



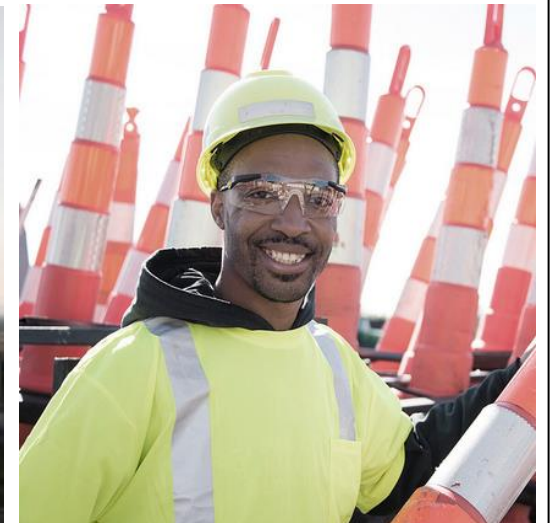
# Missouri Department of Transportation (MoDOT)

## FY 2018 Workforce Diversity Plan

Equal Opportunity and Diversity Division



2018



P.O. Box 270 Jefferson City, MO 65102

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## Preface

Missouri Department of Transportation (hereinafter referred to as MoDOT) is fully committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment.

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

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

While MoDOT firmly believes in wide dissemination of its affirmative action policies and equal employment opportunity practices, this plan contains certain proprietary information relating to MoDOT's business that must be kept confidential. At a minimum, the complexity of this data is subject to misinterpretation and misuse.

Therefore, even though MoDOT is justifiably proud of the progress and placement goals that are described in the following pages, this plan and its support data are to be disclosed only to individuals, companies and government agencies where such individuals or entities have a legitimate business interest or legal entitlement to the information. MoDOT specifically requests the following:

1. If this information is submitted to the Office of Federal Contract Compliance Programs (OFCCP) pursuant to the relevant Executive Order and regulations, it is to be considered confidential and not subject to disclosure without notifying MoDOT of the agency's decision to disclose and providing MoDOT with ample time to contest the disclosure.
2. If this information is supplied to another government contractor, EEOC representative, or any other person who is given access to the plan, it is not to be copied, reproduced, or disclosed without prior notification to MoDOT.
3. No information contained in the plan is to be copied, removed from the premises, or released to other individuals without prior notification to MoDOT.
4. All monitoring system reports as required by federal regulations and laws have been completed. Reports that require specific data such as names of employees and salary information are not an official part of this plan. This information is on file at MoDOT as Documentation and Supporting Data for Diversity Plan Reports and is available for review only as required by law.

The material set forth in this plan is deemed to include personnel files, trade secrets, confidential operations information, confidential statistical data and other confidential commercial and financial data, within the meaning of the Freedom of Information Act (5 U.S.C. Section 552), Title VII of the Civil Rights Act of 1964 (as amended) (42 U.S.C. Sections 2000e et seq.), and the Trade Secrets Act (18 U.S.C. Section 1905, and 44 U.S.C. Section 3508), the disclosure of which is prohibited by law and would subject the individual making the disclosure to criminal and/or civil sanctions.

This plan does not constitute an express or implied contract between MoDOT and its employees, job applicants or other persons. Nothing in this plan provides any individual or group with a private right of action against MoDOT.

## Introduction

### **Reaffirmation Policy Statement Equal Opportunity and Affirmative Action**

It is the policy of the Missouri Department of Transportation (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 Diversity 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 plan, 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 a disciplinary action that could include termination.

The success of our diversity/affirmative action program 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 in 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.

As detailed in the Job Group Analysis, this plan covers 5079 employees including 469 (9.23%) minorities and 918 (18.07%) women. As described in detail, the management of MoDOT has a continuing commitment to the practice and implemented action of this plan.

## **Responsibility for Implementation**

*41 C.F.R.602.17*

### **Director, Missouri Department of Transportation**

The Director has the overall responsibility for the effectiveness and implementation of the department's EEO, AA and Workforce Diversity plans. The department's internal EEO program is designed to assign responsibility and accountability from the Director through all first-line supervisors and employees. All current job specifications include EEO/AA responsibilities for all supervisory personnel.

The Director's responsibilities include, but are not limited to:

- Reviewing the Workforce Diversity Plan.
- Monitor and confer with Senior Management level staff to ensure proper implementation of the Workforce Diversity Plan and all EEO law and policies.
- Periodically receive reviews regarding the status of the plans implementation throughout the department, districts and divisions.

### **Equal Opportunity and Diversity Division Director**

The Equal Opportunity and Diversity Division (EODD) Director administers these programs under the direction of the Chief Financial Officer. The EODD Director's responsibilities include, but are not limited to:

- 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.
- Designing and implementing the monitoring and reporting methods to identify possible problem areas and measure overall effectiveness of the plan to ensure necessary remedial action is taken.
- Monitoring recruitment, hiring, training, promotion, termination and transfer practices to ensure the selection of individuals conforms to federal/state regulations and statutes.
- Reporting on the status of the plan along with recommendations for improvement, to appropriate management personnel.
- Providing administrative assistance in developing and implementing necessary programs and training.
- Serving as liaison between the department and EEO enforcement agencies on affirmative action matters.

- Consulting with applicants, employees and the public concerning EEO/AA issues.

### **Division Directors and District Engineers**

The responsibilities of division directors and district engineers, include, but are not limited to:

- Reviewing the Workforce Diversity Plan for their areas of responsibility.
- Establishing an understanding of the plan among their district/division employees.
- Review quarterly Incumbency vs. Availability reports to assess and evaluate areas of underutilization.
- Developing and establishing strategies to reduce or eliminate areas of underutilization for their areas of responsibilities.
- Encouraging and monitoring opportunities for staff development, including diversity and inclusion training.
- Encouraging the recruitment of qualified diverse applicants from protected groups for all department vacancies.
- Periodically review hiring, training and promotion practices to ensure compliance with:
  - EEO law
  - Policy 0505 "Equal Employment Opportunity"
  - Policy 0517 "Staffing of Department Vacancies"
- Reporting any form of discrimination to executive management or available HR representative.
- Holding administrators, managers and supervisors under their areas of responsibility accountable for understanding and implementing the Workforce Diversity Plan.

## **Administrators, Managers and Supervisors**

The responsibilities of administrators, managers and supervisors include, but are not limited to:

- ❑ Demonstrating the department's commitment and strategic direction of the diversity plan in the workplace by exhibiting attitudes and leadership that support these principles.
- ❑ Ensuring their programs, selection processes, and their areas of responsibilities comply with the vision set forth by department's diversity plan.
- ❑ Ensuring employees working in their programs, sections and divisions are treated fairly and do not experience unlawful discrimination, harassment or retaliation.
- ❑ Ensuring employees working in their programs, sections and divisions have equal access to promotions, transfers and training opportunities.
- ❑ Assisting in the encouragement and promotion of diversity initiatives and activities for staff development opportunities.
- ❑ Ensuring all departmental policies and procedures are followed.
- ❑ Ensuring all pools of candidates considered for department vacancies are representative of a diverse population.
- ❑ Applying good faith efforts to employ promote and train females and minorities in the workforce.
- ❑ Reviewing job descriptions in their divisions to ensure they accurately reflect the duties required to perform the job.
- ❑ Reporting any form of discrimination to senior management or available HR representative.

## **Department Employees**

All department employees' responsibilities include, but are not limited to:

- ❑ Respecting the differences in others and being inclusive in all personal actions and communications.
- ❑ Following all department policies and procedures.
- ❑ Providing services to customers and potential customers in a fair, nondiscriminatory manner.



- ❑ Assisting the department in recruiting and maintaining a diverse workforce.
- ❑ Creating a professional work environment free from the effects of discrimination, harassment, sexual harassment and retaliation.
- ❑ Successfully accomplishing at least one new competency related to diversity and inclusion each year.
- ❑ Reporting any form of discrimination to management or available HR representative.

