0	0	0	0
HWY SAFETY PROG	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04099	\$66,951.04	Total	4	Mal	2	2	0	0	0	0	0	0
TRANSP MGT SYS	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R06689	\$67,176.10	Total	1	Mal	1	1	0	0	0	0	0	0
HISTORIC PRESERVATION	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05642	\$67,176.10	Total	1	Mal	1	1	0	0	0	0	0	0
AVIATION PROGRAMS MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05010	\$67,176.10	Total	1	Mal	1	1	0	0	0	0	0	0
ESTIMATE AND REVIEW	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05822	\$67,670.37	Total	3	Mal	2	2	0	0	0	0	0	0
GEOTECHNICAL ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04110	\$67,805.92	Total	2	Mal	1	1	0	0	0	0	0	0
INFO SYS TECHNOLOGY	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09999	\$68,435.95	Total	1	Mal	0	0	0	0	0	0	0	0
SECRETARY TO THE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04727	\$68,435.95	Total	1	Mal	1	1	0	0	0	0	0	0
CHEMICAL LABORATORY	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05083	\$69,732.00	Total	1	Mal	1	1	0	0	0	0	0	0
COMPUTER AIDED DRFT SUPPRT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04032	\$69,907.26	Total	5	Mal	4	4	0	0	0	0	0	0
SPECIAL PROJECTS COORD	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05003	\$70,632.02	Total	3	Mal	1	1	0	0	0	0	0	0
DESIGN LIAISON ENGINEER	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05944	\$71,064.03	Total	1	Mal	1	1	0	0	0	0	0	0
LONG RANGE TRANS PLANNING	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05412	\$71,064.03	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE RATING & INVENT ENGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04882	\$71,064.03	Total	1	Mal	1	1	0	0	0	0	0	0
ADMINISTRATOR OF TRANSIT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04880	\$71,064.03	Total	1	Mal	0	0	0	0	0	0	0	0
ADMINISTRATOR OF AVIATION	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04035	\$71,064.03	Total	1	Mal	0	0	0	0	0	0	0	0
MC INVESTIGATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05823	\$72,432.05	Total	1	Mal	1	1	0	0	0	0	0	0
GEOTECHNICAL DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05476	\$73,493.99	Total	4	Mal	4	3	0	1	0	0	0	0
STRUCTURAL PROJECT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05018	\$73,823.98	Total	2	Mal	1	1	0	0	0	0	0	0
TRAFFIC LIAISON ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04881	\$73,823.98	Total	1	Mal	1	1	0	0	0	0	0	0
ADMINISTRATOR OF RAILROADS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05800	\$75,263.97	Total	1	Mal	1	1	0	0	0	0	0	0
TRANSPORT SYSTEM ANALYSIS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05430	\$75,263.97	Total	1	Mal	1	1	0	0	0	0	0	0
STRUCTURAL HYDRAULICS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04093	\$76,680.03	Total	1	Mal	1	1	0	0	0	0	0	0
ASST MOTOR CARRIER SERV	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$78,126.05	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R06608	\$78,132.08	Total	1	Mal	0	0	0	0	0	0	0	0
ENVIRONMENTAL & HIST PRESV	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05858	\$78,132.08	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE INSPECTION ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05757	\$78,132.08	Total	1	Mal	1	1	0	0	0	0	0	0
BID & CONTRACT SERVICE ENGR A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05737	\$78,648.02	Total	4	Mal	3	3	0	0	0	0	0	0
STRUCTURAL LIAISON ENGINEER A		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R06005	\$79,619.89	Total	1	Mal	1	1	0	0	0	0	0	0
RESEARCH ADMINISTRATOR A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05831	\$79,619.89	Total	1	Mal	1	1	0	0	0	0	0	0
STRUCT DEV & SUPPORT ENGR A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05009	\$79,619.89	Total	1	Mal	1	1	0	0	0	0	0	0
SPRVING BRIDGE INSPECTION A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05765	\$79,920.00	Total	4	Mal	4	3	0	0	0	1	0	0
MAINTENANCE LIAISON A		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05471	\$81,191.97	Total	1	Mal	1	1	0	0	0	0	0	0
STRUCTURAL RESOURCE A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05875	\$82,728.05	Total	1	Mal	1	1	0	0	0	0	0	0
STRUCTURAL SERVICES A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05865	\$82,728.05	Total	1	Mal	1	1	0	0	0	0	0	0
FABRICATION OPERATIONS A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04116	\$82,728.05	Total	1	Mal	0	0	0	0	0	0	0	0
ADMINISTRATOR OF FREIGHT A		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05610	\$84,347.95	Total	1	Mal	1	1	0	0	0	0	0	0
CADD SERVICES ENGINEER A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05029	\$86,119.97	Total	3	Mal	3	3	0	0	0	0	0	0
CONST & MATERIALS LIAISON A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05046	\$87,600.03	Total	1	Mal	1	1	0	0	0	0	0	0
LOCAL PROGRAMS A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05852	\$89,291.90	Total	1	Mal	1	1	0	0	0	0	0	0
ASST STATE BRIDGE ENGINEER A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05711	\$89,291.90	Total	1	Mal	1	1	0	0	0	0	0	0
ASST STATE CO AND MA A		Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
R04720	\$94,536.00	Total	1	Mal	0	0	0	0	0	0	0
ASST HUMAN RESOURCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R09980	\$94,632.10	Total	1	Mal	1	0	1	0	0	0	0
EQUAL OP & DIVERSITY	A	Tot Min	1	Fem	0	0	0	0	0	0	0
R09977	\$94,632.10	Total	1	Mal	1	0	1	0	0	0	0
EXTERNAL CIVIL RIGHTS	A	Tot Min	1	Fem	0	0	0	0	0	0	0
R09930	\$94,632.10	Total	1	Mal	1	1	0	0	0	0	0
GOVERNMENTAL RELATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R09924	\$94,632.10	Total	1	Mal	1	1	0	0	0	0	0
HIGHWAY SAFETY DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R09931	\$99,072.06	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	1	Fem	1	0	1	0	0	0	0
R09993	\$100,062.04	Total	4	Mal	2	2	0	0	0	0	0
REGIONAL COUNSEL	A	Tot Min	1	Fem	2	1	1	0	0	0	0
R09973	\$101,052.02	Total	1	Mal	1	0	0	0	0	0	1
RISK AND BENEFITS MGT	A	Tot Min	1	Fem	0	0	0	0	0	0	0
R09920	\$101,052.02	Total	1	Mal	1	1	0	0	0	0	0
AUDITS & INVESTIGATIONS DIR	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04613	\$101,052.02	Total	1	Mal	1	1	0	0	0	0	0
ASST IS DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R09914	\$106,019.89	Total	1	Mal	0	0	0	0	0	0	0
STATE MAINTENANCE ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R09984	\$106,020.10	Total	1	Mal	0	0	0	0	0	0	0
STATE TRAFFIC&HWY SAFTY	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R09981	\$106,020.10	Total	1	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R09951	\$106,020.10	Total	1	Mal	0	0	0	0	0	0	0
MULTIMODAL OPRATNS	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R09947	\$106,020.10	Total	1	Mal	0	0	0	0	0	0	0
TRANSPORTATION PLANNING	A	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R09918	\$106,020.10	Total	1	Mal	0	0	0	0	0	0	0	0
INFO SYSTEMS DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09915	\$106,020.10	Total	1	Mal	0	0	0	0	0	0	0	0
GENERAL SERVICES DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09909	\$106,020.10	Total	1	Mal	1	1	0	0	0	0	0	0
STATE DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09908	\$106,020.10	Total	1	Mal	1	1	0	0	0	0	0	0
STATE BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09905	\$106,020.10	Total	1	Mal	1	1	0	0	0	0	0	0
MOTOR CARRIER SERVICES	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09922	\$128,723.92	Total	1	Mal	0	0	0	0	0	0	0	0
ASSISTANT CHIEF ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09912	\$110,184.05	Total	1	Mal	1	1	0	0	0	0	0	0
STATE CO & MA ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09916	\$110,243.95	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09997	\$120,168.05	Total	1	Mal	1	1	0	0	0	0	0	0
ASST CHIEF COUNSEL - ADMIN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09967	\$120,168.05	Total	1	Mal	1	1	0	0	0	0	0	0
ASST CHIEF COUNSEL-RISK	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09910	\$120,168.05	Total	1	Mal	0	0	0	0	0	0	0	0
ASST CHIEF COUNSEL-HUMAN	A	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R09994	\$124,974.72	Total	1	Mal	0	0	0	0	0	0	0	0
ASST CHIEF COUNSEL-PROJ	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09998	\$129,600.02	Total	1	Mal	1	1	0	0	0	0	0	0
CHIEF COUNSEL	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09939	\$137,303.92	Total	1	Mal	0	0	0	0	0	0	0	0
CHIEF FINANCIAL OFFICER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09900	\$141,420.03	Total	1	Mal	1	1	0	0	0	0	0	0
CHIEF ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title	Average Salary & EEO		Total	W	B	A	H	I	P	2
R09940	\$177,479.95	Total 1	Mal	1	1	0	0	0	0	0
DIR, DEPT OF TRANSPORTATION A		Tot Min 0	Fem	0	0	0	0	0	0	0
Total for 605 COFF		Total 731	Mal	385	362	11	3	4	3	0
		Tot Min 49	Fem	346	320	19	2	1	2	0

Job Group Analysis

41 C.F.R. 60-2.12

Purpose

A job group analysis is a method of combining job titles within the department. MoDOT has analyzed its job titles and organized them into relatively homogenous job groups based on similarities among the titles' job content, wage or salary rates and promotional opportunities. The grouping of titles was based on the similar content of job titles as described in the department's job classification system, the relative ranking of the titles in the salary grading system and the opportunities for promotions in the titles as determined from the past promotional records.

Job Groups

Officials and administrators

Professionals

Technicians

Paraprofessionals

Office Clerical

Skilled Craft

Service Maintenance

**See Appendix 5 for a complete listing of all the job titles in each job group.*

State of Missouri

June 30, 2017 Annual Affirmative Action Plan

Missouri Department of Transportation

Job Group Analysis

A		OFFICIALS AND ADMINISTRATORS										EEO Code: A
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	
R09939 - 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	
R09940 - DIR, DEPT OF TRANSPORTATION	#	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	
R09900 - CHIEF ENGINEER	#	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	
R09998 - CHIEF COUNSEL	#	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	
R09922 - ASSISTANT CHIEF ENGINEER	#	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	
R09905 - MOTOR CARRIER SERVICES DIRECTR	#	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	
R09994 - ASST CHIEF COUNSEL-PROJ DEVEL	#	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	
R09910 - ASST CHIEF COUNSEL-HUMAN RSRCS	#	1	1	0	1	0	0	0	0	0	0	
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
R09967 - ASST CHIEF COUNSEL-RISK MNGMNT	#	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	
R09997 - ASST CHIEF COUNSEL - ADMIN	#	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	
R09916 - HUMAN RESOURCES DIRECTOR	#	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	
R09912 - STATE CO & MA ENGINEER	#	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	
R09920 - AUDITS & INVESTIGATIONS DIR	#	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	
R09908 - STATE BRIDGE ENGINEER	#	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	

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R09909 - STATE DESIGN ENGINEER	#	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
R09915 - GENERAL SERVICES DIRECTOR	#	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
R09918 - INFO SYSTEMS DIRECTOR	#	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
R09947 - TRANSPORTATION PLANNING DIR	#	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
R09980 - EQUAL OP & DIVERSITY DIRECTOR	#	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
R09951 - MULTIMODAL OPRATNS DIRECTOR	#	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
R09981 - FINANCIAL SERVICES DIRECTOR	#	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
R09984 - STATE TRAFFIC&HWY SAFTY ENGR	#	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
R09914 - STATE MAINTENANCE ENGINEER	#	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
R04613 - ASST IS 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
R09973 - RISK AND BENEFITS MGT DIRECTOR	#	1	0	0	0	0	0	0	1	0	1
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	100.00
R09993 - REGIONAL COUNSEL	#	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
R09931 - CUSTOMER RELATIONS DIRECTOR	#	1	1	0	1	0	0	0	0	0	0
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
R09924 - HIGHWAY SAFETY 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
R09930 - GOVERNMENTAL RELATIONS DIRECTO	#	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
R06608 - ENVIRONMENTAL & HIST PRESV MGR	#	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

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R09977 - EXTERNAL CIVIL RIGHTS DIRECTOR	#	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
R04093 - ASST MOTOR CARRIER SERV DIRECT	#	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
R09911 - DISTRICT ENGINEER	#	0	1	0	0	0	0	0	0	7	6
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	100.00	85.71
R05711 - ASST STATE CO AND MA ENGINEER	#	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
R05852 - ASST STATE BRIDGE ENGINEER	#	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
R05717 - ASSISTANT STATE DESIGN ENGIN	#	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
R05823 - GEOTECHNICAL 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
R05751 - ASSISTANT DISTRICT ENGINEER	#	0	3	0	0	0	0	0	0	11	8
11 Employees	%	0.00	27.27	0.00	0.00	0.00	0.00	0.00	0.00	100.00	72.73
R05029 - CONST & MATERIALS LIAISON ENGR	#	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
R05610 - CADD SERVICES ENGINEER	#	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
R04116 - ADMINISTRATOR OF FREIGHT DEVEL	#	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
R05865 - FABRICATION OPERATIONS ENGR	#	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
R05875 - STRUCTURAL SERVICES ENGINEER	#	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
R05471 - STRUCTURAL RESOURCE MANAGER	#	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
R09999 - SECRETARY TO THE COMMISSION	#	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
R04110 - INFO SYS TECHNOLOGY SPECIALIST	#	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

Job Group Analysis

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OFFICIALS AND ADMINISTRATORS

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Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R05642 - AVIATION PROGRAMS MANAGER	#	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
R05765 - MAINTENANCE LIAISON ENGINEER	#	1	0	0	0	0	1	0	0	3	4
4 Employees	%	25.00	0.00	0.00	0.00	0.00	25.00	0.00	0.00	75.00	100.00
R05452 - DISTRICT DESIGN ENGINEER	#	0	1	0	0	0	0	0	0	7	6
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	100.00	85.71
R06689 - HISTORIC PRESERVATION MANAGER	#	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
R04621 - ASST FINANCIAL SERVCS 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
R05009 - SPRVING BRIDGE INSPECTION EN	#	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
R05046 - LOCAL PROGRAMS ADMINISTRATOR	#	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
R05831 - STRUCT DEV & SUPPORT ENGR	#	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
R06005 - RESEARCH ADMINISTRATOR	#	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
R05081 - DISTRICT MAINT & TRAFFIC ENGIN	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R05737 - STRUCTURAL LIAISON ENGINEER	#	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
R04434 - ASST TO THE DIST ENGINEER	#	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
R05757 - BID & CONTRACT SERVICE ENGR	#	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
R05858 - BRIDGE INSPECTION ENGINEER	#	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
R04024 - ASST CUSTOMER RELATIONS DIREC	#	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
R05072 - DISTRICT MAINTENANCE ENGINEER	#	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

Job Group Analysis

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R01053 - BRIDGE MAINTENANCE SUPERINTEND	#	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
R04021 - AVIATION OPERATIONS MANAGER	#	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
R05080 - DISTRICT CONST & MATERIALS ENG	#	0	1	0	0	0	0	0	0	8	7
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	100.00	87.50
R04086 - WETLAND COORDINATOR	#	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
R04139 - ASST TO STATE DESIGN ENGR - RW	#	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
R04426 - AUDIT MANAGER	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R05032 - STRCTURAL PRELIM & REVIEW ENGR	#	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
R05430 - STRUCTURAL HYDRAULICS ENGINEER	#	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
R04431 - OUTDOOR ADVERTISING MANAGER	#	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
R05800 - TRANSPORT SYSTEM ANALYSIS ENGR	#	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
R05462 - DISTRICT PLANNING MANAGER	#	1	0	0	1	0	0	0	0	4	5
5 Employees	%	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00	80.00	100.00
R04665 - ENVIRONMENTAL COMPLNC MANAGER	#	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
R04060 - INF SYSTEMS PROJECT MANAGER	#	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
R05450 - DISTRICT TRAFFIC ENGINEER	#	0	2	0	0	0	0	0	0	5	3
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	60.00
R01020 - INCIDENT MANAGEMENT COORDINATR	#	1	0	0	1	0	0	0	0	2	3
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	66.67	100.00
R05024 - TRAFFIC CENTER MANAGER	#	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

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R04881 - ADMINISTRATOR OF RAILROADS	#	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
R01103 - URBAN TRAFFIC SUPERVISOR	#	1	0	0	1	0	0	0	0	2	3
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00	66.67	100.00
R05476 - STRUCTURAL PROJECT MANAGER	#	1	0	1	0	0	0	0	0	3	4
4 Employees	%	25.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	75.00	100.00
R05944 - LONG RANGE TRANS PLANNING CO	#	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
R05453 - DISTRICT BRIDGE ENGINEER	#	0	0	0	0	0	0	0	0	7	7
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
R02009 - TRAFFIC SUPERVISOR	#	0	0	0	0	0	0	0	0	7	7
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
R05018 - TRAFFIC LIAISON ENGINEER	#	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
R05797 - PHYSICAL LABORATORY 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
R05449 - AREA ENGINEER	#	1	6	0	0	0	1	0	0	18	13
19 Employees	%	5.26	31.58	0.00	0.00	0.00	5.26	0.00	0.00	94.74	68.42
R01307 - MOTORIST ASSISTANCE OPER SUPER	#	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
R04035 - MC INVESTIGATIONS ADMINISTRATR	#	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
R04880 - ADMINISTRATOR OF AVIATION	#	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
R04882 - ADMINISTRATOR OF TRANSIT	#	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
R05444 - TRANSPORTATION PROJECT MGR	#	3	8	1	0	2	0	0	0	29	24
32 Employees	%	9.38	25.00	3.13	0.00	6.25	0.00	0.00	0.00	90.63	75.00
R01393 - MOTOR ASSISTANCE SHIFT SUPV	#	2	0	0	2	0	0	0	0	2	4
4 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	100.00
R05003 - DESIGN LIAISON ENGINEER	#	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

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R05083 - COMPUTER AIDED DRFT SUPPRT ENG	#	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
R04032 - SPECIAL PROJECTS COORD	#	1	1	1	0	0	0	0	0	3	3
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	75.00	75.00
R04752 - RIGHT OF WAY MANAGER	#	0	2	0	0	0	0	0	0	7	5
7 Employees	%	0.00	28.57	0.00	0.00	0.00	0.00	0.00	0.00	100.00	71.43
R04727 - CHEMICAL LABORATORY 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
R05809 - RESIDENT ENGINEER	#	0	4	0	0	0	0	0	0	32	28
32 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	100.00	87.50
R05010 - ESTIMATE AND REVIEW ENGINEER	#	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
R04099 - TRANSP MGT SYS ADMINISTRATOR	#	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
R05822 - GEOTECHNICAL ENGINEER	#	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
R05076 - ASST DIST MAINTENANCE ENGINEER	#	1	1	1	0	0	0	0	0	3	3
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00	75.00	75.00
R05077 - ASST DIST MAINT & TRAFF ENGINE	#	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
R05082 - ASSISTANT TO THE RESIDENT ENGI	#	1	3	0	0	0	0	0	1	12	10
13 Employees	%	7.69	23.08	0.00	0.00	0.00	0.00	0.00	7.69	92.31	76.92
R04047 - HWY SAFETY PROG ADMINISTRATOR	#	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
R04120 - DESIGN MGT SYSTEMS ADMINISTRAT	#	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
R05819 - SIGN & MARKING ENGINEER	#	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
R04134 - AUDITS & INVESTIGATIONS ADMNST	#	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
R04067 - INFORMATION SYSTEMS SUPERVISOR	#	0	6	0	0	0	0	0	0	9	3
9 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33

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R05078 - AST DISTRICT CONSTR & MATER EN	#	1	1	1	0	0	0	0	0	6	6
7 Employees	%	14.29	14.29	14.29	0.00	0.00	0.00	0.00	0.00	85.71	85.71
R05459 - GEOLOGIST	#	0	2	0	0	0	0	0	0	5	3
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	60.00
R04094 - CONSTR MANGMNT SYSTEMS ADMINIS	#	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
R04728 - ASST RIGHT OF WAY MNGR-CERTIFI	#	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
R05013 - RESEARCH ENGINEER	#	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
R04636 - SUPPORT SERVICES MANAGER	#	0	5	0	0	0	0	0	0	7	2
7 Employees	%	0.00	71.43	0.00	0.00	0.00	0.00	0.00	0.00	100.00	28.57
R05748 - TRANSP PROJECT DESIGNER	#	1	10	0	0	0	1	0	0	32	23
33 Employees	%	3.03	30.30	0.00	0.00	0.00	3.03	0.00	0.00	96.97	69.70
R04897 - HUMAN RESOURCES MANAGER	#	2	7	0	2	0	0	0	0	5	0
7 Employees	%	28.57	100.00	0.00	28.57	0.00	0.00	0.00	0.00	71.43	0.00
R05614 - RAILROAD PROJECTS MANAGER	#	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
R05461 - TRANSP PLANNING COORDINATOR	#	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
R04443 - CUSTOMER RELATIONS MANAGER	#	1	6	0	1	0	0	0	0	6	1
7 Employees	%	14.29	85.71	0.00	14.29	0.00	0.00	0.00	0.00	85.71	14.29
R05667 - TRAFFIC OPERATIONS ENGINEER	#	1	2	0	0	1	0	0	0	8	7
9 Employees	%	11.11	22.22	0.00	0.00	11.11	0.00	0.00	0.00	88.89	77.78
R04089 - GENERAL SERVICES MANAGER	#	0	0	0	0	0	0	0	0	7	7
7 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
R04033 - RAILROAD OPERATIONS MANAGER	#	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
R04644 - CLAIMS ADMINISTRATION MGR	#	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
R04132 - STORMWATER COMPLIANCE COORDINA	#	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

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R02016 - DISTRICT LAND SURVEY MANAGER	#	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
R04051 - DISTRICT SFTY & HLTH MGR	#	0	1	0	0	0	0	0	0	7	6
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	100.00	85.71
R04458 - DIST INFORMATION SYSTM MANAGER	#	0	1	0	0	0	0	0	0	5	4
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	80.00
R04115 - EMPLOYEE BENEFITS MANAGER	#	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
R04724 - FINANCIAL SERVICES MANAGER	#	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
R04123 - EXTERNAL CIVIL RIGHTS MANAGER	#	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
R04102 - BUSINESS SYST SUPPORT MANAGER	#	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
R04122 - COMMRCIAL MTR VEHICLE PROG MGR	#	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
R04440 - CENTRAL OFFICE GENERAL SERV MG	#	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
R04442 - EMPLOYEE DEVELOPMENT MANAGER	#	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
R03586 - TRAFFIC OPERATIONS 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
R01356 - CORE DRILL SUPERINTENDENT	#	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
R01330 - MAINT SUPERINTENDENT	#	5	2	0	2	0	2	0	1	38	41
43 Employees	%	11.63	4.65	0.00	4.65	0.00	4.65	0.00	2.33	88.37	95.35
R04082 - TRANSPORTATION PLANNING SPECIA	#	0	4	0	0	0	0	0	0	7	3
7 Employees	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00	100.00	42.86
R02582 - LAND SURVEY SUPERVISOR	#	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
R04050 - FINANCIAL SERVICES ADMINISTRAT	#	0	4	0	0	0	0	0	0	4	0
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