## **Organizational Profile**

*41 C.F.R. 602.11*

The organizational profile is an overview of the staffing patterns for the department and is used to determine whether there are areas in the workforce where minorities or women are underrepresented or concentrated. To complete our organizational profile, we have elected to follow the Workforce Analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the seven districts and central office of MoDOT. The subsequent charts list all job titles from the lowest paid to the highest paid for central office and each district. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents and the total number of male and female incumbents by racial/ethnic group.

# 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	1	0	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min 0	0	0	0	0	0	0	0
R01376	\$25,031.97	Total 1	0	0	0	0	0	0	0
SENIOR BUILDING CUSTODIAN	H	Tot Min 0	1	0	0	0	0	0	0
R01333	\$28,487.10	Total 65	58	1	0	2	2	0	0
MAINTENANCE WORKER	H	Tot Min 5	7	0	0	0	0	0	0
R01301	\$30,772.08	Total 46	44	0	0	0	1	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min 1	2	0	0	0	0	0	0
R01391	\$33,901.99	Total 1	1	0	0	0	1	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min 1	0	0	0	0	0	0	0
R01335	\$35,671.55	Total 151	147	0	0	0	0	0	1
SENIOR MAINTENANCE WORKER	H	Tot Min 1	4	0	0	0	0	0	0
R01106	\$34,067.90	Total 2	2	0	0	0	0	0	0
INT BRIDGE MAINTENANCE	G	Tot Min 0	0	0	0	0	0	0	0
R02017	\$30,408.03	Total 1	1	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	G	Tot Min 0	0	0	0	0	0	0	0
R01107	\$37,724.00	Total 2	2	1	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min 1	0	0	0	0	0	0	0
R02018	\$36,981.86	Total 5	5	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min 0	0	0	0	0	0	0	0
R02006	\$37,549.70	Total 1	1	0	0	0	0	0	0
FACILITY OPERATIONS	G	Tot Min 0	0	0	0	0	0	0	0
R01102	\$40,547.98	Total 1	0	0	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min 0	1	0	0	0	0	0	0
R01061	\$38,912.13	Total 57	54	0	0	0	0	0	2
MAINTENANCE CREW LEADER	G	Tot Min 2	3	0	0	0	0	0	0
R02350	\$39,026.59	Total 1	0	0	0	0	0	0	0
ELECTRICIAN	G	Tot Min 0	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

605 2ANW

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

605 2ANW

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
INTER MATERIALS INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05626		\$48,336.27	Total	3	Mal	2	2	0	0	0	0	0
INTER CONST INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04101		\$49,995.41	Total	1	Mal	1	1	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04466		\$50,172.04	Total	1	Mal	1	1	0	0	0	0	0
SENIOR SAFETY OFFICER	B		Tot Min	0	Fem	0	0	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	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
R04862		\$51,169.72	Total	1	Mal	0	0	0	0	0	0	0
SR HR SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04696		\$51,360.00	Total	3	Mal	2	2	0	0	0	0	0
SR INFO SYSTEMS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04740		\$51,868.54	Total	1	Mal	0	0	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	1	Mal	1	1	0	0	0	0	0
SR R/W SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05815		\$52,380.01	Total	1	Mal	1	1	0	0	0	0	0
SR TRANSPORTATION PLANNER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05772		\$53,952.02	Total	2	Mal	1	1	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05813		\$53,993.26	Total	12	Mal	10	10	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B		Tot Min	1	Fem	2	1	0	0	0	0	1
R04890		\$55,272.01	Total	2	Mal	1	1	0	0	0	0	0
CERTIFIED APPRAISER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05023		\$55,610.01	Total	1	Mal	1	1	0	0	0	0	0
SENIOR PAVEMENT SPECIALIST	B		Tot Min	0	Fem	0	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
R05814	\$55,747.28	Total	6	Mal	5	5	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	1	Fem	1	0	0	0	1	0	0
R04105	\$56,742.40	Total	1	Mal	1	1	0	0	0	0	0
SR ADMIN PROFESSIONAL-TPT	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R05754	\$57,611.46	Total	1	Mal	1	1	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R05755	\$67,440.02	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R05126	\$71,253.86	Total	1	Mal	1	1	0	0	0	0	0
SR ENGINEERING PROFESSNL-	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R01109	\$46,873.35	Total	1	Mal	1	1	0	0	0	0	0
BRIDGE MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R01380	\$42,720.65	Total	7	Mal	7	7	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	23	Mal	23	21	1	0	1	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	0	0	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R01330	\$52,523.16	Total	6	Mal	6	6	0	0	0	0	0
MAINT SUPERINTENDENT	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
R04897	\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04636	\$62,091.45	Total	1	Mal	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	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
R05459 GEOLOGIST	\$63,583.19	Total	1	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05078 AST DISTRICT CONSTR & MATER	\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748 TRANSP PROJECT DESIGNER	\$64,825.56	Total	2	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05077 ASST DIST MAINT & TRAFF	\$65,957.95	Total	1	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05667 TRAFFIC OPERATIONS	\$66,104.04	Total	1	Mal	1	0	0	0	1	0	0	0
	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05809 RESIDENT ENGINEER	\$67,362.40	Total	3	Mal	3	3	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752 RIGHT OF WAY MANAGER	\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449 AREA ENGINEER	\$70,875.02	Total	2	Mal	2	1	0	0	0	1	0	0
	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05453 DISTRICT BRIDGE ENGINEER	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444 TRANSPORTATION PROJECT	\$73,513.49	Total	2	Mal	2	2	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05462 DISTRICT PLANNING MANAGER	\$74,790.01	Total	1	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080 DISTRICT CONST & MATERIALS	\$76,963.54	Total	1	Mal	0	0	0	0	0	0	0	0
	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05081 DISTRICT MAINT & TRAFFIC	\$78,996.01	Total	1	Mal	0	0	0	0	0	0	0	0
	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452 DISTRICT DESIGN ENGINEER	\$79,846.29	Total	1	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751 ASSISTANT DISTRICT ENGINEER	\$87,027.57	Total	1	Mal	1	1	0	0	0	0	0	0
	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0



# Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title	Average Salary & EEO	Total		Total	W	B	A	H	I	P	2
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 2ANW		Total 498	Mal	443	427	3	0	5	5	0	3
		Tot Min 19	Fem	55	52	1	0	1	0	0	1

605 2BNE

NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO	Total		Total	W	B	A	H	I	P	2
R01101	\$29,818.15	Total 3	Mal	3	3	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 60	Mal	56	55	1	0	0	0	0	0
MAINTENANCE WORKER	H	Tot Min 1	Fem	4	4	0	0	0	0	0	0
R01301	\$30,772.08	Total 47	Mal	41	39	2	0	0	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min 2	Fem	6	6	0	0	0	0	0	0
R01335	\$35,671.55	Total 112	Mal	107	102	4	0	0	1	0	0
SENIOR MAINTENANCE WORKER	H	Tot Min 5	Fem	5	5	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 1	Mal	1	1	0	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min 0	Fem	0	0	0	0	0	0	0	0
R01073	\$37,102.00	Total 1	Mal	1	1	0	0	0	0	0	0
SENIOR SUPPLY AGENT	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 51	Mal	49	49	0	0	0	0	0	0
MAINTENANCE CREW LEADER	G	Tot Min 0	Fem	2	2	0	0	0	0	0	0
R02007	\$42,661.57	Total 4	Mal	4	4	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 2BNE

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
SENIOR ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02019		\$43,345.32	Total	17	Mal	17	17	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	0	Fem	3	3	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
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	2	Mal	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	2	2	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	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01515		\$29,543.04	Total	1	Mal	1	1	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01589		\$34,301.50	Total	2	Mal	2	2	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	2	Mal	2	2	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01596		\$40,221.82	Total	1	Mal	0	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C		Tot Min	0	Fem	1	1	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	3	Mal	3	3	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	0	Fem	0	0	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