Job Group Analysis

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OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R04042 - TRANS ENFORCEMENT INVESTI SUPV	#	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
R01054 - BR MAINTENANCE SUPERVISOR	#	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
R02020 - EQUIPMENT TECHNICIAN SUPERVISO	#	1	0	0	0	0	1	0	0	13	14
14 Employees	%	7.14	0.00	0.00	0.00	0.00	7.14	0.00	0.00	92.86	100.00
R04088 - LEGAL OFFICE MANAGER	#	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
R01070 - MATERIALS TESTING SUPERVISOR	#	0	2	0	0	0	0	0	0	3	1
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R02005 - FACILITY OPERATIONS SUPERVISOR	#	0	0	0	0	0	0	0	0	8	8
8 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
R01379 - MAINTENANCE SUPERVISOR	#	11	7	1	5	2	2	0	1	160	164
171 Employees	%	6.43	4.09	0.58	2.92	1.17	1.17	0.00	0.58	93.57	95.91
R03238 - MOTOR CARRIER COMPLIANCE SUPV	#	0	4	0	0	0	0	0	0	4	0
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R01147 - DIV ADMIN SUPPORT SUPERVISOR	#	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
R01109 - BRIDGE MAINTENANCE SUPERVISOR	#	1	0	0	0	0	1	0	0	7	8
8 Employees	%	12.50	0.00	0.00	0.00	0.00	12.50	0.00	0.00	87.50	100.00
R01370 - CORE DRILL 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
R01082 - TRAFFIC SYSTEMS SUPERVISOR	#	2	3	0	2	0	0	0	0	3	2
5 Employees	%	40.00	60.00	0.00	40.00	0.00	0.00	0.00	0.00	60.00	40.00
R01380 - ASST MAINTENANCE SUPERVISOR	#	6	5	0	3	2	1	0	0	62	63
68 Employees	%	8.82	7.35	0.00	4.41	2.94	1.47	0.00	0.00	91.18	92.65
R04664 - ROADSIDE MANAGER	#	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
R04140 - EMERGENCY MANAGEMENT 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
R04141 - ASST TRANSP PLANNING 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

Job Group Analysis

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OFFICIALS AND ADMINISTRATORS

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Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R05042 - ASST DISTRICT BRIDGE ENGINEER	#	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
R09045 - INNOV PARTNERS & ATL FUND DIR	#	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
R04129 - SAFETY AND CLAIMS MANAGER	#	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
794 Employees	Totals #	52	160	6	25	7	10	0	4	742	634
	%	6.55	20.15	0.76	3.15	0.88	1.26	0.00	0.50	93.45	79.85

Job Group Analysis

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PROFESSIONALS

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Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R05126 - SR ENGINEERING PROFESSNL-TPT	#	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
R04118 - MOTOR CARRIER PROJECT MANAGER	#	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
R04105 - SR ADMIN PROFESSIONAL-TPT	#	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
R06006 - ORGANIZATIONAL PERFORMANCE SPE	#	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
R05030 - NON-MOTORIZED TRANSP ENGINEER	#	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
R09037 - SENIOR ADMINISTRATIVE COUNSEL	#	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
R09969 - SENIOR ASSISTANT COUNSEL	#	0	2	0	0	0	0	0	0	3	1
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R04698 - SR R/W SPECIALIST	#	0	8	0	0	0	0	0	0	16	8
16 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	50.00
R05758 - ESTIMATOR	#	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
R04606 - CUSTOMER RELATIONS COORDINATO	#	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
R05044 - INNOVATIONS ENGINEER	#	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
R05755 - DISTRICT UTILITIES ENGINEER	#	1	3	1	0	0	0	0	0	7	5
8 Employees	%	12.50	37.50	12.50	0.00	0.00	0.00	0.00	0.00	87.50	62.50
R04861 - RIGHT OF WAY LIAISON	#	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
R05027 - INTERMED GEOTECHNICAL SPECIA	#	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
R05084 - STATEWIDE INCIDENT RESPONSE CO	#	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
R04466 - SENIOR SAFETY OFFICER	#	1	2	0	0	0	0	0	1	6	5
7 Employees	%	14.29	28.57	0.00	0.00	0.00	0.00	0.00	14.29	85.71	71.43

Job Group Analysis

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PROFESSIONALS

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R05056 - SR STRUCTURAL ENGINEER	#	1	0	1	0	0	0	0	0	4	5
5 Employees	%	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	80.00	100.00
R01004 - RAIL SAFETY SPECIALIST	#	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
R05034 - SENIOR PROJECT REVIEWER	#	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
R04061 - SR ORGANIZATIONAL PERF ANALYST	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R05816 - BRIDGE LOC & LAYOUT DESIGNER	#	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
R05026 - TRAFFIC MNGMNT & OPERATION ENG	#	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
R05446 - PAVEMENT ENGINEER	#	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
R05768 - FIELD MATERIALS ENGR	#	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
R05818 - SR STRUCTURAL DESIGNER	#	1	0	0	1	0	0	0	0	9	10
10 Employees	%	10.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	90.00	100.00
R05105 - SENIOR MAINT ENGINEERING SPECI	#	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
R04005 - INTERMEDIATE INVESTIGATOR	#	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
R04411 - ENVIRONMENTAL CHEMIST	#	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
R05039 - TRAFFIC SAFETY ENGINEER	#	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
F00248 - COMPUTER INFO TECH MANAGER I	#	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
R04456 - INTER R/W SPECIALIST	#	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
R04465 - INTERMEDIATE SAFETY OFFICER	#	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

Job Group Analysis

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PROFESSIONALS

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R04870 - ROADSIDE MANAGEMENT SPEC	#	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
R05640 - CADD SUPPORT ANALYST	#	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
R04600 - LEAD INFO SYSTEMS TECHNOLOGIST	#	0	13	0	0	0	0	0	0	23	10
23 Employees	%	0.00	56.52	0.00	0.00	0.00	0.00	0.00	0.00	100.00	43.48
R05043 - STANDARDS SPECIALIST	#	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
R04603 - SAFETY OFFICER	#	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
R05033 - SR TRAFFIC STUDIES SPECIAL-NSS	#	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
R04107 - SENIOR DATA REPORT ANALYST	#	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
R05041 - BRIDGE INSPECTOR	#	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
R05036 - PROJECT REVIEWER	#	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
R05037 - SENIOR ESTIMATOR	#	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
R04699 - RIGHT OF WAY SPECIALIST	#	0	4	0	0	0	0	0	0	6	2
6 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R04019 - MARKET ANALYSIS COORDINATOR	#	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
R05659 - DISTRICT CONSTRUCTION LIAISON	#	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
R04121 - RESOURCE MANAGEMENT SPECIALIST	#	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
R05814 - SENIOR HIGHWAY DESIGNER	#	8	19	2	2	2	1	0	1	57	46
65 Employees	%	12.31	29.23	3.08	3.08	3.08	1.54	0.00	1.54	87.69	70.77
R05754 - SENIOR TRAFFIC STUDIES SPECIAL	#	7	4	0	6	1	0	0	0	19	22
26 Employees	%	26.92	15.38	0.00	23.08	3.85	0.00	0.00	0.00	73.08	84.62

Job Group Analysis

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PROFESSIONALS

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R05023 - SENIOR PAVEMENT SPECIALIST	#	0	1	0	0	0	0	0	0	5	4
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	80.00
R04124 - SR HISTORIC PRESERV SPEC-NSS	#	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
R04641 - SENIOR ROW SPECIALIST-TPT	#	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
R04692 - SR RISK MGMT SPECIALIST	#	0	2	0	0	0	0	0	0	3	1
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R05623 - SENIOR MATERIALS SPECIALIST	#	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
R05813 - SR CONSTRUCTION INSPECTOR	#	7	15	1	3	0	1	0	2	131	123
138 Employees	%	5.07	10.87	0.72	2.17	0.00	0.72	0.00	1.45	94.93	89.13
R05773 - SR GEOTECHNICAL SPECIALIST	#	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
R05019 - INTERM PAVEMENT SPECIALIST	#	1	1	1	0	0	0	0	0	0	0
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
R09996 - ASSISTANT COUNSEL	#	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
R05651 - INTER MATERIALS SPEC	#	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
000165 - INFORMATION TECHNOLOGY SPEC I	#	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
R04079 - SR HISTORIC PRESERVATION SPECI	#	0	1	0	0	0	0	0	0	5	4
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	80.00
R04128 - SR ENVIRNMENTAL SPEC-SS	#	0	2	0	0	0	0	0	0	5	3
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	60.00
R04010 - SR GOVT RELATIONS SPECIALIST	#	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
R05104 - INTER MAINT ENGINEERING SPCLST	#	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
R05697 - COMPUTER LIAISON, DESIGN	#	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

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R04054 - SR ENVIRNMENTAL 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
R04740 - SR FINANCIAL SERVICES SPECIALI	#	1	19	0	0	0	0	0	1	22	4
23 Employees	%	4.35	82.61	0.00	0.00	0.00	0.00	0.00	4.35	95.65	17.39
R05772 - SENIOR MATERIALS INSPECTOR	#	3	3	1	2	0	0	0	0	19	19
22 Employees	%	13.64	13.64	4.55	9.09	0.00	0.00	0.00	0.00	86.36	86.36
R04045 - MC INVESTIGATIONS SPEC	#	0	2	0	0	0	0	0	0	3	1
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R04138 - SR DIVERSITY & INCLUSION SPEC	#	1	2	0	1	0	0	0	0	1	0
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00
R04696 - SR INFO SYSTEMS TECHNOLOGIST	#	5	11	1	3	0	0	0	1	27	21
32 Employees	%	15.63	34.38	3.13	9.38	0.00	0.00	0.00	3.13	84.38	65.63
R04862 - SR HR SPECIALIST	#	5	13	0	3	0	2	0	0	12	4
17 Employees	%	29.41	76.47	0.00	17.65	0.00	11.76	0.00	0.00	70.59	23.53
R05475 - INT TR STUDIES SPECIALIST	#	1	4	1	0	0	0	0	0	7	4
8 Employees	%	12.50	50.00	12.50	0.00	0.00	0.00	0.00	0.00	87.50	50.00
R04007 - SR GENERAL SERVICES SPEC	#	2	8	0	1	0	0	0	1	11	5
13 Employees	%	15.38	61.54	0.00	7.69	0.00	0.00	0.00	7.69	84.62	38.46
R05630 - INTER STRUCTURAL DESIGNER	#	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
R04080 - SR MULTIMODAL OPER SPECIALIST	#	0	3	0	0	0	0	0	0	5	2
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	40.00
R04890 - CERTIFIED APPRAISER	#	1	6	0	1	0	0	0	0	10	5
11 Employees	%	9.09	54.55	0.00	9.09	0.00	0.00	0.00	0.00	90.91	45.45
R04628 - SENIOR AUDITOR	#	1	8	0	0	0	0	0	1	10	3
11 Employees	%	9.09	72.73	0.00	0.00	0.00	0.00	0.00	9.09	90.91	27.27
R04607 - SR CUSTOMER RELATIONS SPECIAL	#	3	8	0	1	1	0	0	1	11	6
14 Employees	%	21.43	57.14	0.00	7.14	7.14	0.00	0.00	7.14	78.57	42.86
R04712 - SR SYSTEM MANAGEMENT SPECIALIS	#	1	5	0	0	0	1	0	0	7	3
8 Employees	%	12.50	62.50	0.00	0.00	0.00	12.50	0.00	0.00	87.50	37.50
I08600 - INVESTIGATOR I	#	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

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R04101 - SENIOR PROCUREMENT AGENT	#	1	4	0	1	0	0	0	0	6	3
7 Employees	%	14.29	57.14	0.00	14.29	0.00	0.00	0.00	0.00	85.71	42.86
R04059 - COMMUNITY LIAISON	#	1	1	0	1	0	0	0	0	0	0
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
R05629 - INTER HIGHWAY DESIGNER	#	1	8	0	1	0	0	0	0	18	11
19 Employees	%	5.26	42.11	0.00	5.26	0.00	0.00	0.00	0.00	94.74	57.89
R04081 - SENIOR PARALEGAL	#	0	4	0	0	0	0	0	0	5	1
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	20.00
R04001 - SENIOR INVESTIGATOR	#	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
R04467 - OUTDOOR ADVERTISING SPECIALIST	#	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
R04078 - SENIOR GIS SPECIALIST	#	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
R05815 - SR TRANSPORTATION PLANNER	#	1	7	0	0	1	0	0	0	12	6
13 Employees	%	7.69	53.85	0.00	0.00	7.69	0.00	0.00	0.00	92.31	46.15
R04127 - INT ENVIRONMENTAL SPEC-SS	#	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
R04023 - BUS SYST SUPP SPECIALIST	#	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
R04065 - SR BENEFITS SPECIALIST	#	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
R05834 - STRUCTURAL DESIGNER	#	1	4	0	1	0	0	0	0	5	2
6 Employees	%	16.67	66.67	0.00	16.67	0.00	0.00	0.00	0.00	83.33	33.33
R05626 - INTER CONST INSPECTOR	#	2	7	0	2	0	0	0	0	42	37
44 Employees	%	4.55	15.91	0.00	4.55	0.00	0.00	0.00	0.00	95.45	84.09
R05776 - HIGHWAY DESIGNER	#	4	7	1	2	1	0	0	0	23	20
27 Employees	%	14.81	25.93	3.70	7.41	3.70	0.00	0.00	0.00	85.19	74.07
R05798 - INTER TRANSPORTATION PLANNER	#	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
R04639 - TRANSPORTATION DATA ANALYST	#	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

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R04113 - SR OUTDOOR ADVERTISING PERM SP	#	0	3	0	0	0	0	0	0	5	2
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	40.00
R05851 - TRAFFIC STUDIES SPECIALIST	#	3	4	1	2	0	0	0	0	11	10
14 Employees	%	21.43	28.57	7.14	14.29	0.00	0.00	0.00	0.00	78.57	71.43
R04878 - INTER RISK MGT SPECIALIST	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R04029 - INT INFO SYSTEMS TECHNOLOGIST	#	2	3	0	2	0	0	0	0	9	8
11 Employees	%	18.18	27.27	0.00	18.18	0.00	0.00	0.00	0.00	81.82	72.73
R04012 - INT EMPLOYEE DEVELOPMENT SPECI	#	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
R04445 - INTERM GEN SERV SPECIALIST	#	1	2	0	0	0	1	0	0	3	2
4 Employees	%	25.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00	75.00	50.00
R04605 - INT HUMAN RESOURCES SPECLST	#	2	5	0	1	1	0	0	0	3	0
5 Employees	%	40.00	100.00	0.00	20.00	20.00	0.00	0.00	0.00	60.00	0.00
R04040 - INT CIVIL RIGHTS SPECIALIST	#	2	2	0	2	0	0	0	0	0	0
2 Employees	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
R04073 - INTRM HISTORIC PRESERVATION SP	#	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
R04074 - INTERM MULTIMODAL OPER SPECIAL	#	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
R04085 - INTERMEDIATE PARALEGAL	#	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
R04409 - INT GIS SPECIALIST	#	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
R04585 - INTER SYSTEM MANAGEMENT SPECIA	#	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
R04617 - INTERM FINANCIAL SERV SPECIALI	#	1	3	0	1	0	0	0	0	4	2
5 Employees	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00	80.00	40.00
R04779 - INTERMEDIATE AUDITOR	#	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
R05736 - CONSTRUCTION INSPECTOR	#	10	8	1	6	3	0	0	0	55	57
65 Employees	%	15.38	12.31	1.54	9.23	4.62	0.00	0.00	0.00	84.62	87.69

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R04838 - AUDITOR	#	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
R05856 - TRANSPORTATION PLANNER	#	0	1	0	0	0	0	0	0	5	4
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	80.00
R04087 - SENIOR CHEMIST	#	0	2	0	0	0	0	0	0	5	3
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	60.00
R05771 - INTER MATERIALS INSPECTOR	#	1	2	1	0	0	0	0	0	6	5
7 Employees	%	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00	85.71	71.43
R05787 - MATERIALS INSPECTOR	#	5	3	1	4	0	0	0	0	12	14
17 Employees	%	29.41	17.65	5.88	23.53	0.00	0.00	0.00	0.00	70.59	82.35
007800 - UTILITY REGULATORY 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
R04008 - GENERAL SERVICES SPEC	#	0	2	0	0	0	0	0	0	3	1
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R04632 - FINANCIAL SERVICES SPECIALIST	#	1	5	0	1	0	0	0	0	5	1
6 Employees	%	16.67	83.33	0.00	16.67	0.00	0.00	0.00	0.00	83.33	16.67
R04038 - SR TRNS ENFRCEMNT INVESTIGATOR	#	0	2	0	0	0	0	0	0	18	16
18 Employees	%	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	100.00	88.89
R04003 - INVESTIGATOR	#	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
R04039 - CIVIL RIGHTS SPECIALIST	#	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
R04422 - RISK MANAGEMENT SPECIALIST	#	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
R04070 - GOVERNMENTAL RELATIONS SPECIAL	#	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
R04084 - PARALEGAL	#	0	4	0	0	0	0	0	0	4	0
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R04135 - HISTORIC PRESERVATION SPEC-NSS	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R04408 - GIS SPECIALIST	#	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

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R04427 - PROCUREMENT AGENT	#	0	2	0	0	0	0	0	0	3	1
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R04828 - CUSTOMER RELATIONS 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
R04849 - HUMAN RESOURCES SPECIALIST	#	1	2	0	1	0	0	0	0	1	0
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00
R04695 - INFO SYSTEMS TECHNOLOGIST	#	1	3	0	1	0	0	0	0	11	9
12 Employees	%	8.33	25.00	0.00	8.33	0.00	0.00	0.00	0.00	91.67	75.00
R04477 - INTERM CUSTOMER RELATIONS SPE	#	1	4	0	1	0	0	0	0	5	2
6 Employees	%	16.67	66.67	0.00	16.67	0.00	0.00	0.00	0.00	83.33	33.33
R04041 - SR CIVIL RIGHTS SPECIALIST	#	2	3	0	2	0	0	0	0	1	0
3 Employees	%	66.67	100.00	0.00	66.67	0.00	0.00	0.00	0.00	33.33	0.00
R04037 - TRANSP ENFRMNT INVESTIGATOR	#	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
R05893 - DISTRICT DESIGN LIAISON	#	1	0	0	0	0	1	0	0	1	2
2 Employees	%	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00	100.00
R04009 - SR EMPLOYEE DEVELOPMENT SPECIA	#	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
R04136 - DIVERSITY & INCLUSION SPECIALI	#	1	0	0	1	0	0	0	0	1	2
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00	50.00	100.00
R05031 - TRAFFIC STUDIES SPECIALIST-NSS	#	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
R05649 - OFF-SYSTEM PLANS REVIEWER	#	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
970 Employees	Totals #	102	329	14	61	11	7	0	9	868	641
	%	10.52	33.92	1.44	6.29	1.13	0.72	0.00	0.93	89.48	66.08

Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R01039 - SENIOR PLANNING TECHNICIAN	#	1	8	0	0	0	1	0	0	8	1
9 Employees	%	11.11	88.89	0.00	0.00	0.00	11.11	0.00	0.00	88.89	11.11
R02015 - LAND SURVEY COORDINATOR	#	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
R02503 - AIRPLANE PILOT	#	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
R03536 - SR FABRICATION TECHNICIAN	#	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
R03012 - SENIOR CADD SUPPORT SPECIALIST	#	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
R02583 - LAND SURVEYOR	#	0	0	0	0	0	0	0	0	16	16
16 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
R03058 - STRUCTURAL ANALYST	#	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
R03028 - SENIOR TRAFFIC SPECIALIST	#	2	2	0	0	1	1	0	0	17	17
19 Employees	%	10.53	10.53	0.00	0.00	5.26	5.26	0.00	0.00	89.47	89.47
R01005 - SR RAILROAD SAFETY INSPECTOR	#	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
R03057 - FABRICATION TECHNICIAN	#	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
R01044 - AIRPORT PROJECT TECHNICIAN	#	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
R02362 - LEAD FIELD ACQUISITION TECH	#	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
R03020 - TR COMMUNICATION SPECIALIST	#	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
R03414 - STRUCTURAL SPECIALIST	#	0	3	0	0	0	0	0	0	6	3
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	50.00
R03522 - TRAFFIC SPECIALIST	#	2	0	0	1	1	0	0	0	4	6
6 Employees	%	33.33	0.00	0.00	16.67	16.67	0.00	0.00	0.00	66.67	100.00
R01596 - SENIOR TRAFFIC TECHNICIAN	#	1	8	1	0	0	0	0	0	12	5
13 Employees	%	7.69	61.54	7.69	0.00	0.00	0.00	0.00	0.00	92.31	38.46

Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R03014 - SENIOR CARTOGRAPHER	#	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
R01113 - SENIOR TRAFFIC TECHNICIAN-NSS	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R02013 - SENIOR SURVEY TECHNICIAN	#	0	1	0	0	0	0	0	0	11	10
11 Employees	%	0.00	9.09	0.00	0.00	0.00	0.00	0.00	0.00	100.00	90.91
R01066 - SENIOR MAINTENANCE TECHNICIAN	#	0	5	0	0	0	0	0	0	8	3
8 Employees	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00	100.00	37.50
R01516 - SR CONSTRUCTION TECHNICIAN	#	4	6	0	3	1	0	0	0	34	32
38 Employees	%	10.53	15.79	0.00	7.89	2.63	0.00	0.00	0.00	89.47	84.21
R02014 - LAND SURVEYOR IN TRAINING	#	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
R01591 - SENIOR DESIGN TECHNICIAN	#	0	10	0	0	0	0	0	0	16	6
16 Employees	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00	100.00	37.50
R01501 - SENIOR MATERIALS TECHNICIAN	#	3	5	0	2	0	1	0	0	10	8
13 Employees	%	23.08	38.46	0.00	15.38	0.00	7.69	0.00	0.00	76.92	61.54
R01593 - INTER MATERIALS TECH	#	0	1	0	0	0	0	0	0	7	6
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	100.00	85.71
V07721 - CVE INSPECTOR 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
R01534 - INTERMEDIATE DESIGN TECHNICN	#	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
R01595 - INTER TRAFFIC TECHNICIAN	#	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
R03543 - INTER STRUCTURAL TECHNICIAN	#	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
R01589 - INTER CONSTRUCTION TECH	#	0	3	0	0	0	0	0	0	23	20
23 Employees	%	0.00	13.04	0.00	0.00	0.00	0.00	0.00	0.00	100.00	86.96
R01517 - DESIGN TECHNICIAN	#	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
R03059 - SENIOR STRUCTURAL TECHNICIAN	#	1	2	0	0	0	1	0	0	5	4
6 Employees	%	16.67	33.33	0.00	0.00	0.00	16.67	0.00	0.00	83.33	66.67

Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R01071 - MATERIALS TESTING SPECIALIST	#	1	0	0	1	0	0	0	0	3	4
4 Employees	%	25.00	0.00	0.00	25.00	0.00	0.00	0.00	0.00	75.00	100.00
R02011 - SURVEY TECHNICIAN	#	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
R01594 - TRAFFIC TECHNICIAN	#	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
R01515 - CONSTRUCTION TECHNICIAN	#	2	2	0	2	0	0	0	0	11	11
13 Employees	%	15.38	15.38	0.00	15.38	0.00	0.00	0.00	0.00	84.62	84.62
R01592 - MATERIALS TECHNICIAN	#	2	0	0	2	0	0	0	0	0	2
2 Employees	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00
R03544 - STRUCTURAL TECHNICIAN	#	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
009973 - EMERGENCY MGMNT WORKER	#	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
R01569 - ASSISTANT SURVEY TECHNICIAN	#	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
258 Employees	Totals #	19	66	1	11	3	4	0	0	239	192
	%	7.36	25.58	0.39	4.26	1.16	1.55	0.00	0.00	92.64	74.42