# Workforce Analysis

605 2BNE

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
MAINTENANCE SUPERVISOR	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R02020		\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0
EQUIPMENT TECHNICIAN	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R01330		\$52,523.16	Total	5	Mal	5	5	0	0	0	0	0
MAINT SUPERINTENDENT	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04051		\$57,363.46	Total	1	Mal	0	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A		Tot Min	0	Fem	1	1	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
R04897		\$60,552.04	Total	1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04636		\$62,091.45	Total	1	Mal	1	1	0	0	0	0	0
SUPPORT SERVICES MANAGER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05078		\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05748		\$64,825.56	Total	2	Mal	0	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A		Tot Min	0	Fem	2	2	0	0	0	0	0
R05077		\$65,957.95	Total	1	Mal	1	1	0	0	0	0	0
ASST DIST MAINT & TRAFF	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05667		\$66,104.04	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC OPERATIONS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05809		\$67,362.40	Total	4	Mal	3	3	0	0	0	0	0
RESIDENT ENGINEER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04752		\$69,670.28	Total	1	Mal	0	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R05449		\$70,875.02	Total	3	Mal	2	2	0	0	0	0	0
AREA ENGINEER	A		Tot Min	0	Fem	1	1	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
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05444	\$73,513.49	Total	3	Mal	2	2	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R05462	\$74,790.01	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05080	\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05081	\$78,996.01	Total	1	Mal	0	0	0	0	0	0	0
DISTRICT MAINT & TRAFFIC	A	Tot Min	0	Fem	1	1	0	0	0	0	0
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	1	Mal	1	1	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	0	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 605 2BNE		Total	448	Mal	392	382	7	0	3	0	0
		Tot Min	10	Fem	56	56	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
ASST DISTRICT BRIDGE	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R01101	\$29,818.15	Total	14	Mal	14	5	7	0	2	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	9	Fem	0	0	0	0	0	0	0
R01333	\$28,487.10	Total	114	Mal	106	77	19	0	8	1	0
MAINTENANCE WORKER	H	Tot Min	30	Fem	8	7	1	0	0	0	0
R01301	\$30,772.08	Total	42	Mal	40	31	6	0	3	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	9	Fem	2	2	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
SR FACILITY OPERATIONS CREW	H		Tot Min	0	Fem	0	0	0	0	0	0	0
R01392		\$34,584.02	Total	14	Mal	12	6	5	1	0	0	0
MOTORIST ASSISTANCE	H		Tot Min	7	Fem	2	1	1	0	0	0	0
R01335		\$35,671.55	Total	87	Mal	79	66	8	0	2	3	0
SENIOR MAINTENANCE WORKER	H		Tot Min	15	Fem	8	6	1	0	0	0	1
R01089		\$29,471.94	Total	1	Mal	1	1	0	0	0	0	0
ASSISTANT EQUIPMENT	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	6	Mal	5	4	1	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	2	Fem	1	0	0	0	0	0	1
R02018		\$36,981.86	Total	6	Mal	6	6	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01102		\$40,547.98	Total	2	Mal	2	1	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	40	35	4	0	1	0	0
MAINTENANCE CREW LEADER	G		Tot Min	5	Fem	5	5	0	0	0	0	0
R02350		\$39,026.59	Total	5	Mal	4	4	0	0	0	0	0
ELECTRICIAN	G		Tot Min	0	Fem	1	1	0	0	0	0	0
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	6	Mal	6	6	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	13	1	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R01025		\$29,236.66	Total	5	Mal	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F		Tot Min	1	Fem	5	4	0	1	0	0	0
R01272		\$32,065.83	Total	4	Mal	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F		Tot Min	1	Fem	4	3	1	0	0	0	0

# Workforce Analysis

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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
EXECUTIVE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01046		\$28,802.95	Total	1	Mal	0	0	0	0	0	0	0
SENIOR RIGHT OF WAY	E		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	1	Fem	1	0	1	0	0	0	0
R01098		\$30,603.94	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER SERVICE REP	E		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	0	Fem	1	1	0	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
R01034		\$33,226.69	Total	2	Mal	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01084		\$36,221.15	Total	5	Mal	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E		Tot Min	3	Fem	5	2	3	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	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E		Tot Min	0	Fem	3	3	0	0	0	0	0
R01088		\$37,899.00	Total	1	Mal	0	0	0	0	0	0	0
SENIOR INF SYSTEMS	E		Tot Min	0	Fem	1	1	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	0	Fem	1	1	0	0	0	0	0
R01569		\$21,459.00	Total	2	Mal	2	2	0	0	0	0	0
ASSISTANT SURVEY TECHNICIAN C			Tot Min	0	Fem	0	0	0	0	0	0	0
R01515		\$29,543.04	Total	1	Mal	1	1	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01594		\$29,640.00	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC TECHNICIAN	C		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
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

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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
RIGHT OF WAY SPECIALIST	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R05856		\$40,963.14	Total	1	Mal	1	1	0	0	0	0	0
TRANSPORTATION PLANNER	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	20	Mal	15	10	3	1	1	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	5	Fem	5	5	0	0	0	0	0
R05787		\$42,741.17	Total	5	Mal	4	2	1	1	0	0	0
MATERIALS INSPECTOR	B		Tot Min	2	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	2	Mal	1	1	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	1	Fem	1	0	0	0	1	0	0
R05851		\$47,657.15	Total	1	Mal	1	0	0	1	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05771		\$47,880.03	Total	2	Mal	1	1	0	0	0	0	0
INTER MATERIALS INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05626		\$48,336.27	Total	9	Mal	7	6	1	0	0	0	0
INTER CONST INSPECTOR	B		Tot Min	1	Fem	2	2	0	0	0	0	0
R05629		\$49,900.93	Total	6	Mal	2	2	0	0	0	0	0
INTER HIGHWAY DESIGNER	B		Tot Min	0	Fem	4	4	0	0	0	0	0
R04466		\$50,172.04	Total	1	Mal	1	0	0	0	0	0	1
SENIOR SAFETY OFFICER	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04607		\$50,179.72	Total	2	Mal	1	0	1	0	0	0	0
SR CUSTOMER RELATIONS	B		Tot Min	1	Fem	1	1	0	0	0	0	0
R04862		\$51,169.72	Total	3	Mal	1	1	0	0	0	0	0
SR HR SPECIALIST	B		Tot Min	2	Fem	2	0	2	0	0	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

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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