Job Group Analysis

E

PARAPROFESSIONALS

EEO Code: E

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R03018 - MCS SYSTEM & TRAINING ANALYST	#	0	2	0	0	0	0	0	0	3	1
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R01074 - INFORMATION SYSTEMS TECHNICIAN	#	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
R01075 - INTERMEDIATE IS TECHNICIAN	#	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
R03149 - FINAL PLANS REVIEWER	#	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
R03133 - DIST FINAL PLANS & REP PROC	#	1	5	0	0	0	1	0	0	6	2
7 Employees	%	14.29	71.43	0.00	0.00	0.00	14.29	0.00	0.00	85.71	28.57
R03119 - CONSTRUCTION CONTRACT ADMINIST	#	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
R01083 - SENIOR OUTDOOR ADVERTISING TEC	#	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
R01289 - SENIOR PRINTING TECHNICIAN	#	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
R01088 - SENIOR INF SYSTEMS TECHNICIAN	#	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
R01028 - SENIOR FINANCIAL SERVICES TECH	#	0	22	0	0	0	0	0	0	27	5
27 Employees	%	0.00	81.48	0.00	0.00	0.00	0.00	0.00	0.00	100.00	18.52
R03009 - ADMINISTRATIVE TECHNICIAN-TPT	#	1	1	0	1	0	0	0	0	0	0
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
R01032 - SENIOR GENERAL SERVICES TECHN	#	0	8	0	0	0	0	0	0	9	1
9 Employees	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00	100.00	11.11
R03564 - BRIDGE INVENTORY ANALYST	#	1	1	1	0	0	0	0	0	1	1
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	50.00
R01023 - SR ADMINISTRATIVE TECHNICIAN	#	0	14	0	0	0	0	0	0	15	1
15 Employees	%	0.00	93.33	0.00	0.00	0.00	0.00	0.00	0.00	100.00	6.67
R01084 - SENIOR CUSTOMER SERVICE REP	#	3	13	0	3	0	0	0	0	11	1
14 Employees	%	21.43	92.86	0.00	21.43	0.00	0.00	0.00	0.00	78.57	7.14
R01034 - SENIOR RISK MANAGEMENT TECHNIC	#	1	9	0	1	0	0	0	0	10	2
11 Employees	%	9.09	81.82	0.00	9.09	0.00	0.00	0.00	0.00	90.91	18.18

Job Group Analysis

E

PARAPROFESSIONALS

EEO Code: E

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R01041 - SR MOTOR CARRIER TECHNICIAN	#	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
R01031 - GENERAL SERVICES TECHNICIAN	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R01022 - ADMINISTRATIVE TECHNICIAN	#	1	4	0	1	0	0	0	0	3	0
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00	75.00	0.00
R01098 - CUSTOMER SERVICE REP	#	0	3	0	0	0	0	0	0	3	0
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R01027 - FINANCIAL SERVICES TECHNICIAN	#	0	5	0	0	0	0	0	0	5	0
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R01029 - HUMAN RESOURCES TECHNICIAN	#	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
R01033 - RISK MANAGEMENT TECHNICIAN	#	1	2	0	0	1	0	0	0	1	0
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00	0.00
R01040 - MOTOR CARRIER TECHNICIAN	#	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
R01046 - SENIOR RIGHT OF WAY TECHNICIAN	#	0	4	0	0	0	0	0	0	4	0
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R01030 - SENIOR HUMAN RESOURCES TECHNIC	#	1	9	0	0	0	1	0	0	8	0
9 Employees	%	11.11	100.00	0.00	0.00	0.00	11.11	0.00	0.00	88.89	0.00
132 Employees	#	10	114	1	6	1	2	0	0	122	18
Totals	%	7.58	86.36	0.76	4.55	0.76	1.52	0.00	0.00	92.42	13.64

Job Group Analysis

F

OFFICE AND CLERICAL

EEO Code: F

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R03398 - FLD ACQUISITION COORDINATOR	#	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
R01081 - TRAFFIC SYSTEMS OPERATOR	#	2	2	0	2	0	0	0	0	1	1
3 Employees	%	66.67	66.67	0.00	66.67	0.00	0.00	0.00	0.00	33.33	33.33
R03047 - LEGAL ASSISTANT	#	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
R01085 - SR EXECUTIVE ASST TO THE DIREC	#	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
R01146 - SENIOR EXECUTIVE ASSISTANT	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R01287 - SR MOTOR CARRIER AGENT	#	0	17	0	0	0	0	0	0	20	3
20 Employees	%	0.00	85.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	15.00
R01026 - EXECUTIVE ASSISTANT	#	2	29	0	2	0	0	0	0	28	1
30 Employees	%	6.67	96.67	0.00	6.67	0.00	0.00	0.00	0.00	93.33	3.33
R01272 - CONST PROJECT OFFICE ASSISTANT	#	1	24	0	0	0	1	0	0	23	0
24 Employees	%	4.17	100.00	0.00	0.00	0.00	4.17	0.00	0.00	95.83	0.00
R01213 - INT MOTOR CARRIER AGENT	#	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
R01025 - SENIOR OFFICE ASSISTANT	#	4	17	1	3	0	0	0	0	13	0
17 Employees	%	23.53	100.00	5.88	17.65	0.00	0.00	0.00	0.00	76.47	0.00
R01286 - LEGAL SECRETARY	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
R01007 - MOTOR CARRIER AGENT	#	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
R01015 - SR TRAFFIC SYSTEMS OPERATOR	#	0	2	0	0	0	0	0	0	3	1
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	100.00	33.33
R01024 - OFFICE ASSISTANT	#	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
109 Employees	Totals #	10	99	1	7	1	1	0	0	99	10
	%	9.17	90.83	0.92	6.42	0.92	0.92	0.00	0.00	90.83	9.17

Job Group Analysis

G

SKILLED CRAFT WORKERS

EEO Code: G

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R01058 - BRIDGE MT CREW LEADER	#	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
R01055 - SENIOR BRIDGE MT WORKER	#	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
R01102 - BRIDGE MAINTENANCE CREW LEADER	#	2	1	0	2	0	0	0	0	14	15
16 Employees	%	12.50	6.25	0.00	12.50	0.00	0.00	0.00	0.00	87.50	93.75
R02021 - SENIOR FIELD ACQUISITION TECHN	#	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
R01056 - INTERMEDIATE BRIDGE MT WORKER	#	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
R01107 - SR BRIDGE MAINTENANCE WORKER	#	4	0	0	2	1	1	0	0	13	17
17 Employees	%	23.53	0.00	0.00	11.76	5.88	5.88	0.00	0.00	76.47	100.00
R01042 - SUPPLY OFFICE ASSISTANT	#	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
R01106 - INT BRIDGE MAINTENANCE WORKER	#	1	0	0	1	0	0	0	0	11	12
12 Employees	%	8.33	0.00	0.00	8.33	0.00	0.00	0.00	0.00	91.67	100.00
R03514 - EQUIP TECH SUPPORT SPECIALIST	#	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
R02019 - SENIOR EQUIPMENT TECHNICIAN	#	4	0	1	3	0	0	0	0	113	117
117 Employees	%	3.42	0.00	0.85	2.56	0.00	0.00	0.00	0.00	96.58	100.00
R02008 - SENIOR ELECTRICIAN	#	6	0	0	3	2	1	0	0	42	48
48 Employees	%	12.50	0.00	0.00	6.25	4.17	2.08	0.00	0.00	87.50	100.00
R02007 - SENIOR FACILITY OPERATIONS SPE	#	0	0	0	0	0	0	0	0	16	16
16 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
R01319 - CORE DRILL OPERATOR	#	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
R02350 - ELECTRICIAN	#	6	3	0	6	0	0	0	0	15	18
21 Employees	%	28.57	14.29	0.00	28.57	0.00	0.00	0.00	0.00	71.43	85.71
R01061 - MAINTENANCE CREW LEADER	#	31	20	1	19	4	5	0	2	388	399
419 Employees	%	7.40	4.77	0.24	4.53	0.95	1.19	0.00	0.48	92.60	95.23
R02363 - FIELD ACQUISITION TECHNICIAN	#	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

Job Group Analysis

G

SKILLED CRAFT WORKERS

EEO Code: G

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R01317 - SENIOR CORE DRILL ASSISTANT	#	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
R01073 - SENIOR SUPPLY AGENT	#	1	1	0	1	0	0	0	0	5	5
6 Employees	%	16.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00	83.33	83.33
R02018 - INTERMEDIATE EQUIPMENT TECH	#	3	1	0	2	1	0	0	0	31	33
34 Employees	%	8.82	2.94	0.00	5.88	2.94	0.00	0.00	0.00	91.18	97.06
R02006 - FACILITY OPERATIONS SPECIALIST	#	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
R02381 - ELECTRICIAN ASSISTANT	#	5	1	0	4	0	0	0	1	15	19
20 Employees	%	25.00	5.00	0.00	20.00	0.00	0.00	0.00	5.00	75.00	95.00
R01369 - INTER CORE DRILL ASSISTANT	#	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
R02017 - EQUIPMENT TECHNICIAN	#	0	0	0	0	0	0	0	0	11	11
11 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
R01089 - ASSISTANT EQUIPMENT TECHNICIAN	#	1	0	0	0	1	0	0	0	4	5
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00	80.00	100.00
M06465 - Heavy Eqpt Op	#	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
771 Employees	Totals #	65	27	2	44	9	7	0	3	706	744
	%	8.43	3.50	0.26	5.71	1.17	0.91	0.00	0.39	91.57	96.50

Job Group Analysis

H

SERVICE MAINTENANCE

EEO Code: H

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
R01057 - BRIDGE MAINTENANCE WORKER	#	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
R01101 - BRIDGE MAINTENANCE WORKER	#	11	0	0	9	2	0	0	0	24	35
35 Employees	%	31.43	0.00	0.00	25.71	5.71	0.00	0.00	0.00	68.57	100.00
R01392 - MOTORIST ASSISTANCE OPERATOR	#	13	3	1	11	1	0	0	0	27	37
40 Employees	%	32.50	7.50	2.50	27.50	2.50	0.00	0.00	0.00	67.50	92.50
R01335 - SENIOR MAINTENANCE WORKER	#	93	68	1	49	13	23	0	7	1002	1027
1095 Employees	%	8.49	6.21	0.09	4.47	1.19	2.10	0.00	0.64	91.51	93.79
R01391 - SR FACILITY OPERATIONS CREW WO	#	2	0	0	1	0	1	0	0	5	7
7 Employees	%	28.57	0.00	0.00	14.29	0.00	14.29	0.00	0.00	71.43	100.00
R01104 - EMERGENCY MT EQUP OPERATOR-TPT	#	1	0	0	0	0	1	0	0	0	1
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	100.00
R01301 - INTERMEDIATE MAINTENANCE WRKR	#	34	17	1	27	4	2	0	0	377	394
411 Employees	%	8.27	4.14	0.24	6.57	0.97	0.49	0.00	0.00	91.73	95.86
R01306 - FACILITY OPERATIONS CREW WORKE	#	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
R01333 - MAINTENANCE WORKER	#	84	31	0	65	13	5	0	1	362	415
446 Employees	%	18.83	6.95	0.00	14.57	2.91	1.12	0.00	0.22	81.17	93.05
R01376 - SENIOR BUILDING CUSTODIAN	#	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
R01099 - GENERAL LABORER	#	1	1	0	0	1	0	0	0	2	2
3 Employees	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00	66.67	66.67
2044 Employees	Totals #	239	121	3	162	34	32	0	8	1805	1923
	%	11.69	5.92	0.15	7.93	1.66	1.57	0.00	0.39	88.31	94.08

Placement of Incumbents in Job Groups

41 C.F.R. 60-2.13

MoDOT uses the Job Groups Analysis Summary to state the percentage of minorities and percentage of females that are employed in each job group.

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Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
A - OFFICIALS AND ADMINISTRATORS		#	52	160	6	25	7	10	0	4	742	634
794 Employees	A	%	6.55	20.15	0.76	3.15	0.88	1.26	0.00	0.50	93.45	79.85
B - PROFESSIONALS		#	102	329	14	61	11	7	0	9	868	641
970 Employees	B	%	10.52	33.92	1.44	6.29	1.13	0.72	0.00	0.93	89.48	66.08
C - TECHNICIANS		#	19	66	1	11	3	4	0	0	239	192
258 Employees	C	%	7.36	25.58	0.39	4.26	1.16	1.55	0.00	0.00	92.64	74.42
E - PARAPROFESSIONALS		#	10	114	1	6	1	2	0	0	122	18
132 Employees	E	%	7.58	86.36	0.76	4.55	0.76	1.52	0.00	0.00	92.42	13.64
F - OFFICE AND CLERICAL		#	10	99	1	7	1	1	0	0	99	10
109 Employees	F	%	9.17	90.83	0.92	6.42	0.92	0.92	0.00	0.00	90.83	9.17
G - SKILLED CRAFT WORKERS		#	65	27	2	44	9	7	0	3	706	744
771 Employees	G	%	8.43	3.50	0.26	5.71	1.17	0.91	0.00	0.39	91.57	96.50
H - SERVICE MAINTENANCE		#	239	121	3	162	34	32	0	8	1805	1923
2044 Employees	H	%	11.69	5.92	0.15	7.93	1.66	1.57	0.00	0.39	88.31	94.08
5078 Employees	Totals	#	497	916	28	316	66	63	0	24	4581	4162
		%	9.79	18.04	0.55	6.22	1.30	1.24	0.00	0.47	90.21	81.96

Determining Availabilities

41 C.F.R. 60-2.14

Availability is an estimate of the number of qualified minorities and women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment within the job group. The purpose of availability determination is to establish a benchmark against which the demographic composition of the department's workforce can be compared in order to determine whether barriers to equal employment opportunity may exist within particular job groups.

In determining availability, the department considers the following factors:

1. The percentage of minorities or women with the requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographic area from which the department usually seeks or reasonably could seek workers to fill positions.
2. The percentage of minorities or women among those promotable, transferable and trainable within the department. Trainable refers to those employees within the department who could, with appropriate training the Department can reasonably provide, become promotable or transferable during the AAP year.

The Incumbency vs. Availability (Utilization) Analysis is used to determine the availability of women and minorities with the requisite skills in all of the recruitment sources. Internal availabilities are derived by the reviewing of internal movement over the previous years and considering those movements as feeder pools. Internal feeders are reviewed annually. External availabilities are based on statistical data measured in the 2010 U.S. census based on the 516 standard occupational codes.

The Office of Federal Contract and Compliance Programs (OFCCP) require that availability statistics be considered for at least two factors – internal and external. This means that the department must determine, and place a value or weight, on at least two factors to establish availability. Each factor used in the analysis is given weight to reflect its contribution to the final availability figure. A value weight is a percentage representing the relative number of people the department draws from for staffing each job group.

If the total weighted availability is greater than the current utilization, a shortfall occurs and an analysis is created to determine if the shortfall is significant. The regulations state that at least one statistical evaluation must be performed to determine if there is underutilization:

The Any Difference Rule

There is an underutilization if there is any difference between availability and utilization.

The 80% Rule

There is underutilization when there is 80% or less of the availability being utilized.

The Whole Person Rule

There is underutilization when the utilization is less than availability by one whole person.

Significant Difference Rule

There is underutilization when there is a 2.00 or greater standard deviation.

The OFCCP regulations define underutilization as “having fewer protected group members in a particular job group than would be expected given their availability.”

MoDOT uses the 80% Rule along with the Whole Person Rule to determine underutilization. When using the Whole Person Rule along with the 80% Rule, a disparity exists if the expected number of females or minorities exceeds the actual number by at least .95 people and the ratio of the percentage of minorities or women to the final availability percentage is less than 80%.

The Department uses the terms “underutilization” and “problem areas” in this plan to comply with federal and state regulations. As used here, these terms do not constitute any admission of discrimination or any other unlawful conduct. Rather, the terms are used solely in a descriptive capacity for the purposes of complying with applicable regulations.

The Following chart depicts the: Internal/External Factors and the Internal/External Weight Values for each job group.

EEO Code	EEO Title	External Factor	Internal Factors	External Weight	Internal Weight
A	Officials and Administrators	Missouri	B, C, G	5	95
B	Professionals	Missouri	C, E, F	56	44
C	Technicians	Missouri	F, G, H	74	26
E	Paraprofessionals	Missouri	F	30	70
F	Office and Clerical	Missouri	H	92	7
G	Skilled Craft Workers	Missouri	H	20	80
H	Service Maintenance	Missouri		100	0

*MoDOT does not have any employees in EEO Code 'D' Protective Services

Comparing Incumbency to Availability

41 C.F.R. 60-2.15

The department compares the percentage of minorities and women in each job group to the percentage of minorities and women available in the reasonable recruitment areas who possess the skills to work for MoDOT. When the percentage of minorities or women employed in a particular job group is less than would be reasonably expected given their availability percentage in that particular job group, the department establishes a placement goal.

The Incumbency vs. Estimated Availability report shows the following information:

- Employment percentage of minorities and females in each job group (yellow highlighted groups are underutilized).
- Estimated availability percentage of minorities and females in each job group.
- Statistical significance of areas of underrepresentation (red highlighted groups indicate the underutilization is statistically significant).

For job groups where the employment percentage is less than the availability percentage, a statistical value, also known as the standard deviation, is provided. If the standard deviation is 2.0 or greater it is considered statistically significant.

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Incumbency vs. Estimated Availability

A		OFFICIALS AND ADMINISTRATORS	
Total Emp 783		Min	Fem
	Employment %	6.39	20.05
	Availability %	7.71	31.28
	Statistical Value	1.389	6.777
B		PROFESSIONALS	
Total Emp 972		Min	Fem
	Employment %	10.08	33.95
	Availability %	9.98	39.08
	Statistical Value		3.277
C		TECHNICIANS	
Total Emp 259		Min	Fem
	Employment %	8.49	25.48
	Availability %	10.45	22.74
	Statistical Value	1.029	
E		PARAPROFESSIONALS	
Total Emp 133		Min	Fem
	Employment %	8.27	85.71
	Availability %	14.20	72.70
	Statistical Value	1.959	
F		OFFICE AND CLERICAL	
Total Emp 109		Min	Fem
	Employment %	9.17	91.74
	Availability %	12.82	77.70
	Statistical Value	1.139	
G		SKILLED CRAFT WORKERS	
Total Emp 770		Min	Fem
	Employment %	8.44	3.64
	Availability %	11.38	10.12
	Statistical Value	2.568	5.965

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

H		SERVICE MAINTENANCE	
Total Emp 2055		Min	Fem
	Employment %	11.73	5.94
	Availability %	12.69	4.97
	Statistical Value	1.311	

Total Employment: 5081

E - Eighty Percent Rule

A placement goal is set when employment is less than 80% of availability.

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.

Placement Goals

41 C.F.R 60-2.16

Annual placement goals have been established for all job groups in which underutilization has been identified. These goals are not rigid or inflexible quotas, but instead are targets against which MoDOT measures itself. These goals have a two-fold purpose: to operate consistently with availability for the period of the plan and ultimately to achieve workforce participation rates that equal availability. Please note that goals are set in accordance with the 80% and Whole Person Rules.

Goal Placement Rate Percentage: The goals are the same as the final availability percentages found on the Availability analysis or the Incumbency vs. Estimated Availability Analysis. **Goals are NOT quotas.** MoDOT uses these goals as measurement tools and to help determine areas that require good faith efforts.

The following outlines our specific action-oriented good faith efforts for fiscal year 2017 for those job groups where placement goals are set:

Internal – we will work with managers to identify high performing minorities and women and encourage these employees to participate in mentorships and other programs that will enhance their skills and improve their promotional opportunities.

External – we will continue to reach out to minority and female organizations and expand our efforts to include new organizations that we have not partnered with in the past. MoDOT will also expand college recruitment to universities that are geared towards minorities.

Placement Goals

Job Group & Name	Min	Fem								
A - OFFICIALS AND ADMINISTRATORS		31.28								
E - PARAPROFESSIONALS	14.20									
F - OFFICE AND CLERICAL	12.82									
G - SKILLED CRAFT WORKERS	11.38	10.12								

Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 3 – Internal Support Data

The following section contains documentation from internal resources at MoDOT.

*Accomplishments of Prior Year's Goal
FY 2017 Diversity Training Conducted
Separation Summary Report
Promotion Summary Report
Applicant Summary Report
Disciplinary Action Summary
Analysis of Hires & Offers v. Applicants
Grievances and Complaints
Census Codes*

Accomplishments of Prior Year's Placement Goals

41 C.F.R. 60-1.40(c), 41 C.F.R. 60-1.12 (b) – 2.1(c) and 2.16

At the beginning of the last plan year (July 1, 2016), placement rate goals were set for those job groups where the utilization analysis determined it was necessary. The following is an account of the results as of June 30, 2017.

Goal Attainment Report

Only job groups that were assigned placement goals are listed.

Job Group	Minority Percent		
	Employment 6.30.16	Placement Goal	Employment 6.30.17
A-Officials and Administrators	6.27	8.29	6.39
E-Paraprofessionals	9.09	11.59	8.27
F-Office and Clerical	8.26	13.89	9.17
G-Skilled Craft Worker	8.34	13.81	8.44

Job Group	Female Percent		
	Employment 6.30.16	Placement Goal	Employment 6.30.17
A-Officials and Administrators	19.33	30.25	20.05
B-Professionals	33.61	42.26	33.95
G-Skilled Craft Workers	3.52	11.21	3.64

FY 2017 Diversity Training Conducted

EEO Training

The Department requires all new and current employees to have training over Equal Employment Opportunity policies. New employees are required to have this training as part of the New Employee Orientation classes and all existing employees are required to have a refresher course every three years. When an employee is promoted to a position of supervisor or above, they are also required to take an EEO class specifically for supervisors. This training class focuses on the additional responsibility a supervisor will have regarding EEO in the workplace. All of these trainings include topics about: sexual harassment, discrimination, workplace violence, retaliation and diversity.

Diversity and Inclusion Training Conducted

In addition to the required EEO training, MoDOT provides opportunities to participate in a variety of other diversity events. The training listed below was attended by one or more of the Department's employees. The instructors for the classes were a combination of MoDOT trainers, computer based and external consultants.

Training/Workshops – Internal

- A Manager's Guide to Diversity, Inclusion and Accommodation
- Bridging the Diversity Gap
- Critical Conversations for District Leadership
- Discovering Your Uniqueness
- Diversity and Inclusion Council Meeting
- Diversity on the Job: Diversity and You
- Diversity on the Job: The Importance of Diversity and the Changing Workplace
- EEO Refresher Employee Level
- EEO Refresher Supervisor Level
- Employee Engagement Summit
- Ensuring a Diverse Applicant Pool Webinar
- Happiness and Inclusion Presentation
- How to Build an Inclusive Workforce
- Managing Diversity Webinar
- Managing Workforce Generations: Working with a Multigenerational Team
- Managing Workforce Generations: Working with the 21st Century Generation Mix
- Managing Workforce Generations: Introduction to Cross-generational Employees
- Promoting Diversity and Avoiding Discrimination
- Respect in the Workplace

- Understanding Workplace Diversity

Training Workshops – External

- Discovering the Treasures of Generations
- Inclusion in Communication: It's Part of Your Communication DNA
- Leadercast 2017
- Springfield Missouri Community Conversations

Conferences – Internal

- Regional Diversity and Inclusion Conferences
 - Central Office and Central District
 - Northeast
 - Northwest
 - St. Louis
 - Southeast
 - Southwest

Conferences – External

- “EmployAbility” Summit
- Diversity Awareness Partner – Diversity Summit
- Missouri Society of Human Resource Management Diversity Conference
- Society of Human Resource Management Chapter Meeting on Diversity and Inclusion – From the Inside Out
- Statewide Collaborative Diversity Conference – Missouri State University
- Webster University Diversity Conference
- Women of Color Leadership Conference – UMKC
- Women’s Leadership Conference

Separation Summary

When terminations or reductions in the workforce are necessary, MoDOT makes its decisions without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristic protected by applicable law. Our analysis does not evaluate for disparate impact on separations because we cannot fully account for voluntary separations such as retirement.



MoDOT Separations by EEO Job Category

Reporting Target Date Jul 1, 2016 to Jun 30, 2017

Run Date: 11/14/17

EEO Job Category Cd	Total Male Separations	Male A	Male B	Male H	Male I	Male P	Male W	Male 2	Male Unknown	Total Female Separations	Female A	Female B	Female H	Female I	Female P	Female W	Female 2	Female Unknown	Gender Unknown	Total Separations
OFFICIALS AND ADMINISTRATORS	60	0	5	0	0	0	55	0	0	12	0	0	0	0	0	12	0	0	0	72
PROFESSIONALS	62	3	6	1	1	0	51	0	0	41	2	2	0	1	0	35	0	1	0	103
TECHNICIANS	22	0	1	1	0	0	20	0	0	2	0	1	0	0	0	1	0	0	0	24
PARAPROFESSIONALS	3	0	0	1	0	0	2	0	0	10	0	2	0	0	0	8	0	0	0	13
OFFICE AND CLERICAL	3	0	0	0	0	0	3	0	0	17	0	1	1	0	0	15	0	0	0	20
SKILLED CRAFT WORKERS	60	0	11	0	1	0	48	0	0	1	0	0	0	0	0	1	0	0	0	61
SERVICE MAINTENANCE	289	1	42	4	4	0	236	0	2	15	0	1	0	1	0	13	0	0	0	304
MoDOT Total Separations	499	4	65	7	6	0	415	0	2	98	2	7	1	2	0	85	0	1	0	597

Report includes all MoDOT employees with an ESMT change of a Separation (Employment Status Code = '2').

Promotion Summary

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. Our analysis reveals that neither minorities nor women are being treated disparately in promotions.



MoDOT Total Promotions by EEO Job Category

Reporting Target Date Jul 1, 2016 to Jun 30, 2017

Run Date: 08/30/17

EEO Job Category Cd	Total Male Promotions	Male A	Male B	Male H	Male I	Male P	Male W	Male 2	Male Unknown	Total Female Promotions	Female A	Female B	Female H	Female I	Female P	Female W	Female 2	Female Unknown	Gender Unknown	Total Promotions
OFFICIALS AND ADMINISTRATORS	88	0	3	1	0	0	84	0	0	33	3	1	0	0	0	29	0	0	0	121
PROFESSIONALS	91	1	0	0	0	0	90	0	0	56	0	5	0	1	0	50	0	0	0	147
TECHNICIANS	29	0	2	0	0	0	27	0	0	2	0	0	0	0	0	2	0	0	0	31
PARAPROFESSIONALS	1	0	0	0	0	0	1	0	0	14	0	1	0	0	0	12	0	1	0	15
OFFICE AND CLERICAL	1	0	0	0	0	0	1	0	0	2	0	0	0	0	0	2	0	0	0	3
SKILLED CRAFT WORKERS	120	0	13	1	2	0	104	0	0	7	0	1	0	0	0	6	0	0	0	127
SERVICE MAINTENANCE	352	1	29	5	4	0	311	0	1	17	0	2	0	0	0	15	0	0	0	369
MoDOT Total Promotions	682	2	47	7	6	0	618	0	1	131	3	10	0	1	0	116	0	1	0	813

Report includes all MoDOT employees with an ESMT change of Promotion (Personnel Action Code = "CHCON" and Personnel Action Reason Code = "C39")

Applicant Summary

During the plan year, July 1, 2016 to June 30, 2017, MoDOT posted the majority of all open positions on the department's internet site. All persons interested in obtaining employment with MoDOT were advised to apply according to our current policy. The Human Resources Division accepted applications for all open positions posted. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

The Human Resources Division develops all hiring procedures; and all hiring at MoDOT is conducted on the basis of nondiscriminatory criteria.

Applicant Summary

Job Group	Qualified Applicants				Interviewed				Hired			Filled	
	Total	Min	Fem	Unk	Total	Min	Fem	Unk	Total	Min	Fem	Internal	External
A- Officials and Administrators	995	109	232	39	579	53	113	6	124	8	33	117	7
B -Professionals*	2422	468	1063	200	623	94	233	48	127	16	50	55	72
C -Technician	1178	215	213	143	342	37	62	18	84	8	14	22	62
E- Paraprofessionals	782	95	578	67	120	13	92	7	23	3	18	7	16
F- Office Clerical	1045	132	874	91	156	21	133	9	28	5	23	2	26
G- Skilled Crafts	766	93	36	16	539	50	22	8	104	13	6	83	21
H- Maintenance	9435	1719	742	589	2399	391	133	121	576	124	30	127	449
Total	16623	2831	3738	1145	4758	659	788	217	1066	177	174	413	653

Disciplinary Action

July 1, 2016, through June 30, 2017

Total number of employees who received disciplinary action by race.

	Asian	Black	Hispanic	American Indian	White	Unknown	TOTAL
Verbal Warning	2	27	2	2	152	2	187
Written Warning	1	8	2	1	67	1	80
Probation	1	2	0	0	16	0	19
Suspension	0	3	0	0	6	0	9
Probation & Suspension	0	7	0	0	12	0	19
Demotion	0	0	0	0	3	0	3
Termination	1	10	1	0	36	1	49
Other	0	0	0	0	0	0	0
TOTAL	5	57	5	3	292	4	366

366 total disciplinary actions over the selected fiscal year.

Data includes both full-time, permanent part-time, and wage employees.

Analysis of Hires and Offers v. Applicants

AAP 2018 EEOC Code
12/27/2017

Report

Standard Deviation Test (PRI corrected OFCCP) by Job Group

Sort and Summarize by

Job Group

Time Period

All

Test for Adverse Impact

Standard Deviation (PRI corrected OFCCP)

The Standard Deviation Test (PRI-corrected OFCCP), a test of statistical significance, takes into account the fact that, if an employer paid no attention to race or sex when making selections, there would be some natural degree of departure from perfect parity, both above and below, based on the rules of probability. According to this test, only significant departures away from parity should be construed as possible evidence of adverse impact. This test differs from the OFCCP in that it includes a correction factor that the OFCCP omitted in its calculations. In cases where the selection pool is less than 30, and the expected number of selections is less than 5, Monitor automatically performs the Fisher's Exact Test in addition to the Standard Deviation Test. This procedure conforms with OFCCP methodology.

Race Comparison

Race v. All Others

Compares the minority total group to whites, and each race/ethnic group to all others (for example, blacks to non-blacks, Hispanics to non-Hispanics, whites to non-whites, etc...).

Footnotes

Analysis of Hires and Offers v. Applicants

AAP 2018 EEOC Code
12/27/2017

	Significant Disparity?			
	Male	Female	White	Minority
<i>Job Group: A</i> Official and Administrators				
<i>Job Group: B</i> Professionals				Yes
<i>Job Group: C</i> Technician				Yes
<i>Job Group: E</i> Paraprofessionals				
<i>Job Group: F</i> Office and Clerical				
<i>Job Group: G</i> Skilled Craft Workers				
<i>Job Group: H</i> Service Maintenance		Yes		

Note: Yes indicates Number of Standard Deviations ≤ -2.00

Yes* indicates Probability ≤ 0.0500

¹ indicates one-tail probabilities that have not been doubled

Grievances and Complaints

The following chart lists all the EEO grievances and complaints that were opened during fiscal year 2017 (July 1, 2016 – June 30, 2017) and the current status of the investigation.

Grievances and Complaints

7/1/2016 - 6/30/2017

<i>Grievance/ Complaint Filed With</i>	<i>Sex</i>	<i>Race</i>	<i>Complaint</i>	<i>Basis</i>	<i>Status</i>
AI	Male	African-American	Promotion	Treatment Age	Closed
MCHR/EEOC	Female	Caucasian	Retaliation	Gender	Report submitted to MCHR/EEOC
			Treatment	Grievance	Closed
AI	Male	Caucasian	Promotion Treatment Disciplinary	Retaliation	Closed
AI	Female	Caucasian	Hiring Treatment	Retaliation Gender	Closed
MCHR/EEOC	Male	Caucasian	Retaliation	Hostile Work Environ Age Disability	Closed
MCHR/EEOC	Female		Hostile Work Environment	Gender	Drafting Response to MCHR/EEOC
AI	Male	Caucasian	Promotion	Gender Age	Closed
AI	Male	Caucasian	Demotion	Grievance	Closed
MCHR/EEOC	Male	Caucasian	Termination	Disability Age Race Gender Race	Drafting Response to MCHR/EEOC
AI	Male	African-American	Termination	Grievance	Closed
AI	Female	Caucasian	Treatment	Disability	Closed
AI	Male	Caucasian	Disciplinary	Disciplinary	Completed/Under Review
AI	Female	Caucasian	Promotion	Gender	Closed

<i>Grievance/ Complaint Filed With</i>	<i>Sex</i>	<i>Race</i>	<i>Complaint</i>	<i>Basis</i>	<i>Status</i>
AI	Male	Caucasian	Disciplinary	Grievance	Closed
AI	Male	Caucasian	Termination	Grievance	Closed
EEOC	Male	African-American	Disciplinary	Retaliation Race Religion	Report submitted to MCHR/EEOC
AI	Female	Caucasian	Disciplinary	Grievance	Closed
AI	Male	Caucasian	Termination	Grievance	Investigation Underway
AI	Female	Caucasian	Harassment Disciplinary	Disability	Under Review by CCO
	Male	Asian/Pacific Islanders	Promotion	Race	Completed/Under Review

State of Missouri

June 30, 2017 Annual Affirmative Action Plan

Missouri Department of Transportation

Census Code Assignments

Census Occupation Code 0010 - Chief executives and legislators

Job Code	Job Title	EEO Code	Job Group
R09939	CHIEF FINANCIAL OFFICER	A	A
R09940	DIR, DEPT OF TRANSPORTATION	A	A

Census Occupation Code 0020 - General and operations managers

Job Code	Job Title	EEO Code	Job Group
R04880	ADMINISTRATOR OF AVIATION	A	A
R04116	ADMINISTRATOR OF FREIGHT DEVEL	A	A
R04881	ADMINISTRATOR OF RAILROADS	A	A
R04882	ADMINISTRATOR OF TRANSIT	A	A
R04434	ASST TO THE DIST ENGINEER	A	A
R09920	AUDITS & INVESTIGATIONS DIR	A	A
R09977	EXTERNAL CIVIL RIGHTS DIRECTOR	A	A
R09924	HIGHWAY SAFETY DIRECTOR	A	A
R04047	HWY SAFETY PROG ADMINISTRATOR	A	A
R09045	INNOV PARTNERS & ATL FUND DIR	A	A
R05944	LONG RANGE TRANS PLANNING CO	A	A
R04035	MC INVESTIGATIONS ADMINISTRATR	A	A
R09951	MULTIMODAL OPRATNS DIRECTOR	A	A
R04033	RAILROAD OPERATIONS MANAGER	A	A
R09999	SECRETARY TO THE COMMISSION	A	A
R09947	TRANSPORTATION PLANNING DIR	A	A

Census Occupation Code 0040 - Advertising and promotions managers

Job Code	Job Title	EEO Code	Job Group
R04431	OUTDOOR ADVERTISING MANAGER	A	A

Census Occupation Code 0060 - Public relations and fundraising managers

Job Code	Job Title	EEO Code	Job Group
R04024	ASST CUSTOMER RELATIONS DIREC	A	A
R09931	CUSTOMER RELATIONS DIRECTOR	A	A
R04443	CUSTOMER RELATIONS MANAGER	A	A
R09930	GOVERNMENTAL RELATIONS DIRECTO	A	A

Census Occupation Code 0100 - Administrative services managers

Job Code	Job Title	EEO Code	Job Group
R04440	CENTRAL OFFICE GENERAL SERV MG	A	A
R09915	GENERAL SERVICES DIRECTOR	A	A
R04089	GENERAL SERVICES MANAGER	A	A

Census Code Assignments

R04636	SUPPORT SERVICES MANAGER	A	A
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Census Occupation Code 0110 - Computer and information systems managers

Job Code	Job Title	EEO Code	Job Group
R04613	ASST IS DIRECTOR	A	A
R04102	BUSINESS SYST SUPPORT MANAGER	A	A
R04458	DIST INFORMATION SYSTM MANAGER	A	A
R09918	INFO SYSTEMS DIRECTOR	A	A
R04067	INFORMATION SYSTEMS SUPERVISOR	A	A

Census Occupation Code 0120 - Financial managers

Job Code	Job Title	EEO Code	Job Group
R04050	FINANCIAL SERVICES ADMINISTRAT	A	A
R09981	FINANCIAL SERVICES DIRECTOR	A	A
R04724	FINANCIAL SERVICES MANAGER	A	A

Census Occupation Code 0135 - Compensation and benefits managers

Job Code	Job Title	EEO Code	Job Group
R04115	EMPLOYEE BENEFITS MANAGER	A	A
R09973	RISK AND BENEFITS MGT DIRECTOR	A	A

Census Occupation Code 0136 - Human resources managers

Job Code	Job Title	EEO Code	Job Group
R09916	HUMAN RESOURCES DIRECTOR	A	A
R04897	HUMAN RESOURCES MANAGER	A	A

Census Occupation Code 0137 - Training and development managers

Job Code	Job Title	EEO Code	Job Group
R04442	EMPLOYEE DEVELOPMENT MANAGER	A	A
R09980	EQUAL OP & DIVERSITY DIRECTOR	A	A

Census Occupation Code 0160 - Transportation, storage, and distribution managers

Job Code	Job Title	EEO Code	Job Group
R04093	ASST MOTOR CARRIER SERV DIRECT	A	A
R09905	MOTOR CARRIER SERVICES DIRECTR	A	A

Census Occupation Code 0220 - Construction managers

Job Code	Job Title	EEO Code	Job Group
R01330	MAINT SUPERINTENDENT	A	A

Census Occupation Code 0300 - Architectural and engineering managers

Job Code	Job Title	EEO Code	Job Group
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Census Code Assignments

R05449	AREA ENGINEER	A	A
R09922	ASSISTANT CHIEF ENGINEER	A	A
R05751	ASSISTANT DISTRICT ENGINEER	A	A
R05717	ASSISTANT STATE DESIGN ENGIN	A	A
R05082	ASSISTANT TO THE RESIDENT ENGI	A	A
R05077	ASST DIST MAINT & TRAFF ENGINE	A	A
R05076	ASST DIST MAINTENANCE ENGINEER	A	A
R05042	ASST DISTRICT BRIDGE ENGINEER	A	A
R05852	ASST STATE BRIDGE ENGINEER	A	A
R05711	ASST STATE CO AND MA ENGINEER	A	A
R04141	ASST TRANSP PLANNING DIRECTOR	A	A
R05078	AST DISTRICT CONSTR & MATER EN	A	A
R04021	AVIATION OPERATIONS MANAGER	A	A
R05642	AVIATION PROGRAMS MANAGER	A	A
R05757	BID & CONTRACT SERVICE ENGR	A	A
R05858	BRIDGE INSPECTION ENGINEER	A	A
R05610	CADD SERVICES ENGINEER	A	A
R09900	CHIEF ENGINEER	A	A
R05083	COMPUTER AIDED DRFT SUPPRT ENG	A	A
R05029	CONST & MATERIALS LIAISON ENGR	A	A
R05453	DISTRICT BRIDGE ENGINEER	A	A
R05080	DISTRICT CONST & MATERIALS ENG	A	A
R05452	DISTRICT DESIGN ENGINEER	A	A
R09911	DISTRICT ENGINEER	A	A
R05081	DISTRICT MAINT & TRAFFIC ENGIN	A	A
R05072	DISTRICT MAINTENANCE ENGINEER	A	A
R05450	DISTRICT TRAFFIC ENGINEER	A	A
R05865	FABRICATION OPERATIONS ENGR	A	A
R05046	LOCAL PROGRAMS ADMINISTRATOR	A	A
R05765	MAINTENANCE LIAISON ENGINEER	A	A
R01004	RAIL SAFETY SPECIALIST	B	B
R05614	RAILROAD PROJECTS MANAGER	A	A
R05809	RESIDENT ENGINEER	A	A
R05009	SPRVING BRIDGE INSPECTION EN	A	A
R09908	STATE BRIDGE ENGINEER	A	A
R09912	STATE CO & MA ENGINEER	A	A
R09909	STATE DESIGN ENGINEER	A	A
R09914	STATE MAINTENANCE ENGINEER	A	A
R09984	STATE TRAFFIC&HWY SAFTY ENGR	A	A
R05032	STRCTURAL PRELIM & REVIEW ENGR	A	A
R05831	STRUCT DEV & SUPPORT ENGR	A	A
R05476	STRUCTURAL PROJECT MANAGER	A	A
R05471	STRUCTURAL RESOURCE MANAGER	A	A
R05875	STRUCTURAL SERVICES ENGINEER	A	A

Census Code Assignments

R05018	TRAFFIC LIAISON ENGINEER	A	A
R05667	TRAFFIC OPERATIONS ENGINEER	A	A
R05800	TRANSPORT SYSTEM ANALYSIS ENGR	A	A

Census Occupation Code 0360 - Natural sciences managers

Job Code	Job Title	EEO Code	Job Group
R04727	CHEMICAL LABORATORY DIRECTOR	A	A
R04665	ENVIRONMENTAL COMPLNC MANAGER	A	A
R05823	GEOTECHNICAL DIRECTOR	A	A
R05797	PHYSICAL LABORATORY DIRECTOR	A	A

Census Occupation Code 0410 - Property, real estate, and community association managers

Job Code	Job Title	EEO Code	Job Group
R04728	ASST RIGHT OF WAY MNGR-CERTIFI	A	A
R04861	RIGHT OF WAY LIAISON	B	B
R04752	RIGHT OF WAY MANAGER	A	A

Census Occupation Code 0425 - Emergency management directors

Job Code	Job Title	EEO Code	Job Group
R04140	EMERGENCY MANAGEMENT LIAISON	A	A
R01020	INCIDENT MANAGEMENT COORDINATR	A	A

Census Occupation Code 0430 - Miscellaneous managers, including funeral service managers and postmasters and mail superintendents

Job Code	Job Title	EEO Code	Job Group
R04426	AUDIT MANAGER	A	A
R04134	AUDITS & INVESTIGATIONS ADMNST	A	A
R04644	CLAIMS ADMINISTRATION MGR	A	A
R04122	COMMRCIAL MTR VEHICLE PROG MGR	A	A
R04051	DISTRICT SFTY & HLTH MGR	A	A
R06608	ENVIRONMENTAL & HIST PRESV MGR	A	A
R04123	EXTERNAL CIVIL RIGHTS MANAGER	A	A
R06689	HISTORIC PRESERVATION MANAGER	A	A
R04060	INF SYSTEMS PROJECT MANAGER	A	A
R03238	MOTOR CARRIER COMPLIANCE SUPV	A	A
R04118	MOTOR CARRIER PROJECT MANAGER	B	B
R05024	TRAFFIC CENTER MANAGER	A	A
R04042	TRANS ENFORCEMENT INVESTI SUPV	A	A
R01103	URBAN TRAFFIC SUPERVISOR	A	A

Census Occupation Code 0530 - Purchasing agents, except wholesale, retail, and farm products

Job Code	Job Title	EEO Code	Job Group
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Census Code Assignments

R04427	PROCUREMENT AGENT	B	B
R04101	SENIOR PROCUREMENT AGENT	B	B

Census Occupation Code 0540 - Claims adjusters, appraisers, examiners, and investigators

Job Code	Job Title	EEO Code	Job Group
R04878	INTER RISK MGT SPECIALIST	B	B
R04005	INTERMEDIATE INVESTIGATOR	B	B
R04465	INTERMEDIATE SAFETY OFFICER	B	B
R04003	INVESTIGATOR	B	B
R04422	RISK MANAGEMENT SPECIALIST	B	B
R04603	SAFETY OFFICER	B	B
R04001	SENIOR INVESTIGATOR	B	B
R04466	SENIOR SAFETY OFFICER	B	B
R04692	SR RISK MGMT SPECIALIST	B	B

Census Occupation Code 0565 - Compliance officers

Job Code	Job Title	EEO Code	Job Group
R04039	CIVIL RIGHTS SPECIALIST	B	B
R04040	INT CIVIL RIGHTS SPECIALIST	B	B
R04045	MC INVESTIGATIONS SPEC	B	B
R04467	OUTDOOR ADVERTISING SPECIALIST	B	B
R04129	SAFETY AND CLAIMS MANAGER	A	A
R04041	SR CIVIL RIGHTS SPECIALIST	B	B
R04113	SR OUTDOOR ADVERTISING PERM SP	B	B
R04038	SR TRNS ENFRCEMNT INVESTIGATOR	B	B
R04037	TRANSP ENFRCEMNT INVESTIGATOR	B	B

Census Occupation Code 0600 - Cost estimators

Job Code	Job Title	EEO Code	Job Group
R05758	ESTIMATOR	B	B

Census Occupation Code 0630 - Human resources workers

Job Code	Job Title	EEO Code	Job Group
R04849	HUMAN RESOURCES SPECIALIST	B	B
R04605	INT HUMAN RESOURCES SPECLST	B	B
R04862	SR HR SPECIALIST	B	B

Census Occupation Code 0640 - Compensation, benefits, and job analysis specialists

Job Code	Job Title	EEO Code	Job Group
R06006	ORGANIZATIONAL PERFORMANCE SPE	B	B
R04065	SR BENEFITS SPECIALIST	B	B
R04061	SR ORGANIZATIONAL PERF ANALYST	B	B

Census Code Assignments

Census Occupation Code 0650 - Training and development specialists

Job Code	Job Title	EEO Code	Job Group
R04136	DIVERSITY & INCLUSION SPECIALI	B	B
R04012	INT EMPLOYEE DEVELOPMENT SPECI	B	B
R04138	SR DIVERSITY & INCLUSION SPEC	B	B
R04009	SR EMPLOYEE DEVELOPMENT SPECIA	B	B

Census Occupation Code 0735 - Market research analysts and marketing specialists

Job Code	Job Title	EEO Code	Job Group
R04019	MARKET ANALYSIS COORDINATOR	B	B
R06005	RESEARCH ADMINISTRATOR	A	A

Census Occupation Code 0740 - Business operations specialists, all other

Job Code	Job Title	EEO Code	Job Group
R04008	GENERAL SERVICES SPEC	B	B
R04585	INTER SYSTEM MANAGEMENT SPECIA	B	B
R05798	INTER TRANSPORTATION PLANNER	B	B
R04445	INTERM GEN SERV SPECIALIST	B	B
R04074	INTERM MULTIMODAL OPER SPECIAL	B	B
R04870	ROADSIDE MANAGEMENT SPEC	B	B
R04032	SPECIAL PROJECTS COORD	A	A
R04007	SR GENERAL SERVICES SPEC	B	B
R04080	SR MULTIMODAL OPER SPECIALIST	B	B
R04712	SR SYSTEM MANAGEMENT SPECIALIS	B	B
R05815	SR TRANSPORTATION PLANNER	B	B
R05856	TRANSPORTATION PLANNER	B	B

Census Occupation Code 0800 - Accountants and auditors

Job Code	Job Title	EEO Code	Job Group
R04838	AUDITOR	B	B
R04779	INTERMEDIATE AUDITOR	B	B
R04628	SENIOR AUDITOR	B	B
007800	UTILITY REGULATORY AUDITOR I	B	B