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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
MOTOR ASSISTANCE SHIFT	A	Tot Min	1	Fem	0	0	0	0	0	0	0
R01307	\$46,968.06	Total	1	Mal	1	1	0	0	0	0	0
MOTORIST ASSISTANCE OPER	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	18	Mal	17	15	2	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	1	1	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0
EQUIPMENT TECHNICIAN	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
R01330	\$52,523.16	Total	4	Mal	3	2	0	0	0	1	0
MAINT SUPERINTENDENT	A	Tot Min	1	Fem	1	1	0	0	0	0	0
R03586	\$54,210.00	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R01103	\$55,484.00	Total	1	Mal	1	1	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R01020	\$56,735.95	Total	1	Mal	1	0	1	0	0	0	0
INCIDENT MANAGEMENT	A	Tot Min	1	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
R05461	\$59,800.00	Total	2	Mal	1	1	0	0	0	0	0
TRANSP PLANNING	A	Tot Min	0	Fem	1	1	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
HUMAN RESOURCES MANAGER	A		Tot Min	1	Fem	1	0	1	0	0	0	0
R04636		\$62,091.45	Total	1	Mal	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A		Tot Min	0	Fem	1	1	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
R05078		\$63,889.76	Total	1	Mal	0	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A		Tot Min	1	Fem	1	0	0	1	0	0	0
R05748		\$64,825.56	Total	6	Mal	4	4	0	0	0	0	0
TRANSP PROJECT DESIGNER	A		Tot Min	0	Fem	2	2	0	0	0	0	0
R05667		\$66,104.04	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC OPERATIONS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05082		\$66,348.00	Total	2	Mal	1	1	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R05076		\$66,635.97	Total	1	Mal	1	1	0	0	0	0	0
ASST DIST MAINTENANCE	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05809		\$67,362.40	Total	6	Mal	6	6	0	0	0	0	0
RESIDENT ENGINEER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04752		\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0
RIGHT OF WAY MANAGER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05449		\$70,875.02	Total	3	Mal	2	2	0	0	0	0	0
AREA ENGINEER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R05453		\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05444		\$73,513.49	Total	7	Mal	4	4	0	0	0	0	0
TRANSPORTATION PROJECT	A		Tot Min	1	Fem	3	2	0	1	0	0	0
R05024		\$73,932.04	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC CENTER MANAGER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05450		\$74,474.40	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A		Tot Min	0	Fem	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	0	0	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min 0	1	1	0	0	0	0	0
R05080	\$76,963.54	Total 2	2	2	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min 0	0	0	0	0	0	0	0
R05072	\$78,126.05	Total 1	0	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min 0	1	1	0	0	0	0	0
R05452	\$79,846.29	Total 1	1	1	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min 0	0	0	0	0	0	0	0
R05751	\$87,027.57	Total 1	1	1	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min 0	0	0	0	0	0	0	0
R09911	\$107,578.35	Total 1	1	1	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min 0	0	0	0	0	0	0	0
Total for 605 2CKC		Total 624	510	409	68	6	19	6	2
		Tot Min 126	114	89	17	4	2	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	4	1	2	0	1	0	0
GENERAL LABORER	H	Tot Min 3	1	1	0	0	0	0	0
R01101	\$29,818.15	Total 5	5	4	1	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min 1	0	0	0	0	0	0	0
R01333	\$28,487.10	Total 44	42	35	5	0	2	0	0
MAINTENANCE WORKER	H	Tot Min 7	2	2	0	0	0	0	0
R01301	\$30,772.08	Total 60	59	59	0	0	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min 0	1	1	0	0	0	0	0
R01391	\$33,901.99	Total 1	1	1	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min 0	0	0	0	0	0	0	0
R01335	\$35,671.55	Total 177	162	154	2	0	2	4	0
SENIOR MAINTENANCE WORKER	H	Tot Min 8	15	15	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

# Workforce Analysis

605 2DCD

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
SENIOR RISK MANAGEMENT	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01084		\$36,221.15	Total	2	Mal	1	1	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	3	Mal	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E		Tot Min	0	Fem	3	3	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	0	Fem	1	1	0	0	0	0	0
R01595		\$32,928.06	Total	1	Mal	0	0	0	0	0	0	0
INTER TRAFFIC TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01593		\$34,281.60	Total	1	Mal	1	1	0	0	0	0	0
INTER MATERIALS TECH	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01589		\$34,301.50	Total	6	Mal	6	6	0	0	0	0	0
INTER CONSTRUCTION TECH	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01501		\$35,988.81	Total	2	Mal	1	1	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01516		\$38,650.42	Total	4	Mal	3	3	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	3	Mal	3	3	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
R03522		\$40,883.97	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC SPECIALIST	C		Tot Min	0	Fem	0	0	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



# Workforce Analysis

605 2DCD

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

# Workforce Analysis

605 2DCD

CENTRAL DISTRICT

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

605 2DCD

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
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R05082	\$66,348.00	Total	1	Mal	0	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R05076	\$66,635.97	Total	1	Mal	1	1	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05809	\$67,362.40	Total	5	Mal	5	5	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04752	\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05449	\$70,875.02	Total	3	Mal	3	3	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05453	\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05444	\$73,513.49	Total	3	Mal	2	2	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R05450	\$74,474.40	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05462	\$74,790.01	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05080	\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05072	\$78,126.05	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0
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	1	Mal	0	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	1	1	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

## 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



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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
INTER CONST INSPECTOR	B	Tot Min	0	Fem	2	2	0	0	0	0	0
R04059	\$49,799.98	Total	1	Mal	0	0	0	0	0	0	0
COMMUNITY LIAISON	B	Tot Min	1	Fem	1	0	1	0	0	0	0
R05629	\$49,900.93	Total	3	Mal	2	2	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	1	Fem	1	0	1	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	2	Mal	1	1	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	0	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	1	Fem	2	1	0	1	0	0	0
R04862	\$51,169.72	Total	1	Mal	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	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	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	2	2	0	0	0	0	0
R04698	\$51,895.35	Total	3	Mal	0	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	3	3	0	0	0	0	0
R05772	\$53,952.02	Total	4	Mal	3	2	1	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	2	Fem	1	0	1	0	0	0	0
R05813	\$53,993.26	Total	32	Mal	24	24	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	2	Fem	8	6	1	1	0	0	0
R04890	\$55,272.01	Total	2	Mal	1	1	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	1	1	0	0	0	0	0

# Workforce Analysis

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ST. LOUIS DISTRICT

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

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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
ASSISTANT TO THE RESIDENT	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R05076		\$66,635.97	Total	1	Mal	0	0	0	0	0	0	0
ASST DIST MAINTENANCE	A		Tot Min	1	Fem	1	0	0	1	0	0	0
R05809		\$67,362.40	Total	6	Mal	5	5	0	0	0	0	0
RESIDENT ENGINEER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04752		\$69,670.28	Total	1	Mal	1	1	0	0	0	0	0
RIGHT OF WAY MANAGER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05449		\$70,875.02	Total	5	Mal	1	1	0	0	0	0	0
AREA ENGINEER	A		Tot Min	0	Fem	4	4	0	0	0	0	0
R05453		\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05444		\$73,513.49	Total	8	Mal	7	6	0	0	1	0	0
TRANSPORTATION PROJECT	A		Tot Min	1	Fem	1	1	0	0	0	0	0
R05450		\$74,474.40	Total	1	Mal	0	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R05462		\$74,790.01	Total	1	Mal	1	0	1	0	0	0	0
DISTRICT PLANNING MANAGER	A		Tot Min	1	Fem	0	0	0	0	0	0	0
R05080		\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT CONST & MATERIALS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05072		\$78,126.05	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT MAINTENANCE	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04434		\$78,875.99	Total	1	Mal	0	0	0	0	0	0	0
ASST TO THE DIST ENGINEER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
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

## 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
BRIDGE MAINTENANCE WORKER	H	Tot Min 0	Fem	0	0	0	0	0	0	0
R01333	\$28,487.10	Total 67	Mal	66	63	0	0	1	2	0
MAINTENANCE WORKER	H	Tot Min 3	Fem	1	1	0	0	0	0	0
R01306	\$29,159.94	Total 2	Mal	2	2	0	0	0	0	0
FACILITY OPERATIONS CREW	H	Tot Min 0	Fem	0	0	0	0	0	0	0
R01301	\$30,772.08	Total 82	Mal	80	78	1	0	0	1	0
INTERMEDIATE MAINTENANCE	H	Tot Min 2	Fem	2	2	0	0	0	0	0
R01392	\$34,584.02	Total 4	Mal	4	3	0	0	1	0	0
MOTORIST ASSISTANCE	H	Tot Min 1	Fem	0	0	0	0	0	0	0
R01335	\$35,671.55	Total 207	Mal	190	175	2	0	5	6	0
SENIOR MAINTENANCE WORKER	H	Tot Min 19	Fem	17	13	0	0	1	2	0
R01089	\$29,471.94	Total 4	Mal	4	3	0	0	1	0	0
ASSISTANT EQUIPMENT	G	Tot Min 1	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 2	Mal	2	2	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 6	Mal	6	5	1	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min 1	Fem	0	0	0	0	0	0	0
R02006	\$37,549.70	Total 2	Mal	2	2	0	0	0	0	0
FACILITY OPERATIONS	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 82	Mal	75	72	0	0	0	3	0
MAINTENANCE CREW LEADER	G	Tot Min 3	Fem	7	7	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