Census Occupation Code 0810 - Appraisers and assessors of real estate

Job Code	Job Title	EEO Code	Job Group
R04890	CERTIFIED APPRAISER	B	B
R04456	INTER R/W SPECIALIST	B	B
R04699	RIGHT OF WAY SPECIALIST	B	B
R04698	SR R/W SPECIALIST	B	B

Census Occupation Code 0840 - Financial analysts

Census Code Assignments

Job Code	Job Title	EEO Code	Job Group
R04121	RESOURCE MANAGEMENT SPECIALIST	B	B

Census Occupation Code 0950 - Financial specialists, all other

Job Code	Job Title	EEO Code	Job Group
R04632	FINANCIAL SERVICES SPECIALIST	B	B
R04617	INTERM FINANCIAL SERV SPECIALI	B	B
R04740	SR FINANCIAL SERVICES SPECIALI	B	B

Census Occupation Code 1005 - Computer and information research scientists

Job Code	Job Title	EEO Code	Job Group
R04110	INFO SYS TECHNOLOGY SPECIALIST	A	A

Census Occupation Code 1006 - Computer systems analysts

Job Code	Job Title	EEO Code	Job Group
R04023	BUS SYST SUPP SPECIALIST	B	B
R04695	INFO SYSTEMS TECHNOLOGIST	B	B
R04029	INT INFO SYSTEMS TECHNOLOGIST	B	B
R04600	LEAD INFO SYSTEMS TECHNOLOGIST	B	B
R04107	SENIOR DATA REPORT ANALYST	B	B
R04696	SR INFO SYSTEMS TECHNOLOGIST	B	B

Census Occupation Code 1050 - Computer support specialists

Job Code	Job Title	EEO Code	Job Group
R01088	SENIOR INF SYSTEMS TECHNICIAN	E	E

Census Occupation Code 1105 - Network and computer systems administrators

Job Code	Job Title	EEO Code	Job Group
R04094	CONSTR MANGMNT SYSTEMS ADMINIS	A	A
R04120	DESIGN MGT SYSTEMS ADMINISTRAT	A	A
R04099	TRANSP MGT SYS ADMINISTRATOR	A	A

Census Occupation Code 1106 - Computer network architects

Job Code	Job Title	EEO Code	Job Group
000165	INFORMATION TECHNOLOGY SPEC I	B	B

Census Occupation Code 1107 - Computer occupations, all other

Job Code	Job Title	EEO Code	Job Group
R04408	GIS SPECIALIST	B	B
R01074	INFORMATION SYSTEMS TECHNICIAN	E	E
R04409	INT GIS SPECIALIST	B	B
R01075	INTERMEDIATE IS TECHNICIAN	E	E

Census Code Assignments

R03018	MCS SYSTEM & TRAINING ANALYST	E	E
R04078	SENIOR GIS SPECIALIST	B	B
R04639	TRANSPORTATION DATA ANALYST	B	B

Census Occupation Code 1310 - Surveyors, cartographers, and photogrammetrists

Job Code	Job Title	EEO Code	Job Group
R02015	LAND SURVEY COORDINATOR	C	C
R02582	LAND SURVEY SUPERVISOR	A	A
R02583	LAND SURVEYOR	C	C

Census Occupation Code 1360 - Civil engineers

Job Code	Job Title	EEO Code	Job Group
R05041	BRIDGE INSPECTOR	B	B
R05816	BRIDGE LOC & LAYOUT DESIGNER	B	B
R05640	CADD SUPPORT ANALYST	B	B
R05697	COMPUTER LIAISON, DESIGN	B	B
R05736	CONSTRUCTION INSPECTOR	B	B
R05003	DESIGN LIAISON ENGINEER	A	A
R05659	DISTRICT CONSTRUCTION LIAISON	B	B
R05893	DISTRICT DESIGN LIAISON	B	B
R05755	DISTRICT UTILITIES ENGINEER	B	B
R05010	ESTIMATE AND REVIEW ENGINEER	A	A
R05768	FIELD MATERIALS ENGR	B	B
R03398	FLD ACQUISITION COORDINATOR	F	F
R05822	GEOTECHNICAL ENGINEER	A	A
R05776	HIGHWAY DESIGNER	B	B
R05044	INNOVATIONS ENGINEER	B	B
R05475	INT TR STUDIES SPECIALIST	B	B
R05626	INTER CONST INSPECTOR	B	B
R05629	INTER HIGHWAY DESIGNER	B	B
R05771	INTER MATERIALS INSPECTOR	B	B
R05651	INTER MATERIALS SPEC	B	B
R05630	INTER STRUCTURAL DESIGNER	B	B
R05019	INTERM PAVEMENT SPECIALIST	B	B
R05027	INTERMED GEOTECHNICAL SPECIA	B	B
R05787	MATERIALS INSPECTOR	B	B
R05030	NON-MOTORIZED TRANSP ENGINEER	B	B
R05649	OFF-SYSTEM PLANS REVIEWER	B	B
R05446	PAVEMENT ENGINEER	B	B
R05036	PROJECT REVIEWER	B	B
R05013	RESEARCH ENGINEER	A	A
R05037	SENIOR ESTIMATOR	B	B
R05814	SENIOR HIGHWAY DESIGNER	B	B

Census Code Assignments

R05772	SENIOR MATERIALS INSPECTOR	B	B
R05623	SENIOR MATERIALS SPECIALIST	B	B
R05023	SENIOR PAVEMENT SPECIALIST	B	B
R05034	SENIOR PROJECT REVIEWER	B	B
R05754	SENIOR TRAFFIC STUDIES SPECIAL	B	B
R05819	SIGN & MARKING ENGINEER	A	A
R05813	SR CONSTRUCTION INSPECTOR	B	B
R05126	SR ENGINEERING PROFESSNL-TPT	B	B
R05773	SR GEOTECHNICAL SPECIALIST	B	B
R05818	SR STRUCTURAL DESIGNER	B	B
R05056	SR STRUCTURAL ENGINEER	B	B
R05033	SR TRAFFIC STUDIES SPECIAL-NSS	B	B
R05043	STANDARDS SPECIALIST	B	B
R05084	STATEWIDE INCIDENT RESPONSE CO	B	B
R05834	STRUCTURAL DESIGNER	B	B
R05430	STRUCTURAL HYDRAULICS ENGINEER	A	A
R05737	STRUCTURAL LIAISON ENGINEER	A	A
R05026	TRAFFIC MNGMNT & OPERATION ENG	B	B
R03586	TRAFFIC OPERATIONS SUPERVISOR	A	A
R05039	TRAFFIC SAFETY ENGINEER	B	B
R05851	TRAFFIC STUDIES SPECIALIST	B	B
R05031	TRAFFIC STUDIES SPECIALIST-NSS	B	B
R05748	TRANSP PROJECT DESIGNER	A	A
R05444	TRANSPORTATION PROJECT MGR	A	A

Census Occupation Code 1540 - Drafters

Job Code	Job Title	EEO Code	Job Group
R03564	BRIDGE INVENTORY ANALYST	E	E
R03543	INTER STRUCTURAL TECHNICIAN	C	C
R03059	SENIOR STRUCTURAL TECHNICIAN	C	C
R03058	STRUCTURAL ANALYST	C	C
R03414	STRUCTURAL SPECIALIST	C	C
R03544	STRUCTURAL TECHNICIAN	C	C

Census Occupation Code 1550 - Engineering technicians, except drafters

Job Code	Job Title	EEO Code	Job Group
R01044	AIRPORT PROJECT TECHNICIAN	C	C
R01515	CONSTRUCTION TECHNICIAN	C	C
R01517	DESIGN TECHNICIAN	C	C
R02363	FIELD ACQUISITION TECHNICIAN	G	G
R01589	INTER CONSTRUCTION TECH	C	C
R01593	INTER MATERIALS TECH	C	C
R01534	INTERMEDIATE DESIGN TECHNICN	C	C

Census Code Assignments

R01592	MATERIALS TECHNICIAN	C	C
R03012	SENIOR CADD SUPPORT SPECIALIST	C	C
R01591	SENIOR DESIGN TECHNICIAN	C	C
R02021	SENIOR FIELD ACQUISITION TECHN	G	G
R01066	SENIOR MAINTENANCE TECHNICIAN	C	C
R01501	SENIOR MATERIALS TECHNICIAN	C	C
R01039	SENIOR PLANNING TECHNICIAN	C	C
R03028	SENIOR TRAFFIC SPECIALIST	C	C
R01516	SR CONSTRUCTION TECHNICIAN	C	C
R03522	TRAFFIC SPECIALIST	C	C

Census Occupation Code 1560 - Surveying and mapping technicians

Job Code	Job Title	EEO Code	Job Group
R01569	ASSISTANT SURVEY TECHNICIAN	C	C
R02016	DISTRICT LAND SURVEY MANAGER	A	A
R02014	LAND SURVEYOR IN TRAINING	C	C
R03014	SENIOR CARTOGRAPHER	C	C
R02013	SENIOR SURVEY TECHNICIAN	C	C
R02011	SURVEY TECHNICIAN	C	C

Census Occupation Code 1720 - Chemists and materials scientists

Job Code	Job Title	EEO Code	Job Group
R04411	ENVIRONMENTAL CHEMIST	B	B
R04087	SENIOR CHEMIST	B	B

Census Occupation Code 1740 - Environmental scientists and geoscientists

Job Code	Job Title	EEO Code	Job Group
R05459	GEOLOGIST	A	A
R04127	INT ENVIRONMENTAL SPEC-SS	B	B
R04054	SR ENVIRNMENTAL SPECIALIST	B	B
R04128	SR ENVIRNMENTAL SPEC-SS	B	B
R04132	STORMWATER COMPLIANCE COORDINA	A	A
R04086	WETLAND COORDINATOR	A	A

Census Occupation Code 1840 - Urban and regional planners

Job Code	Job Title	EEO Code	Job Group
R05462	DISTRICT PLANNING MANAGER	A	A
R05461	TRANSP PLANNING COORDINATOR	A	A
R04082	TRANSPORTATION PLANNING SPECIA	A	A

Census Occupation Code 1860 - Miscellaneous social scientists, including survey researchers and sociologists

Job Code	Job Title	EEO Code	Job Group
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Census Code Assignments

R04135	HISTORIC PRESERVATION SPEC-NSS	B	B
R04073	INTRM HISTORIC PRESERVATION SP	B	B
R04124	SR HISTORIC PRESERV SPEC-NSS	B	B
R04079	SR HISTORIC PRESERVATION SPECI	B	B

Census Occupation Code 2100 - Lawyers, and judges, magistrates, and other judicial workers

Job Code	Job Title	EEO Code	Job Group
R09996	ASSISTANT COUNSEL	B	B
R09997	ASST CHIEF COUNSEL - ADMIN	A	A
R09910	ASST CHIEF COUNSEL-HUMAN RSRCS	A	A
R09994	ASST CHIEF COUNSEL-PROJ DEVEL	A	A
R09967	ASST CHIEF COUNSEL-RISK MNGMNT	A	A
R09998	CHIEF COUNSEL	A	A
R09993	REGIONAL COUNSEL	A	A
R09037	SENIOR ADMINISTRATIVE COUNSEL	B	B
R09969	SENIOR ASSISTANT COUNSEL	B	B

Census Occupation Code 2145 - Paralegals and legal assistants

Job Code	Job Title	EEO Code	Job Group
R04085	INTERMEDIATE PARALEGAL	B	B
R03047	LEGAL ASSISTANT	F	F
R04084	PARALEGAL	B	B
R04081	SENIOR PARALEGAL	B	B

Census Occupation Code 2825 - Public relations specialists

Job Code	Job Title	EEO Code	Job Group
R04059	COMMUNITY LIAISON	B	B
R04606	CUSTOMER RELATIONS COORDINATO	B	B
R04828	CUSTOMER RELATIONS SPECIALIST	B	B
R04070	GOVERNMENTAL RELATIONS SPECIAL	B	B
R04477	INTERM CUSTOMER RELATIONS SPE	B	B
R04607	SR CUSTOMER RELATIONS SPECIAL	B	B
R04010	SR GOVT RELATIONS SPECIALIST	B	B

Census Occupation Code 4210 - First-line supervisors of landscaping, lawn service, and groundskeeping workers

Job Code	Job Title	EEO Code	Job Group
R04664	ROADSIDE MANAGER	A	A

Census Occupation Code 4220 - Janitors and building cleaners

Job Code	Job Title	EEO Code	Job Group
R01376	SENIOR BUILDING CUSTODIAN	H	H

Census Code Assignments

Census Occupation Code 5000 - First-line supervisors of office and administrative support workers

Job Code	Job Title	EEO Code	Job Group
R01147	DIV ADMIN SUPPORT SUPERVISOR	A	A
R04088	LEGAL OFFICE MANAGER	A	A
R01082	TRAFFIC SYSTEMS SUPERVISOR	A	A

Census Occupation Code 5120 - Bookkeeping, accounting, and auditing clerks

Job Code	Job Title	EEO Code	Job Group
R01027	FINANCIAL SERVICES TECHNICIAN	E	E
R01028	SENIOR FINANCIAL SERVICES TECH	E	E

Census Occupation Code 5240 - Customer service representatives

Job Code	Job Title	EEO Code	Job Group
R01098	CUSTOMER SERVICE REP	E	E
R01084	SENIOR CUSTOMER SERVICE REP	E	E

Census Occupation Code 5360 - Human resources assistants, except payroll and timekeeping

Job Code	Job Title	EEO Code	Job Group
R01029	HUMAN RESOURCES TECHNICIAN	E	E
R01030	SENIOR HUMAN RESOURCES TECHNIC	E	E

Census Occupation Code 5620 - Stock clerks and order fillers

Job Code	Job Title	EEO Code	Job Group
R01073	SENIOR SUPPLY AGENT	G	G

Census Occupation Code 5700 - Secretaries and administrative assistants

Job Code	Job Title	EEO Code	Job Group
R01026	EXECUTIVE ASSISTANT	F	F
R01286	LEGAL SECRETARY	F	F
R01024	OFFICE ASSISTANT	F	F
R01146	SENIOR EXECUTIVE ASSISTANT	F	F
R01025	SENIOR OFFICE ASSISTANT	F	F
R01085	SR EXECUTIVE ASST TO THE DIREC	F	F

Census Occupation Code 5860 - Office clerks, general

Job Code	Job Title	EEO Code	Job Group
R01272	CONST PROJECT OFFICE ASSISTANT	F	F
R01213	INT MOTOR CARRIER AGENT	F	F
R01007	MOTOR CARRIER AGENT	F	F
R01287	SR MOTOR CARRIER AGENT	F	F

Census Code Assignments

R01042	SUPPLY OFFICE ASSISTANT	G	G
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Census Occupation Code 5940 - Miscellaneous office and administrative support workers, including desktop publishers

Job Code	Job Title	EEO Code	Job Group
R01022	ADMINISTRATIVE TECHNICIAN	E	E
R03119	CONSTRUCTION CONTRACT ADMINIST	E	E
R03133	DIST FINAL PLANS & REP PROC	E	E
R03149	FINAL PLANS REVIEWER	E	E
R01031	GENERAL SERVICES TECHNICIAN	E	E
R01040	MOTOR CARRIER TECHNICIAN	E	E
R01033	RISK MANAGEMENT TECHNICIAN	E	E
R01032	SENIOR GENERAL SERVICES TECHNI	E	E
R01083	SENIOR OUTDOOR ADVERTISING TEC	E	E
R01046	SENIOR RIGHT OF WAY TECHNICIAN	E	E
R01034	SENIOR RISK MANAGEMENT TECHNIC	E	E
R04105	SR ADMIN PROFESSIONAL-TPT	B	B
R01023	SR ADMINISTRATIVE TECHNICIAN	E	E
R01041	SR MOTOR CARRIER TECHNICIAN	E	E

Census Occupation Code 6200 - First-line supervisors of construction trades and extraction workers

Job Code	Job Title	EEO Code	Job Group
R01380	ASST MAINTENANCE SUPERVISOR	A	A
R01054	BR MAINTENANCE SUPERVISOR	A	A
R01053	BRIDGE MAINTENANCE SUPERINTEND	A	A
R01109	BRIDGE MAINTENANCE SUPERVISOR	A	A
R01356	CORE DRILL SUPERINTENDENT	A	A
R01370	CORE DRILL SUPERVISOR	A	A
R01379	MAINTENANCE SUPERVISOR	A	A

Census Occupation Code 6260 - Construction laborers

Job Code	Job Title	EEO Code	Job Group
R01107	SR BRIDGE MAINTENANCE WORKER	G	G

Census Occupation Code 6355 - Electricians

Job Code	Job Title	EEO Code	Job Group
R02350	ELECTRICIAN	G	G
R02381	ELECTRICIAN ASSISTANT	G	G
R02008	SENIOR ELECTRICIAN	G	G

Census Occupation Code 6730 - Highway maintenance workers

Job Code	Job Title	EEO Code	Job Group
R01102	BRIDGE MAINTENANCE CREW LEADER	G	G

Census Code Assignments

R01057	BRIDGE MAINTENANCE WORKER	H	H
R01101	BRIDGE MAINTENANCE WORKER	H	H
R01106	INT BRIDGE MAINTENANCE WORKER	G	G
R01301	INTERMEDIATE MAINTENANCE WRKR	H	H
R01061	MAINTENANCE CREW LEADER	G	G
R01333	MAINTENANCE WORKER	H	H
R01335	SENIOR MAINTENANCE WORKER	H	H

Census Occupation Code 6820 - Earth drillers, except oil and gas

Job Code	Job Title	EEO Code	Job Group
R01319	CORE DRILL OPERATOR	G	G
R01369	INTER CORE DRILL ASSISTANT	G	G
R01317	SENIOR CORE DRILL ASSISTANT	G	G

Census Occupation Code 7000 - First-line supervisors of mechanics, installers, and repairers

Job Code	Job Title	EEO Code	Job Group
R02020	EQUIPMENT TECHNICIAN SUPERVISO	A	A
R02005	FACILITY OPERATIONS SUPERVISOR	A	A
R01393	MOTOR ASSISTANCE SHIFT SUPV	A	A
R01307	MOTORIST ASSISTANCE OPER SUPER	A	A
R02009	TRAFFIC SUPERVISOR	A	A

Census Occupation Code 7020 - Radio and telecommunications equipment installers and repairers

Job Code	Job Title	EEO Code	Job Group
R03020	TR COMMUNICATION SPECIALIST	C	C

Census Occupation Code 7220 - Heavy vehicle and mobile equipment service technicians and mechanics

Job Code	Job Title	EEO Code	Job Group
R01089	ASSISTANT EQUIPMENT TECHNICIAN	G	G
R03514	EQUIP TECH SUPPORT SPECIALIST	G	G
R02017	EQUIPMENT TECHNICIAN	G	G
R02018	INTERMEDIATE EQUIPMENT TECH	G	G
R02019	SENIOR EQUIPMENT TECHNICIAN	G	G

Census Occupation Code 7340 - Maintenance and repair workers, general

Job Code	Job Title	EEO Code	Job Group
R01306	FACILITY OPERATIONS CREW WORKE	H	H
R02006	FACILITY OPERATIONS SPECIALIST	G	G
R01099	GENERAL LABORER	H	H
R02007	SENIOR FACILITY OPERATIONS SPE	G	G
R01391	SR FACILITY OPERATIONS CREW WO	H	H

Census Code Assignments

Census Occupation Code 7700 - First-line supervisors of production and operating workers

Job Code	Job Title	EEO Code	Job Group
R01070	MATERIALS TESTING SUPERVISOR	A	A

Census Occupation Code 8255 - Printing press operators

Job Code	Job Title	EEO Code	Job Group
R01289	SENIOR PRINTING TECHNICIAN	E	E

Census Occupation Code 8740 - Inspectors, testers, sorters, samplers, and weighers

Job Code	Job Title	EEO Code	Job Group
R01058	BRIDGE MT CREW LEADER	G	G
R03057	FABRICATION TECHNICIAN	C	C
R01056	INTERMEDIATE BRIDGE MT WORKER	G	G
R01071	MATERIALS TESTING SPECIALIST	C	C
R01055	SENIOR BRIDGE MT WORKER	G	G
R03536	SR FABRICATION TECHNICIAN	C	C

Census Occupation Code 9030 - Aircraft pilots and flight engineers

Job Code	Job Title	EEO Code	Job Group
R02503	AIRPLANE PILOT	C	C

Census Occupation Code 9410 - Transportation inspectors

Job Code	Job Title	EEO Code	Job Group
R01005	SR RAILROAD SAFETY INSPECTOR	C	C

Census Occupation Code 9420 - Miscellaneous transportation workers, including bridge and lock tenders and traffic technicians

Job Code	Job Title	EEO Code	Job Group
R01595	INTER TRAFFIC TECHNICIAN	C	C
R02362	LEAD FIELD ACQUISITION TECH	C	C
R01392	MOTORIST ASSISTANCE OPERATOR	H	H
R01596	SENIOR TRAFFIC TECHNICIAN	C	C
R01113	SENIOR TRAFFIC TECHNICIAN-NSS	C	C
R01015	SR TRAFFIC SYSTEMS OPERATOR	F	F
R01081	TRAFFIC SYSTEMS OPERATOR	F	F
R01594	TRAFFIC TECHNICIAN	C	C

Census Occupation Code 9520 - Dredge, excavating, and loading machine operators

Job Code	Job Title	EEO Code	Job Group
M06465	Heavy Eqpt Op	G	G

Census Code Assignments

Census Occupation Code B - Pro: All

Job Code	Job Title	EEO Code	Job Group
R03009	ADMINISTRATIVE TECHNICIAN-TPT	E	E
F00248	COMPUTER INFO TECH MANAGER I	B	B
I08600	INVESTIGATOR I	B	B
R04641	SENIOR ROW SPECIALIST-TPT	B	B

Census Occupation Code C - Tch: All

Job Code	Job Title	EEO Code	Job Group
V07721	CVE INSPECTOR I	C	C
009973	EMERGENCY MGMNT WORKER	C	C

Census Occupation Code I - Svc: All

Job Code	Job Title	EEO Code	Job Group
R01104	EMERGENCY MT EQUIP OPERATOR-TPT	H	H

Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 4 – External Narrative and Statistics

The following section provides the narrative and supporting statistics for the external Affirmative Action Programs at MoDOT.