# 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	0
SENIOR ELECTRICIAN	G	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R02019	\$43,345.32	Total	20	Mal	20	19	0	1	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01015	\$17,645.99	Total	1	Mal	0	0	0	0	0	0	0	0
SR TRAFFIC SYSTEMS	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01272	\$32,065.83	Total	5	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	5	5	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
R01030	\$31,374.69	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E	Tot Min	1	Fem	1	0	0	0	0	1	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	2	Mal	1	1	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	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01032	\$37,087.99	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01028	\$37,255.72	Total	3	Mal	1	1	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	2	2	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	1	Fem	1	0	0	0	0	1	0	0
R01515	\$29,543.04	Total	3	Mal	3	3	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01517	\$32,315.91	Total	1	Mal	1	1	0	0	0	0	0	0
DESIGN 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

# 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
INTER CONST INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R05629	\$49,900.93	Total	3	Mal	2	2	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	2	Mal	1	1	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	1	1	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R04607	\$50,179.72	Total	2	Mal	1	1	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	0	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0
R04862	\$51,169.72	Total	1	Mal	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	1	Fem	1	0	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	1	Fem	1	0	0	0	0	0	1
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	0	0	0	0	0	1
SR FINANCIAL SERVICES	B	Tot Min	1	Fem	1	1	0	0	0	0	0
R04698	\$51,895.35	Total	3	Mal	2	2	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R05815	\$52,380.01	Total	2	Mal	1	1	0	0	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R05772	\$53,952.02	Total	3	Mal	3	3	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	25	Mal	24	24	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04890	\$55,272.01	Total	3	Mal	1	1	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	2	2	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
SENIOR PAVEMENT SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05814		\$55,747.28	Total	12	Mal	7	6	0	0	0	0	1
SENIOR HIGHWAY DESIGNER	B		Tot Min	1	Fem	5	5	0	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
R05755		\$67,440.02	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R01109		\$46,873.35	Total	1	Mal	1	1	0	0	0	0	0
BRIDGE MAINTENANCE	A		Tot Min	0	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	15	Mal	15	14	0	0	0	1	0
ASST MAINTENANCE	A		Tot Min	1	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	26	Mal	26	23	0	1	1	1	0
MAINTENANCE SUPERVISOR	A		Tot Min	3	Fem	0	0	0	0	0	0	0
R02020		\$48,784.31	Total	2	Mal	2	2	0	0	0	0	0
EQUIPMENT TECHNICIAN	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
R01330		\$52,523.16	Total	7	Mal	7	6	0	0	0	1	0
MAINT SUPERINTENDENT	A		Tot Min	1	Fem	0	0	0	0	0	0	0
R01103		\$55,484.00	Total	1	Mal	1	1	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R01020		\$56,735.95	Total	1	Mal	1	1	0	0	0	0	0
INCIDENT MANAGEMENT	A		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
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
SENIOR RIGHT OF WAY	E		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	0	Fem	1	1	0	0	0	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	1	Mal	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01074		\$35,928.05	Total	1	Mal	1	1	0	0	0	0	0
INFORMATION SYSTEMS	E		Tot Min	0	Fem	0	0	0	0	0	0	0
R01084		\$36,221.15	Total	3	Mal	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E		Tot Min	0	Fem	3	3	0	0	0	0	0
R01023		\$36,403.71	Total	5	Mal	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	5	5	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	0	Fem	1	1	0	0	0	0	0
R01515		\$29,543.04	Total	1	Mal	1	1	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02011		\$30,462.02	Total	2	Mal	2	2	0	0	0	0	0
SURVEY 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
R01589		\$34,301.50	Total	5	Mal	4	4	0	0	0	0	0
INTER CONSTRUCTION TECH	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02012		\$37,884.08	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE SURVEY	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01066		\$37,997.32	Total	1	Mal	0	0	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01516		\$38,650.42	Total	8	Mal	5	5	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	1	Fem	3	2	0	0	1	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	0	1	0	0
BRIDGE MAINTENANCE	A	Tot Min	1	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	9	Mal	9	9	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	37	Mal	36	34	0	0	0	1	0	1
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	1	1	0	0	0	0	0	0
R02020	\$48,784.31	Total	2	Mal	2	1	0	0	0	1	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04082	\$50,894.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PLANNING	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
R02582	\$51,501.01	Total	1	Mal	1	1	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	7	Mal	7	5	1	0	0	0	0	1
MAINT SUPERINTENDENT	A	Tot Min	2	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



# 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
HUMAN RESOURCES MANAGER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04636		\$62,091.45	Total	1	Mal	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R05078		\$63,889.76	Total	1	Mal	1	1	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05748		\$64,825.56	Total	5	Mal	4	4	0	0	0	0	0
TRANSP PROJECT DESIGNER	A		Tot Min	1	Fem	1	0	0	0	1	0	0
R05667		\$66,104.04	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC OPERATIONS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05082		\$66,348.00	Total	2	Mal	2	2	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05076		\$66,635.97	Total	1	Mal	1	1	0	0	0	0	0
ASST DIST MAINTENANCE	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05809		\$67,362.40	Total	4	Mal	3	3	0	0	0	0	0
RESIDENT ENGINEER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04752		\$69,670.28	Total	1	Mal	0	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R05449		\$70,875.02	Total	2	Mal	2	2	0	0	0	0	0
AREA ENGINEER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05453		\$72,675.44	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05444		\$73,513.49	Total	3	Mal	3	3	0	0	0	0	0
TRANSPORTATION PROJECT	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05450		\$74,474.40	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05080		\$76,963.54	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT CONST & MATERIALS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R05072		\$78,126.05	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT MAINTENANCE	A		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		
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	0	3
			Tot Min	61	Fem	71	64	2	0	1	4	0	0

605 COFF

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

605 COFF

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

# Workforce Analysis

605 COFF

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
MOTOR CARRIER AGENT	F	Tot Min	0	Fem	1	1	0	0	0	0	0
R01286	\$29,159.94	Total	2	Mal	0	0	0	0	0	0	0
LEGAL SECRETARY	F	Tot Min	0	Fem	2	2	0	0	0	0	0
R01025	\$29,236.66	Total	8	Mal	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F	Tot Min	1	Fem	8	7	1	0	0	0	0
R01213	\$30,719.94	Total	1	Mal	1	0	0	0	1	0	0
INT MOTOR CARRIER AGENT	F	Tot Min	1	Fem	0	0	0	0	0	0	0
R01026	\$34,306.82	Total	23	Mal	1	1	0	0	0	0	0
EXECUTIVE ASSISTANT	F	Tot Min	1	Fem	22	21	1	0	0	0	0
R01287	\$36,911.39	Total	20	Mal	3	3	0	0	0	0	0
SR MOTOR CARRIER AGENT	F	Tot Min	0	Fem	17	17	0	0	0	0	0
R01146	\$39,953.99	Total	2	Mal	0	0	0	0	0	0	0
SENIOR EXECUTIVE ASSISTANT	F	Tot Min	0	Fem	2	2	0	0	0	0	0
R01085	\$51,684.05	Total	1	Mal	0	0	0	0	0	0	0
SR EXECUTIVE ASST TO THE	F	Tot Min	0	Fem	1	1	0	0	0	0	0
R03398	\$54,648.05	Total	1	Mal	1	1	0	0	0	0	0
FLD ACQUISITION COORDINATOR	F	Tot Min	0	Fem	0	0	0	0	0	0	0
R01046	\$28,802.95	Total	2	Mal	0	0	0	0	0	0	0
SENIOR RIGHT OF WAY	E	Tot Min	0	Fem	2	2	0	0	0	0	0
R01040	\$29,159.94	Total	1	Mal	0	0	0	0	0	0	0
MOTOR CARRIER TECHNICIAN	E	Tot Min	0	Fem	1	1	0	0	0	0	0
R01033	\$29,159.94	Total	2	Mal	0	0	0	0	0	0	0
RISK MANAGEMENT TECHNICIAN	E	Tot Min	1	Fem	2	1	0	0	1	0	0
R01029	\$29,159.94	Total	1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES	E	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	3	Mal	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E	Tot Min	0	Fem	3	3	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
R01022	\$32,198.97	Total 2	Mal	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E	Tot Min 1	Fem	2	1	1	0	0	0
R01031	\$32,867.96	Total 1	Mal	0	0	0	0	0	0
GENERAL SERVICES	E	Tot Min 0	Fem	1	1	0	0	0	0
R01075	\$32,928.06	Total 1	Mal	0	0	0	0	0	0
INTERMEDIATE IS TECHNICIAN	E	Tot Min 0	Fem	1	1	0	0	0	0
R01041	\$32,928.06	Total 1	Mal	0	0	0	0	0	0
SR MOTOR CARRIER	E	Tot Min 0	Fem	1	1	0	0	0	0
R01034	\$33,226.69	Total 3	Mal	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min 0	Fem	3	3	0	0	0	0
R01023	\$36,403.71	Total 5	Mal	1	1	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min 0	Fem	4	4	0	0	0	0
R03564	\$36,905.96	Total 2	Mal	1	1	0	0	0	0
BRIDGE INVENTORY ANALYST	E	Tot Min 1	Fem	1	0	0	1	0	0
R01032	\$37,087.99	Total 3	Mal	1	1	0	0	0	0
SENIOR GENERAL SERVICES	E	Tot Min 0	Fem	2	2	0	0	0	0
R01028	\$37,255.72	Total 14	Mal	2	2	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min 0	Fem	12	12	0	0	0	0
R01088	\$37,899.00	Total 2	Mal	0	0	0	0	0	0
SENIOR INF SYSTEMS	E	Tot Min 0	Fem	2	2	0	0	0	0
R01289	\$39,654.06	Total 2	Mal	2	2	0	0	0	0
SENIOR PRINTING TECHNICIAN	E	Tot Min 0	Fem	0	0	0	0	0	0
R01083	\$40,667.94	Total 1	Mal	0	0	0	0	0	0
SENIOR OUTDOOR ADVERTISING	E	Tot Min 0	Fem	1	1	0	0	0	0
R03018	\$40,856.96	Total 4	Mal	1	1	0	0	0	0
MCS SYSTEM & TRAINING	E	Tot Min 0	Fem	3	3	0	0	0	0
R03119	\$42,912.06	Total 1	Mal	0	0	0	0	0	0
CONSTRUCTION CONTRACT	E	Tot Min 0	Fem	1	1	0	0	0	0
R03149	\$49,799.98	Total 1	Mal	0	0	0	0	0	0
FINAL PLANS REVIEWER	E	Tot Min 0	Fem	1	1	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
R01071		\$27,616.02	Total	3	Mal	3	2	1	0	0	0	0
MATERIALS TESTING SPECIALIST	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R03544		\$29,159.94	Total	1	Mal	0	0	0	0	0	0	0
STRUCTURAL TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R03543		\$32,928.06	Total	1	Mal	1	1	0	0	0	0	0
INTER STRUCTURAL TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01534		\$33,353.99	Total	1	Mal	0	0	0	0	0	0	0
INTERMEDIATE DESIGN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01593		\$34,281.60	Total	3	Mal	3	3	0	0	0	0	0
INTER MATERIALS TECH	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01501		\$35,988.81	Total	8	Mal	4	4	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C		Tot Min	1	Fem	4	3	0	0	1	0	0
R03059		\$37,787.32	Total	6	Mal	4	3	0	0	0	1	0
SENIOR STRUCTURAL	C		Tot Min	1	Fem	2	2	0	0	0	0	0
R01113		\$38,951.94	Total	2	Mal	0	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN-	C		Tot Min	0	Fem	2	2	0	0	0	0	0
R03014		\$39,936.00	Total	1	Mal	0	0	0	0	0	0	0
SENIOR CARTOGRAPHER	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R03414		\$42,168.05	Total	6	Mal	3	3	0	0	0	0	0
STRUCTURAL SPECIALIST	C		Tot Min	0	Fem	3	3	0	0	0	0	0
R01039		\$42,257.30	Total	7	Mal	1	1	0	0	0	0	0
SENIOR PLANNING TECHNICIAN	C		Tot Min	0	Fem	6	6	0	0	0	0	0
R03020		\$42,912.06	Total	1	Mal	1	1	0	0	0	0	0
TR COMMUNICATION SPECIALIST	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02362		\$43,290.00	Total	2	Mal	2	2	0	0	0	0	0
LEAD FIELD ACQUISITION TECH	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01044		\$44,483.92	Total	1	Mal	0	0	0	0	0	0	0
AIRPORT PROJECT TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R03057		\$45,288.05	Total	1	Mal	1	1	0	0	0	0	0
FABRICATION TECHNICIAN	C		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
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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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
SR ENVIRNMENTAL SPEC-SS	B	Tot Min	0	Fem	2	2	0	0	0	0	0
R05651	\$51,702.04	Total	2	Mal	1	1	0	0	0	0	0
INTER MATERIALS SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04124	\$54,648.05	Total	1	Mal	0	0	0	0	0	0	0
SR HISTORIC PRESERV SPEC-	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04041	\$34,468.03	Total	3	Mal	0	0	0	0	0	0	0
SR CIVIL RIGHTS SPECIALIST	B	Tot Min	2	Fem	3	1	2	0	0	0	0
R04828	\$38,555.91	Total	2	Mal	1	0	0	0	1	0	0
CUSTOMER RELATIONS	B	Tot Min	1	Fem	1	1	0	0	0	0	0
R04422	\$38,555.91	Total	1	Mal	1	1	0	0	0	0	0
RISK MANAGEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R04408	\$38,555.91	Total	1	Mal	0	0	0	0	0	0	0
GIS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04084	\$38,555.91	Total	5	Mal	0	0	0	0	0	0	0
PARALEGAL	B	Tot Min	0	Fem	5	5	0	0	0	0	0
R04070	\$38,555.91	Total	1	Mal	1	1	0	0	0	0	0
GOVERNMENTAL RELATIONS	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R04037	\$38,555.91	Total	5	Mal	3	3	0	0	0	0	0
TRANSP ENFRMNT	B	Tot Min	0	Fem	2	2	0	0	0	0	0
R04038	\$39,110.68	Total	18	Mal	16	16	0	0	0	0	0
SR TRNS ENFRCEMNT	B	Tot Min	0	Fem	2	2	0	0	0	0	0
R04695	\$39,255.94	Total	13	Mal	11	10	1	0	0	0	0
INFO SYSTEMS TECHNOLOGIST	B	Tot Min	1	Fem	2	2	0	0	0	0	0
R04008	\$39,259.92	Total	2	Mal	1	1	0	0	0	0	0
GENERAL SERVICES SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04632	\$39,273.51	Total	2	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES	B	Tot Min	0	Fem	2	2	0	0	0	0	0
R04112	\$39,989.97	Total	2	Mal	1	1	0	0	0	0	0
OUTDOOR ADVERT PERMIT	B	Tot Min	0	Fem	1	1	0	0	0	0	0