AFFIRMATIVE ACTION PROGRAMS

Plan Effective Date: July 1, 2017

Plan Expiration Date: June 30, 2018

Prepared by: Missy Stuedle
External Civil Rights Manager

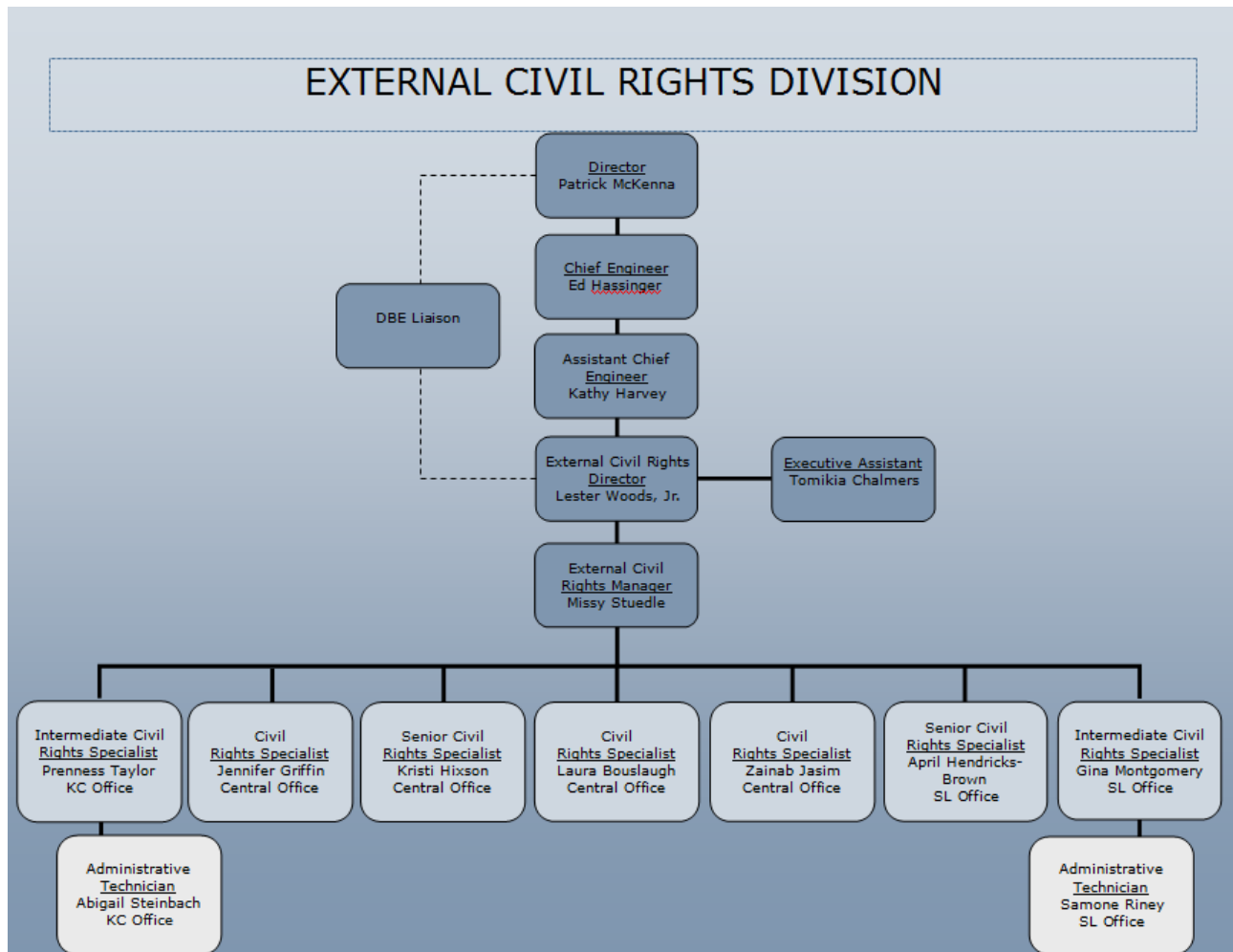
ECR Director: Lester Woods, Jr.
External Civil Rights Director

Approved by: Roberta Broeker
Chief Financial Officer

Establishment Name: Missouri Department of Transportation

Establishment's Address: PO Box 270
Jefferson City, MO 65102

1. Specify the department/section within the State Highway Department (SHA) in which the external EEO responsibility is found. Provide a copy of the agency organization chart displaying the position of the external EEO division/unit.



2. Designate the staffing which is accountable for implementing the external EEO section/department by position.

- (1) External Civil Rights Director
- (1) External Civil Rights Manager
- (7) Civil Rights Specialist – 1 Kansas City, 2 St. Louis, 4 Jefferson City
- (1) Senior Administrative Technician – 1 Kansas City
- (1) Administrative Technician – St. Louis
- (1) Executive Assistant

MoDOT has one Civil Rights Specialist assigned to the Kansas City area and two Civil Rights Specialists in the St. Louis area. These specialists are responsible for all phases of external civil rights in those areas. The External Civil Rights (ECR) staff reports to the External Civil Rights Manager. The External Civil Rights Manager reports to the External Civil Rights Director. The External Civil Rights Director reports directly to the Assistant Chief Engineer and has independent access to the Director and other members of the Director's staff.

The EEO Contract Compliance activities are assigned to a specialist based upon geographical location. The Kansas City specialist is responsible for the Kansas City and Northwest Districts. The St. Louis specialists are responsible for the St. Louis and Southeast Districts. Specialists in the Central Office are responsible for the Central, Northeast and Southwest Districts. The specialists conduct compliance reviews, monitor projects, develop supportive services and increase outreach in these areas.

3. Identify the current personnel by name and arrangement and indicate whether full or part-time.

- External Civil Rights Director – Full Time - Lester Woods
- External Civil Rights Manager – Full Time – Missy Stuedle
- Executive Assistant – Full Time - Tomikia Chalmers
- 2 Senior Civil Rights Specialists – Full Time – Kristi Hixson and April Hendricks-Brown
- 2 Intermediate Civil Rights Specialists – Full Time – Gina Montgomery and Prenness Taylor
- 3 Civil Rights Specialists – Full Time – Zainab Jasim, Jennifer Griffin and Laura Bouslaugh
- 1 Senior Administrative Technician – Full Time – Abigail Steinbach
- 1 Administrative Technician – Full Time – Samone Riney

4. What schooling has the EEO body received to perform their assigned responsibilities? Depict the most recent training acknowledged by the department.

The External Civil Rights staff has received training in various areas this past year, including Environmental Justice, Title VI, CUF training, Contract Compliance and DBE Certification and Denial. Staff also attended MRCC Certification Training Workshop, Statewide Collaborative Diversity Conference, FHWA Civil Rights Virtual

Symposium in February 2017 which included training on Title VI, Environmental Justice, ADA and DBE Certification. Staff also attended the 2017 American Contract Compliance Association Conference and the 2017 Civil Rights Contractor Compliance/DBE Training Symposium.

The External Civil Rights Director participated in several events, including the following: 2016 AGC/MoDOT Coop Meeting, 2017 Civil Rights Contractor Compliance/DBE Training Symposium, and the 2017 Annual Meeting of the Mid America Association of State Transportation Officials (MAASTO).

5. Point out to whom the head of the external program reports.

The External Civil Rights Director reports directly to the Assistant Chief Engineer, and has access to the Director when necessary.

6. Comprehensively describe any assistance the central EEO organization receives from the district/field offices in connection with the following curriculum.

Contract compliance

Field personnel are responsible for overall contract enforcement. Part of the enforcement includes compliance with all contractual requirements, including EEO. The field personnel monitor DBE compliance, On-the-Job-Training (OJT) usage, and EEO requirements. In addition, they conduct wage rate interviews and Commercially Useful Function (CUF) reviews. If any red flag situations are encountered, the External Civil Rights staff are notified.

On-the-Job Training

Field personnel monitor the use of OJT programs. Contractors notify Resident Engineer offices of individuals to be used, training programs, hours completed, and type of work completed. In addition, they conduct monthly interviews of trainees assigned to projects. Wage rate interviews of on-the-job trainees are also conducted by the field personnel.

Supportive services

Field personnel are not involved in supportive service efforts. ECR staff performs the duties of supportive service efforts for DBE firms and / or individuals designated to fulfill OJT requirements.

7. Provide a copy of the State's written procedures for implementing the above core components by the central/headquarters EEO team and by district/field personnel. These should be considered within the following light:

- a. Is there a course of action for investigating complaints against contractors?

MoDOT has an EEO Manual that is the written source of procedures and processes for enforcement and monitoring all phases of the external program.

Recent changes to unit structure, how to investigate complaints, DBE regulations, and processes are outlined in the updated manual. FHWA has a copy of the EEO Manual.

- b. Is there a practice for sanctioning contractors who fail to take good faith efforts to meet the EEO mandates? If so, are all residencies employing the approach across the board?

MoDOT follows the required procedure for non-compliance. The contractor is issued a 30-day show cause notice and efforts to mediate are initiated. If the contractor submits acceptable corrections and continues to make those efforts, a finding of compliance is made. If the contractor fails to address the concerns, MoDOT will pursue the administrative sanctions available.

- c. Are the measures generally consistent with the FHWA review guidelines (23 CFR 230, Subpart D) and the Division evaluation?

The procedures are modeled after the FHWA guidelines.

- d. Have the procedures been revised since the last assessment? If so, please describe the specific adjustment. Also, what caused the reconsideration, i.e., law suit?

The procedures have not been revised since the last assessment.

- 8. Provide a list of complaints against contractors that were filed with the SHA during the current manufacturing or construction season just completed. Please list the objection(s) by issue (e.g., termination, layoffs, etc.) basis for the grievance (e.g., race, gender, national origin, etc.), and disposition.**

No complaints were filed with the SHA during the most recent construction season.

- 9. Denote any restrictions taken against any road builder during the existing production or construction season just completed.**

List of liquidated damages: The total amount assessed as of September 30, 2017 is \$0.00 for failure to meet DBE goals, \$0.00 for failure to meet the DBE goals due to CUF issues and \$0.00 for failure to meet OJT goals. To date, MoDOT has issued 4 Voluntary Corrective Action Plans (VCAP).

- 10. Specify directives and / or assistance the district/field personnel have received in EEO external program implementation. Also, please detail any planned guidance.**

MoDOT hosted the Civil Rights Contractor Compliance/DBE Training Symposium in February 2017 and AGC / MoDOT Coop meeting was held in December 2016.

11. At length, describe the SHA's methodology for ensuring the incorporation of EEO requirements, contained in the following EEO directives, into the SHA compliance program.

a. Form FHWA 1273 (Required Contract Provisions).

Form FHWA 1273 is included in all MoDOT contracts. In addition, unit personnel have incorporated a review of contracts and subcontracts in the compliance review process. Failure to include the provisions is cited as a deficiency and verification of corrective action is required.

b. Standard Contract Provisions as required by U.S. Department of Labor's Office.

Federal Contract Compliance Programs (OFCCP) under Executive Order 11246, are made part of the MoDOT EEO special provision contained in contracts. This packet includes county goals and specific actions required to comply. Unit personnel have incorporated a review of contracts and subcontracts in the compliance review process. Failure to include the provisions is cited as a deficiency and verification of corrective action is required.

c. Training Special Provisions (23 CFR 230 Subpart A, Appendix B)

The provisions are included in all federal aid contracts that have been assigned a trainee requirement. The contractor is required to make a good faith effort to comply. MoDOT is in the process of reviewing the compliance sanctions. If the contractor fails to make a good faith effort to meet the goal they can be assessed liquidated damages. In addition, the contractor performance rating would receive a low score in this area.

12. Indicate any changes and/or modifications contemplated in the SHA's sanction dealings.

None.

13. Indicate the total number of OJT slots or hours approved in calendar year 2017 as of September 30, 2017.

Thirty-six trainee slots have been assigned to MoDOT federally-funded projects as of September 30, 2017.

14. Indicate the total number of individuals by race, gender and job category that participated as OJT trainees in calendar year 2017 as of September 30, 2017. In addition, designate the number by race, gender and job category:

A. New trainees during the year as of September 30, 2017

Craft	Non-minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals
Carpenter	0	3	5	0	8
Laborer	2	2	15	4	23
Equipment Operator	1	2	3	1	7
Quality Control	0	2	0	0	2
Total	3	9	23	5	40

B. Graduated during the year as of September 30, 2017

Craft	Non-Minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals
Laborer	0	0	9	0	9
Equipment Operator	0	2	2	0	4
Total	0	2	11	0	13

C. Were still in training as of September 30, 2017

Craft	Non-Minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals
Carpenter	0	4	10	0	14
Quality Control	0	1	0	0	1
Laborer	1	7	32	6	46
Equipment Operator	1	4	5	1	11
Electrician	0	1	0	0	1
Total	2	17	47	7	73

D. Were there any six-month follow-ups conducted? If so, what were the results broken down by race, gender and job category?

MoDOT field personnel conduct initial contacts for all new trainees that are on a project. These initial contacts are conducted during the trainee's first two weeks of the project as well as one other time during the project. The trainees are asked a series of questions to ensure the trainee is not being treated unfairly or being discriminated against. In addition, field personnel periodically speak with trainees to make sure they are not having any problems and are also available to all contractor employees on a daily basis.

15. Make available any SHA written evaluation, which demonstrated the specific impacts of supportive services on the OJT program (i.e., how has supportive services increased the effectiveness of OJT training, trainee retention, trainee completions, etc.).

While there are no written evaluations available, the OJT SS program has benefited several people throughout the State of Missouri. Missouri has received the following OJT SS funding allotments from FHWA during the construction season:

FY 2017

Organization	Amount Funded
To be awarded – pending RFP	\$142,020.32


16. Describe any planned contract compliance, OJT or supportive services agenda initiatives.

MoDOT will respond to FHWA's 2018 OJT SS and DBE solicitations during the winter of 2018. In addition, we will continue to provide prime and subcontractor contract compliance training and guidance through our DBE Symposium. Additionally, the ECR office plans to sponsor training sessions with resident engineer offices regarding the monitoring of civil rights issues.

Appendix 1

Policy 0505

Equal Employment Opportunity

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Employment		
	Policy Title Equal Employment Opportunity		
	Policy Number 0505	Page 1 of 4	Effective Date October 1, 2015
Approved By Micki Knudsen, Human Resources Director, Signature on File	Supersedes Policy Number 0505	Page 1 of 4	Prior Effective Date January 1, 2013

POLICY STATEMENT

The department is committed to equal opportunity, affirmative action, diversity and inclusion.

It is the department's intention to provide fairness to all employees in all personnel management transactions including recruiting, hiring, training and development, job assignments, promotions, transfers, personnel policy administration, benefits, demotions, terminations, rate of compensation, and discipline.

Discrimination or harassment based on race, sex, age, religion, color, national origin, ancestry, sexual orientation, gender identification, veteran status, disability, or genetic information is prohibited and will not be tolerated.

Retaliation against any employee who complains about discrimination or harassment is also prohibited and will not be tolerated.

DEFINITIONS

Disability: Refer to Personnel Policy 0506, "Physical or Mental Disability," for this definition.

Discrimination: An adverse job action taken against an employee including, but not limited to, disciplinary action, work assignments, performance evaluation, or promotion denial based on race, sex, age, religion, color, national origin, ancestry, disability, sexual orientation, gender identification, veteran status, or genetic information.

Harassment: Includes, but is not limited to, verbally or physically abusive, insulting, hostile, or intimidating behavior or conduct toward an individual or group based on race, sex, age, religion, color, national origin, ancestry, sexual orientation, gender identification, veteran status, or disability.

Sexual Harassment: Any behavior of a sexual or sexist (gender-based) nature that is unwelcomed and creates a hostile, offensive, or intimidating work environment, including, but not limited to, sexual advances, requests for sexual favors, sexual or sexist comments, physical touching, obscene, lewd, or derogatory material that is posted or circulated (electronically or otherwise) within the workplace and any other unwelcome behavior of a sexual or sexist nature.

Retaliation: An adverse job action taken against an employee, including, but not limited to, disciplinary action, reduction of duties, change of work assignment, negative performance evaluation, negative reference, or promotion denial as a direct result of an employee's opposition to unlawful employment practices, or because the employee filed a charge, testified, assisted, or participated in a proceeding, investigation, or litigation regarding discrimination, sexual harassment or harassment.

Intimidation: Refer to "Prohibited Behavior" in Personnel Policy 2512, "Workplace Security."

Inclusion/Inclusive: An environment that invites participation and encourages mutual respect and sensitivity for everyone.

PROVISIONS / REQUIREMENTS

1. Any employee found to have engaged in discrimination, harassment, sexual harassment, or retaliation will be subject to discipline, up to and including termination.
2. In an effort to prevent sexual harassment, the department prohibits any consensual social relationship between a management level employee or supervisor and an employee in his/her line of authority. See Personnel Policy 2513, "Workplace Relationships."
3. The Missouri Department of Transportation's Diversity Plan is the Affirmative Action Plan. The plan is a set of results-oriented policies, programs, and procedures designed to prevent discrimination and to promote employment opportunities for minorities and females. The procedures included in the plan, coupled with good faith efforts, are designated to ensure equal employment opportunity. The Diversity Plan serves as a directive to all supervisory and administrative personnel, who are accountable for familiarity with the contents of

the plan, for carrying out their responsibilities in accordance with the plan, and ensuring that all employees and applicants are provided with their right to be free from unlawful discrimination in the hiring and promoting process. Employees can contact their local Human Resources Manager if they would like to view the plan.

4. When a job vacancy is to be staffed, refer to Personnel Policy 0517, "Staffing of Department Vacancies." An attempt should be made to ensure a diverse applicant pool, especially for those positions for which the department's workforce shows underutilization.
5. Supervisory personnel will be evaluated on and held accountable for demonstrating support for the department's commitment to equal opportunity and diversity. Demonstrated support for the department's commitment to equal opportunity and diversity includes, but is not limited to, the following:
 - A. Taking immediate action to stop or prevent any occurrences of reported or observed incidents of discrimination, harassment, sexual harassment, retaliation, or non-inclusive behavior within the workplace.
 - B. Immediately reporting allegations, observations, reports of discrimination, harassment, sexual harassment, retaliation, or any other inappropriate behavior to a local human resource representative. Any allegations involving the workplace must be reported even if they were discovered outside of the workplace. Human resources representatives are responsible for notifying the Audits and Investigations Division of reported potential violations of this policy.
 - C. Cooperating in any investigation of harassment, sexual harassment, or discrimination, including providing signed, sworn statements regarding the allegations.
 - D. Making good faith efforts to employ, promote, and train females and minorities in the MoDOT workforce.
 - E. Being respectful and inclusive at all times in personal actions and personal communications while conducting MoDOT business.

Failure to demonstrate support for the department's commitment to equal opportunity and diversity may result in disciplinary action, up to and including termination.

CROSS REFERENCES

[Personnel Policy 0506, "Physical or Mental Disability"](#)

[Personnel Policy 0517, "Staffing of Department Vacancies"](#)


[Personnel Policy 2512, "Workplace Security"](#)

[Personnel Policy 2513, "Workplace Relationships"](#)

Appendix 2

Policy 2101:

Equal Employment Opportunity Complaint Procedure

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Grievances and Complaints		
	Policy Title Equal Employment Opportunity Complaint Procedure		
	Policy Number 2101	Page 1 of 3	Effective Date July 19, 2017
Approved By Micki Knudsen, Human Resources Director, Signature on File	Supersedes Policy Number 2101	Page 1 of 3	Prior Effective Date September 1, 2012

PURPOSE

To ensure and promote equal employment opportunity, and to provide an orderly and systematic process for employees to adjust differences concerning equal employment opportunity.

POLICY

1. Employees who allege unlawful discrimination on the basis of race, sex, age, religion, color, national origin or disability, with regard to the terms or conditions of employment, or retaliation for opposing a practice forbidden by Personnel Policy 0505, "Equal Employment Opportunity," may file an Equal Employment Opportunity (EEO) complaint in writing directly with the Audits and Investigations Director, Missouri Department of Transportation, P.O. Box 270, Jefferson City, Missouri 65102. Employees in the Audits and Investigations (AI) Division who want to file an EEO complaint should write to the Equal Opportunity and Diversity Division (EOD) director at this same address. The EOD director will follow the same procedure as identified for the AI director throughout the remainder of this policy.
2. Salaried and permanent part-time employees who have successfully completed their initial probationary period, who feel they have been terminated as a result of unlawful discrimination or retaliation, may elect to have their appeal handled by the AI Division or the EOD Division (if the termination was the result of an investigation by AI Division) or heard as a formal hearing pursuant to Personnel Policy 2103,

“Formal Termination Hearings,” and Procedure 2103, “Formal Termination Hearing Procedure.”

Employees listed in paragraph 6 of Personnel Policy 2103 are not eligible to use the formal termination hearing procedure.

3. An EEO complaint must be filed in writing and received by the AI or EOD director as outlined in paragraph 1 within 30 calendar days of the alleged discrimination or retaliation. The opportunity to file a complaint of unlawful discrimination or retaliation will be denied if it is received more than 30 calendar days after the act, occurrence, or omission leading to the complaint, unless a determination is made that the act, occurrence, or omission could not reasonably be detected by the employee until a later date. In such circumstances, the complaint must be filed in writing and received by the appropriate division director within 30 calendar days from the date the act, occurrence, or omission could have reasonably been detected by the employee. The individual filing an EEO complaint must state in writing the basis for the complaint, identify a negative action that occurred, and how there is a connection between the negative action and the basis of the complaint, present all facts which caused the complaint to arise, and describe the corrective action expected.
4. The AI director (or EODD director) will ensure whatever investigation is necessary to establish or validate the facts of the case is conducted. The investigation may include, but will not be limited to, the scheduling of a meeting and/or interviews for the purpose of gathering information from the employee, the supervisor(s), or other employees involved in the matter.

While AI or EODD is interviewing the employee who filed the complaint, the employee will have the option of having another person of his or her choice present. However, this individual will not be allowed to represent the employee, including providing legal counsel, or participate during the interview.

5. After reviewing the circumstances leading to the complaint with the director, department of transportation, a summary of the information regarding the complaint will be presented to the Missouri Highways and Transportation Commission (Commission) at a subsequent meeting for review and final disposition. The AI director (or EOD director) will notify the employee and supervisors in writing of the Commission's final disposition and any corrective action that will be taken as soon as practical.
6. All steps should be carried out within a reasonable time period unless there are extenuating circumstances, such as extended absence of personnel involved, etc. The employee will be kept generally informed of the status of the EEO complaint.

7. Any investigation, correspondence, etc., involved in the proceedings of an EEO complaint handled by the AI director (or EOD director) should be treated as confidential information to minimize publicity and embarrassment to all parties concerned; however, anonymity cannot be promised to persons (public or employees) who provide information as part of the investigation. The identity of persons who provide information and the information provided shall only be disclosed to those who have a legitimate need to know. Intimidation, coercion, or retaliation of any kind against individuals who exercise their rights to file a complaint or against those individuals who assist in the investigation of a complaint will not be tolerated.
8. The Commission and appointed officials of the Missouri Department of Transportation hold a responsibility to fairly and effectively carry out designated functions, and nothing in this procedure precludes this responsibility or authority to do so.

CROSS REFERENCES


[Personnel Policy 0505, "Equal Employment Opportunity"](#)

[Personnel Policy 2103, "Formal Termination Hearings"](#)

[Procedure 2103, "Formal Termination Hearings"](#)

Appendix 3

Policy 2100: Grievance Procedure

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Grievances and Complaints		
	Policy Title Grievance Procedure		
	Policy Number 2100	Page 1 of 6	Effective Date November 1, 2013
Approved By: Micki Knudsen, Human Resources Director, Signature on File	Supersedes Policy Number 2100	Page 1 of 5	Prior Effective Date September 1, 2012

POLICY STATEMENT

The department shall provide an orderly and systematic process for resolving differences of opinion between the department and its employees on issues that arise outside the scope of Personnel Policy 0505, "Equal Employment Opportunity" (which use the grievance process in Personnel Policy 2101), or except as otherwise exempted pursuant to department policy. This procedure is not intended to eliminate employees' rights to communicate directly with the Audits and Investigations (AI) director or informally with any level of management, through administrative channels, at any time they may have a concern or a question which has not been satisfactorily answered under this policy.

PROCEDURES

1. Except for those employees listed in paragraph 12, any full-time or permanent part-time employee who has completed his/her initial probationary period and feels unfairly treated by an action taken or omitted by the department may file a grievance. A grievance must be filed in writing and received by the appropriate department representative noted in this policy no later than 30 calendar days after the act, occurrence, or omission leading to the grievance. The grievance will be denied if it is not received by the appropriate department representative within 30 calendar days of the act, occurrence, or omission leading to the grievance, unless a determination is made that the act, occurrence, or omission could not reasonably be detected by the employee until a later date. In such circumstances, the grievance must be filed in writing and received within 30 calendar days from the date the act, occurrence, or omission could have reasonably been detected by the employee.

2. Appeals of verbal and written warnings must be filed in writing with the local Human Resources (HR) manager for review by the relevant district engineer or division leader/state engineer (Step 2 of the process defined in paragraph 7 below). Such appeals must be received by the local HR manager within 30 calendar days of the disciplinary action. Review of appeals of verbal warnings will be resolved by the district engineer or division leader/state engineer. Employees appealing written warnings who are not satisfied after the first review can further appeal to the AI Division for resolution pursuant to Steps 3 and 4 of paragraph 7 below. Appeals of higher level discipline, such as suspension, probation, demotion, or termination, must be filed in writing and received by the AI Director within 30 calendar days of the disciplinary action. Such appeals are to be filed in writing directly with the AI Director, Missouri Department of Transportation, P. O. Box 270, Jefferson City, Missouri 65102 (start at Step 3 of the process defined in paragraph 7 below). When employees in the AI Division want to file an appeal regarding discipline of a written warning or higher level discipline, they should write to the Equal Opportunity and Diversity Division (EODD) Director at this same address. The EODD director will follow the same procedures as identified for the AI director throughout the remainder of this policy. Except as provided in paragraph 4, discipline resulting from findings of an investigation by the AI Division is not grievable to the AI or EODD director.
3. A terminated full-time or permanent part-time employee who successfully completed his/her initial probationary period may elect to have his/her appeal heard either as a grievance pursuant to Steps 3 and 4 of paragraph 7 of this policy or as a formal hearing pursuant to the policy and procedure described in Personnel Policy 2103, "Formal Termination Hearings," and Procedure 2103, "Formal Termination Hearing Procedure."
4. A termination that results from findings of an investigation by the AI Division may be appealed by timely filing a grievance initially with the AI director (must be received within 30 days of termination), who will forward such grievance to the EODD director, who will review and respond to such grievance consistent with this policy.
5. A full-time or permanent part-time employee who successfully completed his/her initial probationary period and is terminated as the result of findings of an investigation by the AI Division will be allowed, in lieu of a grievance to the EODD, the option of a formal hearing as described in Personnel Policy 2103, "Formal Termination Hearings," and Procedure 2103, "Formal Termination Hearings." The formal hearing will only be allowed if the terminated employee timely files a completed Formal Complaint form attached to Procedure 2103.
6. The result or method of implementation of a job evaluation study is not grievable. In addition, salary inequity issues and performance-based pay decisions are not grievable.

7. Other than the above stated exceptions, the following procedures will be used when filing a grievance under this policy:

Step 1 The employee must file the grievance in writing with the local HR manager which must be received by the HR manager within 30 days of the action or inaction being grieved. The employee should explain the act, occurrence or omission that led to the filing of the grievance, the basis for the grievance, present all the facts related to the grievance, and describe the corrective action desired.

Within five workdays after receiving the written grievance with the information listed above, the local HR manager will hold a meeting with the employee and the supervisor or manager that made the decision at issue. Within five workdays after that meeting, the supervisor will provide the employee with a written reply.

The employee will have the option of including another person of his/her choice (which could be a union representative for the certified bargaining unit) to be present at Step 1 and all future grievance meetings; however, this individual will not be allowed to represent the employee, including providing legal counsel or participate at the meetings.

Step 2 If the grievance is not resolved to the employee's satisfaction at Step 1, the employee may, within five workdays after receiving the written reply choose one of two options should the employee choose to have the grievance reviewed further. The second option will only be available for the review of certain grievances as outlined in the Option Grievance Panel Review Guidelines.

Option 1: File the grievance in writing with the district engineer in the case of district employees, or their division leader/state engineer in the case of Central Office employees. Another meeting may be scheduled of those involved to obtain more information about the grievance. A reply will be made in writing to the employee within ten workdays following receipt of the forwarded grievance. An employee choosing to appeal directly to the district engineer or division leader/state engineer at Step 2 will not have the opportunity to later request the second option at this step (i.e., a panel review).

Option 2: Submit a written request to the Human Resources Director asking for the grievance to be reviewed by a panel of employees as outlined in the Optional Grievance Panel Review Guidelines. This option will only be available for certain grievances. This option will not be available for grievances including, but not limited to, the review of terminations, fit for duty reviews, requests for accommodations under the Americans with Disability Act, results of physicals, denials of

ShareLeave requests, and the review or appeal of drug or alcohol testing processes or results. Within five days following a panel review, the panel will provide a recommendation to the district engineer or division leader/state engineer from whose district or division the grievance was submitted.

If a meeting is held at Step 2 and the employee requests another person of his/her choice be present (which could include a union representative for the bargaining unit), this individual will not be allowed to represent the employee, including providing legal counsel; however, he/she may ask brief clarifying questions as long as such participation is not disruptive to the process and does not hinder the department's investigation. If the individual's participation is not limited to what is outlined in Step 2 of this policy as determined solely by the district engineer or division leader/state engineer, the individual shall be required to leave the meeting, and the grievance meeting will proceed without that individual. Failure of the individual to leave in these circumstances shall result in the immediate termination of the meeting.

Step 3 If the employee is dissatisfied with the written reply from Step 2, the employee may file an appeal in writing with the AI Director, Missouri Department of Transportation, P. O. Box 270, Jefferson City, Missouri 65102, within five workdays after receiving the reply. If the grievance pertains to a termination resulting from an investigation by the AI director, such grievance shall be forwarded to EODD director who will follow the process as outlined in Steps 3 and 4 herein: investigating, making the recommendation to the department director, and notifying the grievant and supervisors of the final disposition and any corrective action. The EODD director will similarly follow the steps, requirements and process outlined in paragraphs 8 and 9 below.

The AI director (or EODD director) will ensure whatever investigation is necessary to establish or validate the facts of the case is conducted. This investigation may include, but is not limited to, the scheduling of a grievance meeting or conducting interviews for the purpose of obtaining information from the grievant, the supervisor(s), and other employees involved in the matter.

Step 4 The AI director (or EODD director) will make a recommendation to the department director for final disposition. A summary of the information regarding the grievance will be presented to the Missouri Highways and Transportation Commission (Commission) for review. The AI director (or EODD director) will notify the employee and supervisors in writing of the final disposition and any corrective action that will be taken as soon as practical.

8. All steps should be carried out in the time specified in this policy and its accompanying procedures, unless there are extenuating circumstances, such as absence of personnel involved, need for higher review or local investigation, etc. The employee should be kept informed of the status of the grievance when an immediate decision cannot be reached and a reply will be delayed.
9. Any investigation, correspondence, etc., involved in the processing of a grievance handled by the AI director, the EODD director, or a grievance panel should be treated as confidential information to minimize publicity and embarrassment to all parties concerned; however, anonymity cannot be promised to persons (public or employees) who provide information as part of the investigation. The identity of persons who provide information and the information provided shall only be disclosed to those who have a legitimate need to know or who have a lawful right to such information.
10. The Commission and appointed officials of the Missouri Department of Transportation hold a responsibility to fairly and efficiently carry out designated functions, and nothing in this policy and its accompanying procedures precludes this responsibility or authority to do so.
11. This policy and its accompanying procedure shall not apply to employees that leave employment with the department as a result of: (1) a layoff; (2) a resignation or retirement from the department; or (3) a resignation or retirement in lieu of termination from the department. Such employees do not have the rights outlined in this policy and its accompanying procedures.
12. This policy and its accompanying procedures shall not apply to employees in personnel policy making and other designated positions. The following list identifies positions which are exempt from this procedure. Promotions to positions on the list cannot be filed as a grievance.

Job Titles Exempt From Personnel Policy 2100

Director, Department of Transportation
Chief Engineer
Chief Financial Officer
Assistant Chief Engineer
Chief Counsel
Assistant Chief Counsel
Secretary to the Commission
District Engineer
Regional Counsel
Division Leader/State Engineer
Attorneys I-V
Law Clerk
Seasonal and other wage employees

CROSS REFERENCES

[Personnel Policy 0505, "Equal Employment Opportunity"](#)

[Personnel Policy 2103, "Formal Termination Hearing"](#)


[Procedure 2103, "Formal Termination Hearings"](#)

ATTACHMENT

[Optional Grievance Panel Review Guidelines](#)

Appendix 4

Policy 0517: Staffing of Department Vacancies

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Employment		
	Policy Title Staffing of Department Vacancies		
	Policy Number 0517	Page 1 of 9	Effective Date February 1, 2017
Approved By Micki Knudsen, Human Resources Director, Signature on File	Supersedes Policy Number 0517	Page 1 of 9	Prior Effective Date March 1, 2011

POLICY STATEMENT

The department has a commitment to equal opportunity and affirmative action, and is dedicated to fairness in all personnel management transactions. (Refer to Personnel Policy 0505, "Equal Employment Opportunity").

DEFINITIONS

Applicant: A person who has submitted an internal or external application for a posted job vacancy.

Candidate: An applicant who has been selected for an interview.

PROCEDURES

1. Advertising:
 - A. Each human resources (HR) office is responsible for advertising vacancies within their area. The decision to advertise or to not advertise is at the discretion of the respective district engineer or division leader/state engineer. If a position is advertised, documentation of where the position is advertised must be included in the job fill file.
 - B. District engineers and division leaders/state engineers are responsible for ensuring that efforts are made by their hiring supervisor and HR manager to obtain a quality applicant pool which includes consideration of the department's equal employment opportunity goals consistent with Personnel Policy 0505, "Equal Employment Opportunity."
 - C. Vacancies advertised externally will be posted on the department's web site.

Additional advertising through on-line websites, newspapers, or other publications may be used by hiring supervisors and should be discussed with the assigned HR representative.

- D. The Job Opportunity Announcement (JOA) or other HR approved job announcement shall be used for internal posting and external advertising.
- E. The JOA or approved job announcement will generally be posted for at least 14 calendar days; however, exceptions can be made to post the position for a longer or shorter period of time based on the needs of the position.

2. Applications:

- A. All persons seeking employment or reemployment with the department must submit the application materials indicated on the JOA or approved job announcement by the closing date stipulated on the JOA or approved job announcement; and must complete an electronic application for employment prior to being hired.
- B. A designated HR representative will evaluate and determine which applicants meet or exceed the minimum qualifications considering substitution of education or experience as detailed in Personnel Policy 0521, "Substitution of Education or Experience."
 - 1) The HR representative, in consultation with the hiring supervisor, has the final responsibility for determining whether or not an applicant meets minimum qualifications.
 - 2) For all positions, a notation must be made in the JOA system of whether or not an applicant meets minimum qualifications and whether or not the applicant was selected for an interview which must be included in each job fill file.

3. Interview Process:

- A. The HR representative will assist the hiring supervisor to complete the Form P-20, "Applicant Evaluation Worksheet," or other HR Division approved form that contains the interview questions on which the candidates will be evaluated. The document containing these questions must be included in the job fill file. The same approved form must be used for each candidate for that job.
- B. The HR representative will assist the hiring supervisor to develop all interview questions.
 - 1) The HR representative, prior to interviews, should review all interview questions.

- 2) Interview questions must be directly related to the job tasks, performance skills, and preferred employee qualities of the position being filled.
 - 3) All standard questions must be asked of each candidate interviewed.
- C. The selection of candidates to be interviewed will be based on the applicants' education, experience, and preferred employee qualities relative to the position as provided in the job specification and Form P-20, "Applicant Evaluation Worksheet," or other HR Division approved form.
- 1) The HR representative will assist the hiring supervisor in reviewing Personnel Policy 0503, "Employment of Relatives," to determine if there is a conflict.
 - 2) For internal candidates, performance management information should be reviewed by the designated HR representative. Performance ratings and comments contained in the MAPS electronic system that are related to the position being filled should be discussed with the hiring supervisor.
 - 3) Interviews should be scheduled by the hiring supervisor or the HR representative at a time and place when all panel members can be present.
- D. The interview questions form should contain the name of the person interviewed, the date and time of interview, and the name and job title of all panel members.
4. Panel Interviews:
- A. Panel interviews are required for all vacancies unless waived by the district engineer or division leader/state engineer.
- 1) The size of, and specific members to serve on, each panel will be determined by the district engineer or division leader/state engineer or designee.
 - a. Diversity of the panel should be considered when selecting the composition of the panel.
 - b. For all supervisory and management level positions, consideration will be given to include a direct report to the vacant supervisory level position on the interview panel. However, there will be instances when it is either not appropriate or a direct report of the supervisory position being filled is not available to serve on the panel.
 - (1) If included, the hiring supervisor will determine which direct

report will serve on the selection panel. This individual should be in good standing and should not have received any disciplinary actions of a written warning or higher within the past 12 months for either performance or conduct issues.

- (2) A direct report who serves on the panel should not be an individual who has applied for the position.
 - (3) The role of the direct report is to provide his/her perspective and input to the hiring supervisor during the interview process. The hiring supervisor will take this information into consideration during the decision-making process; however, the final decision on who is hired resides with the hiring supervisor.
- 2) For management level positions (district/division management team positions and above) that have high customer and partner contact, the panel may also include a partner from an external organization or agency.
 - a. The hiring manager will determine the appropriate partner to serve on the panel. The hiring manager should consult with his/her local HR office to determine whether any conflicts of interest exist with this partner's participation.
 - b. If included, the role of the partner is to provide his/her perspective and input to the hiring manager during the interview process. The hiring manager will take the partner's viewpoints and perspectives into consideration during the decision-making process; however, the final decision resides with the hiring manager.
- 3) For those management level positions which do not have high external partner or customer contact but do have high contact with department partners, the panel may include an internal partner.
- 4) All panel members (except for direct reports and external partners/customers) should have attended and completed behavioral interview training; however, at least one panel member must have completed this training.
- 5) Each panel member should attend all interviews and participate as instructed by the hiring supervisor. All panel members are not required to take notes on the answers given by each candidate; however, at least one person must be designated to take notes. All notes taken must be included in the job fill file. After the interview, the panel members will work together to complete one applicant evaluation form for each candidate interviewed using Form P-20, "Applicant Evaluation Worksheet," or other HR Division approved form.

5. Selection Process:

- A. When all interviews are completed and the panel has completed the Form P-20, or other HR Division approved form, each panel member should review the application, his or her interview notes, the P-20, or other HR Division approved form and any other relevant information that has been provided for each applicant in order to select his/her top candidates.
- B. The panel members should then discuss all top candidates and attempt to reach a consensus on their choice. If there is no consensus, the final decision is up to the hiring supervisor. If there is no consensus, the hiring supervisor must discuss the hiring decision with his/her supervisor(s) to determine who will be offered the position.
- C. Once a candidate has been selected, the supervisor should discuss his/her hiring decision with an HR representative. The decision should be based on all relevant job-related information obtained about the candidate relative to the position as demonstrated by his/her job application, resume, answers to interview questions, and other information available for consideration. Documentation supporting the decision to select the specific candidate should be included in the job fill file.
- D. An HR representative will work with the hiring supervisor to determine what employment references are needed for external candidates who are seriously being considered for the vacant position. References from the current employer of external candidates who are seriously being considered for the vacant position should be secured only after the candidate has given authorization to do so. While not required, there are two forms available for use to perform reference checks: "Telephone Reference Form," and Form P-15, "Reference Questionnaire." Other HR Division approved forms and guidelines may be used. The same approved form must be used for all candidates being considered for that job. Any reference information obtained must be included in the job fill file.
- E. When the applicant selected does not meet the minimum job requirements, a waiver from the district engineer or division leader/state engineer is necessary prior to making an offer. The district engineer or division leader/state engineer has the discretion to waive minimum job qualifications after consultation with the HR director or his/her designee. The hiring supervisor cannot make a conditional offer of employment until the waiver is reviewed and approved by the district engineer or division leader/state engineer. All waiver documentation must be included in the job fill file.

When waiver of the minimum requirements as stated on the job specification requires approval from the HR director (see job description for whether waiver by HR director is required), a waiver request should be submitted to the HR

director along with the documentation of the other candidates prior to final selection and an offer being made. (Refer to Personnel Policy 0522, "Waiver of Job Specification Minimum Requirements.")

- F. The supervisor should consult with the HR representative concerning promotions and/or position changes that result in an employee transferring from a non-physically demanding position to a physically demanding position (refer to Personnel Policy 0600, "Examinations and Physicals") or from a non-safety sensitive position to a safety sensitive position. (Refer to Personnel Policy 2508, "Drug Testing Program.")
- G. In accordance with Section 226.080, RSMo, "preference shall be given, other conditions being equal, to employment of honorably discharged members of the armed services."

6. Offers of Employment:

- A. For all external hires and for all internal hires that require a physical, drug test, or background check, a written conditional offer must be made. Before making a conditional offer of employment, hiring supervisors must consult with their HR representative to determine the appropriate salary offer in accordance with all Salary and Wage Administration Personnel Policies, including 1016, "Salary Increases"; 1019, "Temporary Assignments or Promotions"; 1021, "Demotions"; and 0522, "Waiver of Job Specification Minimum Requirements," as applicable and consistent with how those policies have been applied in the past. For all salary offers made outside of the provisions covered by these personnel policies, documentation to support the applicant's starting salary must be included in each job fill file. Salary relativity to other relevant current employees should be considered as well as the candidate's level of job related experience and additional relevant education beyond the minimum qualifications. (Refer to Personnel Policy 0521, "Substitution of Education or Experience.") Consultation with the Central Office Compensation unit is encouraged.
- B. Once the salary has been determined and agreed upon by both the hiring supervisor and the HR representative, the supervisor should contact the selected candidate to extend a conditional offer of employment.
 - 1) For external hires, a conditional offer of employment should be made pending completion of a pre-employment, post-offer drug screening, as well as a physical examination (physically demanding jobs only), and a criminal background check. In addition to full-time and permanent part-time, the following positions are required to go through a pre-employment drug screening:
 - Temporary part-time
 - Seasonal
 - Summer employment

- Internship
- Emergency snow removal
- Retirees
- Rehires

All applicants will be required to complete and pass a criminal background check if there has been a break in service of one or more days and a pre-employment, post-offer drug screening if there has been a break in service over 30 days. (Refer to Personnel Policy 0600, "Examinations and Physicals"; Personnel Policy 2508, "Drug Testing Program"; and Personnel Policy 0519, "Background Checks.")

- a. It should be made clear to the candidate that he/she should not give resignation notice to his/her current employer until results of the drug screening, physical, and criminal background check are received and a final offer is made.
- b. The supervisor should not discuss a start date with the candidate at the time of the conditional offer.

2) For internal hires:

- a. The hiring supervisor should notify the employee's current supervisor that an offer will be or has been made.
 - b. The hiring supervisor should consult with the HR representative to determine whether a drug test, criminal background check, or physical is needed for the new position. If so, a written conditional offer should be made.
- C. When the conditional offer is accepted, the HR representative will contact the candidate and, if applicable, facilitate scheduling of a drug screening and a physical as soon as possible, and initiate the criminal background check. The HR representative will send a written conditional offer of employment to the selected candidate. This letter should contain all of the conditions of the offer and the salary offered.
- D. Once the applicable drug screen, physical, and criminal background check are received and it is determined that a final offer will be made, the candidate will be contacted to confirm the offer and establish a start date.
- E. After the final offer has been accepted, the HR representative, with input from the hiring supervisor, will generate the ESMT. (Refer to the Financial Policy and Procedure Manual.)

7. Miscellaneous Provisions:

- A. The HR representative will ensure that the new hire completes Section 1 of the I-9 on or before their first day of employment, and that section 2 of the I-9 is completed within three business days of the employee's start date.
 - B. The HR representative will ensure that written notification is sent to all applicants not selected for an interview who applied for the advertised position and are not notified by phone. A copy of the written notification should be kept in the job fill file. It is strongly encouraged that internal applicants are contacted by phone.
 - C. The wage rate for temporary part-time employees and retirees should be based on education, experience, minimum job qualifications, and relative salary of other full or part-time employees.
 - D. Seasonal or other temporary employees must work in any position less than 1,040 hours in any 12-month period and must separate from the department for a minimum of one month (two pay periods) before being eligible for rehire into a seasonal or other temporary position. To utilize a seasonal or other temporary employee for 1,040 hours or more in a 12-month period, districts/divisions/offices must make a written request to the HR director for approval. Retroactive service credit toward retirement will not be granted for time worked in non-benefit eligible positions. For a list of benefit eligible employment categories, refer to the "Employment Types and Categories" reference sheet.
 - E. To comply with the Commercial Motor Vehicle Safety Act, supervisors must ensure that anyone who operates a commercial motor vehicle has a Commercial Driver's License (CDL). (Refer to Personnel Policy 0510, "Commercial Driver's License.")
8. Job Fill Files:

The following items need to be included in the job fill file retained in the local HR office prior to closing the file:

- Job Opportunity Announcement
- Advertising/recruiting efforts
- All documentation forms (forms/spreadsheets/etc.)
- Interview questions and notes from all panel members who took notes
- Form P-20, "Applicant Evaluation Worksheet," or other HR Division approved form used to evaluate candidates
- Copies of notifications to applicants who applied for a specific position but were not interviewed, or a copy of the notification and list of the applicants receiving it
- Staffing announcement
- Hiring and salary justification for candidate selected, if required
- Conditional offer letters^{1, 2}
- Confirmation letters, if used
- Any employment references obtained for all candidates seriously considered

- Indication that selected candidate met minimum qualifications for the job or a waiver of minimum qualifications
- Notation of notification to each interviewed candidate they were not selected

CROSS REFERENCES

[Personnel Policy 0503, "Employment of Relatives"](#)
[Personnel Policy 0505, "Equal Employment Opportunity"](#)
[Personnel Policy 0510, "Commercial Driver's License"](#)
[Personnel Policy 0519, "Background Checks"](#)
[Personnel Policy 0521, "Substitution of Education or Experience"](#)
[Personnel Policy 0522, "Waiver of Job Specification Minimum Requirements"](#)
[Personnel Policy 0600, "Examinations and Physicals"](#)
[Personnel Policy 1016, "Salary Increases"](#)
[Personnel Policy 1021, "Demotion"](#)
[Personnel Policy 2508, "Drug Testing Program"](#)
[Financial Policy and Procedure Manual](#)
["Employment Types and Categories" Reference Sheet](#)

FORMS

[Create/View Employee Profile \(Employment Application\)](#)
[Form P-15, Reference Questionnaire](#)
[Form P-20, Applicant Evaluation Worksheet](#)
[New Hire Checklist](#)
[Reference Sheet for Interview Panel](#)
[Reference Sheet for Interviewee](#)
[Separation Checklist](#)
[Separation Supplement](#)

¹ If the offer is withdrawn or the candidate withdraws, copies of all related correspondence should be in the job fill file.

² A copy should also be sent to Central Office HR.

Appendix 5

Job Groups and Job Titles

101 Upper Management

This subgroup consists of classifications with responsibility for the overall organization's operation and management.

ASSISTANT CHIEF ENGINEER	FINANCIAL SERVICES DIRECTOR	RISK AND BENEFITS MGT DIRECTOR
AUDITS & INVESTIGATIONS DIR	GENERAL SERVICES DIRECTOR	SECRETARY TO THE COMMISSION
CHIEF COUNSEL	GOVERNMENTAL RELATIONS DIRECTOR	STATE BRIDGE ENGINEER
CHIEF ENGINEER	HIGHWAY SAFETY DIRECTOR	STATE CONSTRUCTION & MATERIALS ENGINEER
CHIEF FINANCIAL OFFICER	HUMAN RESOURCES DIRECTOR	STATE DESIGN ENGINEER
COMMUNICATIONS DIRECTOR	INFORMATION SYSTEMS DIRECTOR	STATE MAINTENANCE ENGINEER
DIRECTOR, DEPT OF TRANSPORTATION	INNOVATION PARTNERS AND ALTERNATIVE FUNDING DIRECTOR	STATE TRAFFIC&HWY SAFTY DIRECTOR
DISTRICT ENGINEER	MOTOR CARRIER SERVICES DIRECTR	TRANSPORTATION PLANNING DIRECTOR
EQUAL OPPORTUNITY & DIVERSITY DIRECTOR	MULTIMODAL OPERATIONS DIRECTOR	
EXTERNAL CIVIL RIGHTS DIRECTOR	RIGHT OF WAY DIRECTOR	

102 Managers

This subgroup consists of classifications in salary grades 19 or higher and not included in job group 101. Employees in this classification direct the activities of department program teams and special assigned projects.