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

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

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
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
R01070	\$47,644.00	Total	3	Mal	1	1	0	0	0	0	0	0
MATERIALS TESTING	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04088	\$47,820.03	Total	1	Mal	0	0	0	0	0	0	0	0
LEGAL OFFICE MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01054	\$49,431.96	Total	3	Mal	3	3	0	0	0	0	0	0
BR MAINTENANCE SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04042	\$49,721.99	Total	4	Mal	4	4	0	0	0	0	0	0
TRANS ENFORCEMENT INVESTI	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04082	\$50,894.00	Total	3	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PLANNING	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01356	\$52,656.03	Total	1	Mal	1	1	0	0	0	0	0	0
CORE DRILL SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04442	\$55,692.00	Total	1	Mal	0	0	0	0	0	0	0	0
EMPLOYEE DEVELOPMENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04440	\$55,692.00	Total	3	Mal	2	2	0	0	0	0	0	0
CENTRAL OFFICE GENERAL	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04122	\$55,692.00	Total	1	Mal	0	0	0	0	0	0	0	0
COMMRCIAL MTR VEHICLE PROG	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04102	\$55,692.00	Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SYST SUPPORT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04724	\$56,735.95	Total	1	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04115	\$56,735.95	Total	1	Mal	0	0	0	0	0	0	0	0
EMPLOYEE BENEFITS MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04060	\$57,285.02	Total	4	Mal	2	2	0	0	0	0	0	0
INF SYSTEMS PROJECT	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04665	\$57,804.03	Total	1	Mal	1	1	0	0	0	0	0	0
ENVIRONMENTAL COMPLNC	A	Tot Min	0	Fem	0	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
INFORMATION SYSTEMS	A	Tot Min	0	Fem	6	6	0	0	0	0	0
R05819	\$65,928.10	Total	1	Mal	1	1	0	0	0	0	0
SIGN & MARKING ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04120	\$65,928.10	Total	1	Mal	1	1	0	0	0	0	0
DESIGN MGT SYSTEMS	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04047	\$65,928.10	Total	1	Mal	1	1	0	0	0	0	0
HWY SAFETY PROG	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04099	\$66,951.04	Total	4	Mal	2	2	0	0	0	0	0
TRANSP MGT SYS	A	Tot Min	0	Fem	2	2	0	0	0	0	0
R06689	\$67,176.10	Total	1	Mal	1	1	0	0	0	0	0
HISTORIC PRESERVATION	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05642	\$67,176.10	Total	1	Mal	1	1	0	0	0	0	0
AVIATION PROGRAMS MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05010	\$67,176.10	Total	1	Mal	1	1	0	0	0	0	0
ESTIMATE AND REVIEW	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05822	\$67,670.37	Total	3	Mal	2	2	0	0	0	0	0
GEOTECHNICAL ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04110	\$67,805.92	Total	2	Mal	1	1	0	0	0	0	0
INFO SYS TECHNOLOGY	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R09999	\$68,435.95	Total	1	Mal	0	0	0	0	0	0	0
SECRETARY TO THE	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04727	\$68,435.95	Total	1	Mal	1	1	0	0	0	0	0
CHEMICAL LABORATORY	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05083	\$69,732.00	Total	1	Mal	1	1	0	0	0	0	0
COMPUTER AIDED DRFT SUPPRT	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04032	\$69,907.26	Total	5	Mal	4	4	0	0	0	0	0
SPECIAL PROJECTS COORD	A	Tot Min	1	Fem	1	0	0	1	0	0	0
R05003	\$70,632.02	Total	3	Mal	1	1	0	0	0	0	0
DESIGN LIAISON ENGINEER	A	Tot Min	0	Fem	2	2	0	0	0	0	0

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

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

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

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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. 602.12*

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

In designing our job groups, we considered the following elements: similarity of duties and responsibilities, similarity of compensation, and similarity of opportunities for advancement including training, transfers, promotions, mobility and other career enhancements.

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

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

**Job Group Analysis**

**A**

**OFFICIALS AND ADMINISTRATORS**

EEO Code: A

Job Code & Title		Min	Fem							
R09940 - DIR, DEPT OF TRANSPORTATION	#	0	0							
1 Employee	%	0.00	0.00							
R09900 - CHIEF ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R09939 - CHIEF FINANCIAL OFFICER	#	0	1							
1 Employee	%	0.00	100.00							
R09998 - CHIEF COUNSEL	#	0	0							
1 Employee	%	0.00	0.00							
R09994 - ASST CHIEF COUNSEL-PROJ DEVEL	#	0	1							
1 Employee	%	0.00	100.00							
R09910 - ASST CHIEF COUNSEL-HUMAN RSRCS	#	1	1							
1 Employee	%	100.00	100.00							
R09967 - ASST CHIEF COUNSEL-RISK MNGMNT	#	0	0							
1 Employee	%	0.00	0.00							
R09997 - ASST CHIEF COUNSEL - ADMIN	#	0	0							
1 Employee	%	0.00	0.00							
R09916 - HUMAN RESOURCES DIRECTOR	#	0	1							
1 Employee	%	0.00	100.00							
R09912 - STATE CO & MA ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R09922 - ASSISTANT CHIEF ENGINEER	#	0	1							
1 Employee	%	0.00	100.00							
R09911 - DISTRICT ENGINEER	#	0	1							
7 Employees	%	0.00	14.29							
R09905 - MOTOR CARRIER SERVICES DIRECTR	#	0	0							
1 Employee	%	0.00	0.00							
R09908 - STATE BRIDGE ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							



# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R09909 - STATE DESIGN ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R09915 - GENERAL SERVICES DIRECTOR	#	0	1							
1 Employee	%	0.00	100.00							
R09918 - INFO SYSTEMS DIRECTOR	#	0	1							
1 Employee	%	0.00	100.00							
R09947 - TRANSPORTATION PLANNING DIR	#	0	1							
1 Employee	%	0.00	100.00							
R09951 - MULTIMODAL OPRATNS DIRECTOR	#	0	1							
1 Employee	%	0.00	100.00							
R09981 - FINANCIAL SERVICES DIRECTOR	#	0	1							
1 Employee	%	0.00	100.00							
R09984 - STATE TRAFFIC&HWY SAFTY ENGR	#	0	1							
1 Employee	%	0.00	100.00							
R09914 - STATE MAINTENANCE ENGINEER	#	0	1							
1 Employee	%	0.00	100.00							
R04613 - ASST IS DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
R09920 - AUDITS & INVESTIGATIONS DIR	#	0	0							
1 Employee	%	0.00	0.00							
R09973 - RISK AND BENEFITS MGT DIRECTOR	#	1	0							
1 Employee	%	100.00	0.00							
R09993 - REGIONAL COUNSEL	#	1	2							
4 Employees	%	25.00	50.00							
R09931 - CUSTOMER RELATIONS DIRECTOR	#	1	1							
1 Employee	%	100.00	100.00							
R09924 - HIGHWAY SAFETY DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
R09930 - GOVERNMENTAL RELATIONS DIRECTO	#	0	0							
1 Employee	%	0.00	0.00							
R09977 - EXTERNAL CIVIL RIGHTS DIRECTOR	#	1	0							
1 Employee	%	100.00	0.00							