ADMINISTRATOR OF AVIATION	ASSISTANT TRANSPORTATION PLANNING DIRECTOR	GEOTECHNICAL DIRECTOR
ADMINISTRATOR OF FREIGHT & WATERWAYS	AUDTIS AND INVESTIGATION ADMINISTRATOR	LOCAL PROGRAMS ADMINISTRATOR
ADMINISTRATOR OF RAILROADS	BID & CONTRACT SERVICE ENGR	LONG RANGE TRANSPORTATION PLANNING COORDINATOR
ADMINISTRATOR OF TRANSIT	BRIDGE MANAGEMENT ENGINEER	MAINTENANCE LIAISON ENGINEER
AREA ENGINEER	BRIDGE RATING AND INVENTORY ENGINEER	MC INVESTIGATIONS ADMINISTRATR
ASSISTANT CHIEF COUNSEL - ADMIN	CADD SERVICES ENGINEER	PHYSICAL LABORATORY DIRECTOR
ASSISTANT CHIEF COUNSEL-HUMAN RSRCS	CHEMICAL LABORATORY DIRECTOR	PLANNING & PROGRAMMING ENGINEER
ASSISTANT CHIEF COUNSEL-PROJ DEVEL	COMPUTER AIDED DRFT SUPPRT ENGINEER	PROJECT DIRECTOR
ASSISTANT CHIEF COUNSEL-RISK MNGMNT	CONST & MATERIALS LIAISON ENGINEER	RAILROAD OPERATIONS MANAGER
ASSISTANT COMMUNICATIONS DIRECTOR	DEPUTY PROJECT DIRECTOR	REGIONAL COUNSEL
ASSISTANT DISTRICT ENGINEER	DESIGN LIAISON ENGINEER	RESEARCH ADMINISTRATOR
ASSISTANT FINANCIAL SERVICES DIRECTOR	DISTRICT CONST & MATERIALS ENGINEER	RIGHT OF WAY MANAGER
ASSISTANT HUMAN RESOURCE DIRECTOR	DISTRICT DESIGN ENGINEER	SPECIAL PROJECTS COORDINATOR
ASSISTANT IS DIRECTOR	DISTRICT MAINT & TRAFFIC ENGINEER	STRCTURAL PRELIM & REVIEW ENGINEER
ASSISTANT MOTOR CARRIER SERV DIRECT	DISTRICT MAINTENANCE ENGINEER	STRUCT DEV & SUPPORT ENGINEER
ASSISTANT REGIONAL COUNSEL	DISTRICT PLANNING MANAGER	STRUCTURAL LIAISON ENGINEER
ASSISTANT STATE BRIDGE ENGINEER	DISTRICT TRAFFIC ENGINEER	STRUCTURAL RESOURCE MANAGER
ASSISTANT STATE CO AND MA ENGINEER	EMERGENCY MANAGEMENT LIASON	STRUCTURAL SERVICES ENGINEER
ASSISTANT STATE DESIGN ENGINEER -LPA	ENGINEERING POLICY ADMINISTRATOR	TRAFFIC CENTER MANAGER
ASSISTANT STATE DESIGN ENGINEER - RW	ENVIRONMENTAL & HIST PRESV MGR	TRAFFIC LIAISON ENGINEER
ASSISTANT TO THE DISTRICT ENGINEER	FINANCIAL SERVICES ADMINISTRAT	TRANSPORT SYSTEM ANALYSIS ENGINEER

104 Other Managers

This subgroup consists of classifications in salary grades 18 and below with responsibility for supervision.

ASSISTANT DISTRICT BRIDGE ENGINEER	DISTRICT SFTY & HLTH MANAGER	MOTOR CARRIER COMPLIANCE SUPERVISOR
ASSISTANT DISTRICT CONSTR & MATER ENGINEER	DIV ADMIN SUPPORT SUPERVISOR	OUTDOOR ADVERTISING MANAGER
ASSISTANT DISTRICT MAINT & TRAFF ENGINEER	DST OFFICE SERVICES SUPERVISOR	PHOTOGRAMMETRIC MANAGER
ASSISTANT DISTRICT MAINTENANCE ENGINEER	EMPLOYEE BENEFITS MANAGER	POLICY AND INNOVATION PROGRAM MANAGER
ASSISTANT HISTORIC PRESERV MANAGER	EMPLOYEE DEVELOPMENT MANAGER	RAILROAD PROJECTS MANAGER
ASSISTANT MAINTENANCE SUPERVISOR	EMPLOYMENT MANAGER	RESEARCH ENGINEER
ASSISTANT RIGHT OF WAY MNGR-CERTIFI	ENVIRONMENTAL COMPLNC MANAGER	RESIDENT ENGINEER
ASSISTANT TO THE RESIDENT ENGINEER	EQUIPMENT TECHNICIAN SUPERVISOR	ROADSIDE MANAGER
AUDIT MANAGER	ESTIMATE AND REVIEW ENGINEER	SAFETY AND CLAIMS MANGER
AVIATION OPERATIONS MANAGER	EXTERNAL CIVIL RIGHTS MANAGER	SIGN & MARKING ENGINEER
AVIATION PROGRAMS MANAGER	FABRICATION OPERATIONS ENGINEER	SIGN SHOP SUPERINTENDENT
BRIDGE INSPECTION ENGINEER	FACILITY OPERATIONS SUPERVISOR	SPRVING BRIDGE INSPECTION EN
BRIDGE MAINTENANCE SUPERINTEND	FINANCIAL SERVICES MANAGER	STRUCTURAL HYDRAULICS ENGINEER
BRIDGE MAINTENANCE SUPERVISOR	GENERAL SERVICES MANAGER	STRUCTURAL PROJECT MANAGER
BRIDGE RATING & INVENT ENGINEER	GEOLOGIST	SUPPORT SERVICES MANAGER
BUSINESS SYST SUPPORT MANAGER	GEOTECHNICAL ENGINEER	TRAFFIC OPERATIONS ENGINEER
CENTRAL OFFICE GENERAL SERV MANAGER	HISTORIC PRESERVATION MANAGER	TRAFFIC OPERATIONS SUPERVISOR
CENTRAL OFFICE SFTY&HEALTH MANAGER	HUMAN RESOURCES MANAGER	TRAFFIC SAFETY ENGINEER
CLAIMS ADMINISTRATION MANAGER	HWY SAFETY PROG ADMINISTRATOR	TRAFFIC SUPERVISOR
COMMRCIAL MTR VEHICLE PROG MANAGER	INCIDENT MANAGEMENT COORDINATR	TRAFFIC SYSTEMS SUPERVISOR
COMMUNITY RELATIONS MANAGER	INF SYSTEMS PROJECT MANAGER	TRANS ENFORCEMENT INVESTI SUPERVISOR
COMPENSATION MANAGER	INFORMATION SYSTEMS SUPERVISOR	TRANSP MGT SYS ADMINISTRATOR
CONSTR MANGMNT SYSTEMS ADMINIS	INVESTIGATION MANAGER	TRANSP PLANNING COORDINATOR
CORE DRILL SUPERINTENDENT	LAND SURVEY SUPERVISOR	TRANSP PROJECT DESIGNER
CORE DRILL SUPERVISOR	LEGAL OFFICE MANAGER	TRANSPORTATION PLANNING SPECIA
CUSTOMER RELATIONS MANAGER	MAINT SUPERINTENDENT	TRANSPORTATION PROGRAM MANAGER
DESIGN MGT SYSTEMS ADMINISTRAT	MAINTENANCE SUPERVISOR	TRANSPORTATION PROJECT MANAGER
DIST INFORMATION SYSTM MANAGER	MATERIALS TESTING SUPERVISOR	URBAN TRAFFIC SUPERVISOR
DISTRICT BRIDGE ENGINEER	MOTOR ASSISTANCE SHIFT SUPERVISOR	WETLAND COORDINATOR
DISTRICT LAND SURVEY MANAGER		

204 Professionals-Administration

This subgroup consists of classifications with responsibility in non-managerial professional activities. Employees in these classifications have specialized knowledge obtained through college, training institutions or work experience.

ASSISTANT COUNSEL	INTERMEDIATE PROCUREMENT AGENT	SENIOR CIVIL RIGHTS SPECIALIST
AUDITOR	INTERMEDIATE R/W SPECIALIST	SENIOR COMMUNITY RELATIONS SPECIAL
BUSINESS SYSTEM SUPPORT SPECIALIST	INTERMEDIATE RISK MGT SPECIALIST	SENIOR DATA REPORT ANALYST
CERTIFIED APPRAISER	INTERMEDIATE RM ANALYST	SENIOR DIVERSITY AND INCLUSION SPECIALIST
CIVIL RIGHTS SPECIALIST	INTERMEDIATE SAFETY OFFICER	SENIOR EMPLOYEE DEVELOPMENT SPECIALIST
COMMUNITY LIAISON	INTERMEDIATE SYSTEM MANAGEMENT SPECIALIST	SENIOR FINANCIAL SERVICES SPECIALIST
COMMUNITY RELATIONS COORDINATO	INTERMEDIATE TRANSPORTATION PLANNER	SENIOR GENERAL SERVICES SPECIALIST
COMMUNITY RELATIONS SPECIALIST	INVESTIGATOR	SENIOR GOVT RELATIONS SPECIALIST
DIVERSITY AND INCLUSION SPECIALIST	MARKET ANALYSIS COORDINATOR	SENIOR HR SPECIALIST
EMPLOYEE DEVELOPMENT SPECIALIST	MC INVESTIGATIONS SPECIALIST	SENIOR INVESTIGATOR
FINANCIAL SERVICES SPECIALIST	MOTOR CARRIER PROJECT MANAGER	SENIOR LITIGATION COUNSEL
GENERAL SERVICES SPECIALIST	ORGANIZATIONAL PERFORMANCE ANALYST	SENIOR ORGANIZATIONAL PERFORMANCE ANALYST
GOVERNMENTAL RELATIONS SPECIALIST	ORGANIZATIONAL PERFORMANCE SPECIALIST	SENIOR OUTDOOR ADVERTISING PERM SPECIALIST
HUMAN RESOURCES SPECIALIST	OUTDOOR ADVERT PERMIT SPECIALIST	SENIOR PARALEGAL
INTERMEDIATE AUDITOR	OUTDOOR ADVERTISING SPECIALIST	SENIOR PROCUREMENT AGENT
INTERMEDIATE BENEFITS SPECIALST	PARALEGAL	SENIOR R/W SPECIALIST
INTERMEDIATE CIVIL RIGHTS SPECIALIST	PROCUREMENT AGENT	SENIOR RESOURCE MGT ANALYST
INTERMEDIATE COMMUNITY RELATIONS SPECIALIST	RESOURCE MANAGEMENT SPECIALIST	SENIOR RISK MGMT SPECIALIST
INTERMEDIATE DIVERSITY AND INCLUSION SPECLAIST	RIGHT OF WAY LIAISON	SENIOR SAFETY OFFICER
INTERMEDIATE EMPLOYEE DEVELOPMENT SPECIALIST	RIGHT OF WAY SPECIALIST	SENIOR SYSTEM MANAGEMENT SPECIALIST
INTERMEDIATE FINANCIAL SERVICES SPECIALIST	RISK MANAGEMENT SPECIALIST	SENIOR TRANSPORTATION PLANNER
INTERMEDIATE GEN SERV SPECIALIST	SAFETY OFFICER	SENIOR TRNS ENFRCEMNT INVESTIGATOR
INTERMEDIATE HUMAN RESOURCES SPECLST	SENIOR ADMINISTRATIVE COUNSEL	STORMWATER COMPLIANCE COORDINATOR
INTERMEDIATE ORGANIZATIONAL PERFORMANCE ANALYST	SENIOR ASSISTANT COUNSEL	SYSTEM MANAGEMENT SPECIALIST
INTERMEDIATE PARALEGAL	SENIOR AUDITOR	TRANSP ENFRMNT INVESTIGATOR
INTMEREDATE GOVERNMENTAL RELATIONS SPECIALIST	SENIOR BENEFITS SPECIALIST	TRANSPORTATION PLANNER

207 Civil Engineers

This subgroup consists of classifications with responsibility in non-managerial civil engineering activities. Employees in these classifications have specialized knowledge obtained through college, training institutions or work experience.

AIRPORT PROJECT MANAGER	INTERMEDIATE MATERIALS INSPECTOR	SENIOR MATERIALS SPECIALIST
BRIDGE INSPECTOR	INTERMEDIATE MAINTENANCE ENGINEERING SPECIALIST	SENIOR PAVEMENT SPECIALIST
BRIDGE LOC & LAYOUT DESIGNER	INTERMEDIATE PAVEMENT SPECIALIST	SENIOR CONSTRUCTION INSPECTOR
CADD SUPPORT ANALYST	INTERMEDIATE PROJECT REVIEWER	SENIOR GEOTECHNICAL SPECIALIST
COMPUTER LIAISON, DESIGN	INTERMEDIATE STRUCTURAL DESIGNER	SENIOR PROJECT DEVELOPMENT SPECIALIST
CONSTRUCTION INSPECTOR	INTINTERMEDIATEER MATERIALS SPECIALIST	SENIOR PROJECT REVIEWER
DESIGN SUPPORT ENGINEER	MAINTENANCE ENGINEERING SPECIALIST	SENIOR RESEARCH ANALYST
DISTRICT CONSTRUCTION LIAISON	MATERIALS INSPECTOR	SENIOR STRUCTURAL DESIGNER
DISTRICT DESIGN LIAISON	NON-MOTORIZED TRANSP ENGINEER	SENIOR STRUCTURAL ENGINEER
DISTRICT UTILITIES ENGINEER	OFF-SYSTEM PLANS REVIEWER	SENIOR TRAFFIC STUDIES SPECIAL
ESTIMATOR	PAVEMENT ENGINEER	SENIOR TRAFFIC STUDIES SPECIAL-NSS
FIELD MATERIALS ENGINEER	PAVEMENT SPECIALIST	STANDARDS SPECIALIST
GEOTECHNICAL SPECIALIST	PROJECT REVIEWER	STATEWIDE INCIDENT RESPONSE COORDINATOR

HIGHWAY DESIGNER
INNOVATIONS ENGINEER
INTERMEDIATE CONST INSPECTOR
INTERMEDIATE HIGHWAY DESIGNER
INTERMEDIATE TRAFFIC STUDIES SPECIALIST

RESEARCH ANALYST
SENIOR ESTIMATOR
SENIOR HIGHWAY DESIGNER
SENIOR MAINTENANCE ENGINEERING SPECIALIST
SENIOR MATERIALS INSPECTOR

STRUCTURAL DESIGNER
TEMP ENGINEERING PROFESSIONAL
TRAFFIC MNGMNT & OPERATION ENGINEER
TRAFFIC SAFETY ENGINEER
TRAFFIC STUDIES SPECIALIST

217 Professionals-Technical

This subgroup consists of classifications with responsibility in non-managerial specialized activities. Employees in these classifications have specialized knowledge obtained through college, training institutions or work experience.

AIRPLANE PILOT	INTERMEDIATE HISTORIC PRESERVATION SPECIALIST	SENIOR ENVIRONMENTAL SPECIALIST
ENVIRONMENTAL CHEMIST	INTERMEDIATE INFO SYSTEMS TECHNOLOGIST	SENIOR HISTORIC PRESERVATION SPECIALIST
ENVIRONMENTAL SPECIALIST	INTERMEDIATE MULTIMODAL OPER SPECIALIST	SENIOR INFO SYSTEMS TECHNOLOGIST
GEOGRAPHIC INFO SYSTEM SPECIALIST	LEAD INFO SYSTEMS TECHNOLOGIST	SENIOR MULTIMODAL OPER SPECIALIST
HISTORIC PRESERVATION SPECIALIST	MULTIMODAL OPERATIONS SPECIALIST	SENIOR ROADSIDE MANAGEMENT SPECIALIST
INFO SYS TECHNOLOGY SPECIALIST	RAIL SAFETY SPECIALIST	STATISTICIAN
INFO SYSTEMS TECHNOLOGIST	ROADSIDE MANAGEMENT SPECIALIST	TRANSPORTATION DATA ANALYST
INTERMEDIATE ENVIRONMENTAL SPECIALIST	SENIOR CHEMIST	
INTERMEDIATE GEOGRAPHIC INFO SYSTEM SPECIALIST	SENIOR GEOGRAPHIC INFO SYSTEM SPECIALIST	

303 Technicians

This group consists of classifications that require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized postsecondary school education or through equivalent on-the-job training.

AIRPORT PROJECT TECHNICIAN	LAND SURVEYOR IN TRAINING	SENIOR CONSTRUCTION TECHNICIAN
ASSISTANT CONSTRUCTION TECH	LEAD FIELD ACQUISITION TECHNICIAN	SENIOR FABRICATION TECHNICIAN
ASSISTANT SURVEY TECHNICIAN	MAINTENANCE TECHNICIAN	SENIOR PHOTOGRAMMETRIC TECHNICIAN
BRIDGE INSPECTION TECHNICIAN	MATERIALS TECHNICIAN	SENIOR RAILROAD SAFETY INSPECTOR
CONSTRUCTION TECHNICIAN	MATERIALS TESTING SPECIALIST	SENIOR TRAFFIC SPECIALIST
DESIGN TECHNICIAN	MULTIMEDIA SERVICES SPECIALIST	SENIOR TRAFFIC TECHNICIAN
DISTRICT BRIDGE INSPECTOR	RAILROAD SAFETY INSPECTOR	SENIOR TRAFFIC TECHNICIAN-NSS
FABRICATION TECHNICIAN	SENIOR CADD SUPPORT SPECIALIST	STRUCTURAL ANALYST
INTERMEDIATE CONSTRUCTION TECHNICIAN	SENIOR CARTOGRAPHER	STRUCTURAL SPECIALIST
INTERMEDIATE DESIGN TECHNICIAN	SENIOR DESIGN TECHNICIAN	STRUCTURAL TECHNICIAN
INTERMEDIATE MATERIALS TECHNICIAN	SENIOR MAINTENANCE TECHNICIAN	SURVEY INSTRUMENT OPERATOR
INTERMEDIATE PLANNING TECHNICIAN	SENIOR MATERIALS TECHNICIAN	SURVEY TECHNICIAN
INTERMEDIATE STRUCTURAL TECHNICIAN	SENIOR MULTIMEDIA SERVICES SPECIALIST	TEMPORARY CONSTRUCTION TECHNICIAN
INTERMEDIATE SURVEY TECHNICIAN	SENIOR PLANNING TECHNICIAN	TRAFFIC COMMUNICATION SPECIALIST
INTERMEDIATE TRAFFIC TECHNICIAN	SENIOR STRUCTURAL TECHNICIAN	TRAFFIC SPECIALIST
LAND SURVEY COORDINATOR	SENIOR SURVEY TECHNICIAN	TRAFFIC TECHNICIAN
LAND SURVEYOR		

501 Paraprofessionals

This group consists of classifications which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.

ADMINISTRATIVE TECHNICIAN	INTERMEDIATE IS TECHNICIAN	SENIOR HUMAN RESOURCES TECHNICIAN
AUTOMATION LIAISON ANALYST	MCS SYSTEM & TRAINING ANALYST	SENIOR INFO SYSTEMS TECHNICIAN
BRIDGE INVENTORY ANALYST	MOTOR CARRIER TECHNICIAN	SENIOR MOTOR CARRIER TECHNICIAN
CONSTRUCTION CONTRACT ADMINIST	PLANNING TECHNICIAN	SENIOR OUTDOOR ADVERTISING TECHNICIAN
CUSTOMER SERVICE REPRESENTATIVE	PRINTING TECHNICIAN	SENIOR PLANNING TECHNICIAN
DIST FINAL PLANS & REPORTS PROCESSOR	RIGHT OF WAY DESCRIPTION WRITER	SENIOR PRINTING TECHNICIAN
FINAL PLANS REVIEWER	RISK MANAGEMENT TECHNICIAN	SENIOR RIGHT OF WAY TECHNICIAN
FINANCIAL SERVICES TECHNICIAN	SENIOR ADMINISTRATIVE TECHNICIAN	SENIOR RISK MANAGEMENT TECHNICIAN
GENERAL SERVICES TECHNICIAN	SENIOR CUSTOMER SERVICE REPRESENTATIVE	SENIOR SYSTEM MANAGEMENT TECHNICIAN
HUMAN RESOURCES TECHNICIAN	SENIOR FINANCIAL SERVICES TECHNICIAN	
INFORMATION SYSTEMS TECHNICIAN	SENIOR GENERAL SERVICES TECHNICIAN	

601 Office/Clerical

This group consists of classifications which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

CONSTRUCTION PROJECT OFFICE ASSISTANT	LEGAL SECRETARY	SENIOR EXECUTIVE ASSISTANT TO THE DIRECTOR
EXECUTIVE ASSISTANT	MOTOR CARRIER AGENT	SENIOR MOTOR CARRIER AGENT
FLD ACQUISITION COORDINATOR	OFFICE ASSISTANT	SENIOR MOTOR CARRIER SERVICES ASSISTANT
INT MOTOR CARRIER AGENT	SENIOR EXECUTIVE ASSISTANT	SENIOR TRAFFIC SYSTEMS OPERATOR
LEGAL ASSISTANT	SENIOR OFFICE ASSISTANT	TRAFFIC SYSTEMS OPERATOR

701 Skilled Crafts

This group consists of classifications which workers perform jobs that require special manual skill, and a thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

ASSISTANT EQUIPMENT TECHNICIAN	FIELD ACQUISITION TECHNICIAN	SENIOR ELECTRICIAN
BRIDGE MAINTENANCE CREW LEADER	INTERMEDIATE BRIDGE MT WORKER	SENIOR EQUIPMENT TECHNICIAN
CORE DRILL OPERATOR	INTERMEDIATE CORE DRILL ASSISTANT	SENIOR FACILITY OPERATIONS SPECIALIST
ELECTRICIAN	INTERMEDIATE EQUIPMENT TECHNICIAN	SENIOR FIELD ACQUISITION TECHNICIAN
ELECTRICIAN ASSISTANT	INTERMEDIATE FIELD ACQUISITION TECHNICIAN	SENIOR SUPPLY AGENT
EQUIP TECH SUPPORT SPECIALIST	MAINTENANCE CREW LEADER	SUPPLY AGENT
EQUIPMENT TECHNICIAN	SENIOR BRIDGE MT WORKER	SUPPLY OFFICE ASSISTANT
FACILITY OPERATIONS SPECIALIST	SENIOR CORE DRILL ASSISTANT	UTILITY LOCATOR

804 Service & Maintenance

This group consists of classifications which workers perform duties, which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

BRIDGE MAINTENANCE WORKER	GENERAL LABORER	SENIOR FACILITY OPERATIONS CREW WORKER
BUILDING CUSTODIAN	INTERMEDIATE MAINTENANCE WORKER	SENIOR MAIL CENTER OPERATOR
CORE DRILL ASSISTANT	MAINTENANCE WORKER	SENIOR MAINTENANCE WORKER
EMERGENCY MAINTENANCE EQUIPMENT OPERATOR	MOTORIST ASSISTANCE OPERATOR	TEMPORARY MAINTENANCE WORKER
FACILITY OPERATIONS CREW WORKER	SENIOR BUILDING CUSTODIAN	

*** NSS - NONSAFETY SENSITIVE**