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R09980 - EQUAL OP & DIVERSITY DIRECTOR	#	1	0							
1 Employee	%	100.00	0.00							
R04720 - ASST HUMAN RESOURCE DIRECTOR	#	0	1							
1 Employee	%	0.00	100.00							
R05711 - ASST STATE CO AND MA ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R05852 - ASST STATE BRIDGE ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R05046 - LOCAL PROGRAMS ADMINISTRATOR	#	0	0							
1 Employee	%	0.00	0.00							
R05751 - ASSISTANT DISTRICT ENGINEER	#	0	2							
10 Employees	%	0.00	20.00							
R05029 - CONST & MATERIALS LIAISON ENGR	#	0	0							
3 Employees	%	0.00	0.00							
R05610 - CADD SERVICES ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R04116 - ADMINISTRATOR OF FREIGHT DEVEL	#	0	1							
1 Employee	%	0.00	100.00							
R05865 - FABRICATION OPERATIONS ENGR	#	0	0							
1 Employee	%	0.00	0.00							
R05875 - STRUCTURAL SERVICES ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R05471 - STRUCTURAL RESOURCE MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
R05765 - MAINTENANCE LIAISON ENGINEER	#	1	0							
4 Employees	%	25.00	0.00							
R05452 - DISTRICT DESIGN ENGINEER	#	0	1							
7 Employees	%	0.00	14.29							
R05009 - SPRVING BRIDGE INSPECTION EN	#	0	0							
1 Employee	%	0.00	0.00							
R05831 - STRUCT DEV & SUPPORT ENGR	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R06005 - RESEARCH ADMINISTRATOR	#	0	0							
1 Employee	%	0.00	0.00							
R05081 - DISTRICT MAINT & TRAFFIC ENGIN	#	0	2							
2 Employees	%	0.00	100.00							
R04434 - ASST TO THE DIST ENGINEER	#	0	1							
2 Employees	%	0.00	50.00							
R05737 - STRUCTURAL LIAISON ENGINEER	#	0	1							
4 Employees	%	0.00	25.00							
R05757 - BID & CONTRACT SERVICE ENGR	#	0	0							
1 Employee	%	0.00	0.00							
R05858 - BRIDGE INSPECTION ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R06608 - ENVIRONMENTAL & HIST PRESV MGR	#	0	1							
1 Employee	%	0.00	100.00							
R05072 - DISTRICT MAINTENANCE ENGINEER	#	0	1							
6 Employees	%	0.00	16.67							
R05080 - DISTRICT CONST & MATERIALS ENG	#	0	1							
8 Employees	%	0.00	12.50							
R04093 - ASST MOTOR CARRIER SERV DIRECT	#	0	0							
1 Employee	%	0.00	0.00							
R05430 - STRUCTURAL HYDRAULICS ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R05800 - TRANSPORT SYSTEM ANALYSIS ENGR	#	0	0							
1 Employee	%	0.00	0.00							
R05462 - DISTRICT PLANNING MANAGER	#	1	1							
6 Employees	%	16.67	16.67							
R05450 - DISTRICT TRAFFIC ENGINEER	#	0	2							
5 Employees	%	0.00	40.00							
R05024 - TRAFFIC CENTER MANAGER	#	0	0							
2 Employees	%	0.00	0.00							
R04881 - ADMINISTRATOR OF RAILROADS	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R05018 - TRAFFIC LIAISON ENGINEER	#	0	1							
2 Employees	%	0.00	50.00							
R05444 - TRANSPORTATION PROJECT MGR	#	3	7							
31 Employees	%	9.68	22.58							
R05476 - STRUCTURAL PROJECT MANAGER	#	1	0							
4 Employees	%	25.00	0.00							
R05453 - DISTRICT BRIDGE ENGINEER	#	0	0							
7 Employees	%	0.00	0.00							
R05823 - GEOTECHNICAL DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
R04035 - MC INVESTIGATIONS ADMINISTRATR	#	0	1							
1 Employee	%	0.00	100.00							
R04880 - ADMINISTRATOR OF AVIATION	#	0	1							
1 Employee	%	0.00	100.00							
R04882 - ADMINISTRATOR OF TRANSIT	#	0	0							
1 Employee	%	0.00	0.00							
R05412 - BRIDGE RATING & INVENT ENGR	#	0	0							
1 Employee	%	0.00	0.00							
R05944 - LONG RANGE TRANS PLANNING CO	#	0	0							
1 Employee	%	0.00	0.00							
R05449 - AREA ENGINEER	#	1	7							
20 Employees	%	5.00	35.00							
R05003 - DESIGN LIAISON ENGINEER	#	0	2							
3 Employees	%	0.00	66.67							
R04032 - SPECIAL PROJECTS COORD	#	1	1							
5 Employees	%	20.00	20.00							
R05083 - COMPUTER AIDED DRFT SUPPRT ENG	#	0	0							
1 Employee	%	0.00	0.00							
R04752 - RIGHT OF WAY MANAGER	#	0	2							
7 Employees	%	0.00	28.57							
R04727 - CHEMICAL LABORATORY DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R09999 - SECRETARY TO THE COMMISSION	#	0	1							
1 Employee	%	0.00	100.00							
R04110 - INFO SYS TECHNOLOGY SPECIALIST	#	0	1							
2 Employees	%	0.00	50.00							
R05822 - GEOTECHNICAL ENGINEER	#	0	1							
3 Employees	%	0.00	33.33							
R05809 - RESIDENT ENGINEER	#	0	4							
32 Employees	%	0.00	12.50							
R05010 - ESTIMATE AND REVIEW ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R05642 - AVIATION PROGRAMS MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
R06689 - HISTORIC PRESERVATION MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
R04099 - TRANSP MGT SYS ADMINISTRATOR	#	0	2							
4 Employees	%	0.00	50.00							
R05076 - ASST DIST MAINTENANCE ENGINEER	#	1	1							
4 Employees	%	25.00	25.00							
R05082 - ASSISTANT TO THE RESIDENT ENGI	#	1	3							
12 Employees	%	8.33	25.00							
R05667 - TRAFFIC OPERATIONS ENGINEER	#	1	2							
9 Employees	%	11.11	22.22							
R05077 - ASST DIST MAINT & TRAFF ENGINE	#	0	0							
2 Employees	%	0.00	0.00							
R04047 - HWY SAFETY PROG ADMINISTRATOR	#	0	0							
1 Employee	%	0.00	0.00							
R04120 - DESIGN MGT SYSTEMS ADMINISTRAT	#	0	0							
1 Employee	%	0.00	0.00							
R05819 - SIGN & MARKING ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R05748 - TRANSP PROJECT DESIGNER	#	1	10							
31 Employees	%	3.23	32.26							

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R04067 - INFORMATION SYSTEMS SUPERVISOR	#	0	6							
9 Employees	%	0.00	66.67							
R05078 - AST DISTRICT CONSTR & MATER EN	#	1	1							
7 Employees	%	14.29	14.29							
R05459 - GEOLOGIST	#	0	2							
5 Employees	%	0.00	40.00							
R04094 - CONSTR MANGMNT SYSTEMS ADMINIS	#	0	0							
1 Employee	%	0.00	0.00							
R04728 - ASST RIGHT OF WAY MNGR-CERTIFI	#	0	1							
1 Employee	%	0.00	100.00							
R04024 - ASST CUSTOMER RELATIONS DIREC	#	0	0							
1 Employee	%	0.00	0.00							
R05013 - RESEARCH ENGINEER	#	0	1							
1 Employee	%	0.00	100.00							
R05614 - RAILROAD PROJECTS MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
R01053 - BRIDGE MAINTENANCE SUPERINTEND	#	0	0							
1 Employee	%	0.00	0.00							
R04636 - SUPPORT SERVICES MANAGER	#	0	5							
7 Employees	%	0.00	71.43							
R04021 - AVIATION OPERATIONS MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
R04036 - TRANSPORTATION PROGRAM MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
R04086 - WETLAND COORDINATOR	#	0	0							
1 Employee	%	0.00	0.00							
R04897 - HUMAN RESOURCES MANAGER	#	2	7							
7 Employees	%	28.57	100.00							
R04426 - AUDIT MANAGER	#	0	2							
2 Employees	%	0.00	100.00							
R05461 - TRANSP PLANNING COORDINATOR	#	0	1							
3 Employees	%	0.00	33.33							

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R04443 - CUSTOMER RELATIONS MANAGER	#	1	6							
7 Employees	%	14.29	85.71							
R04089 - GENERAL SERVICES MANAGER	#	0	0							
7 Employees	%	0.00	0.00							
R04033 - RAILROAD OPERATIONS MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
R04431 - OUTDOOR ADVERTISING MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
R04644 - CLAIMS ADMINISTRATION MGR	#	0	1							
1 Employee	%	0.00	100.00							
R04665 - ENVIRONMENTAL COMPLNC MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
R04051 - DISTRICT SFTY & HLTH MGR	#	0	1							
7 Employees	%	0.00	14.29							
R04060 - INF SYSTEMS PROJECT MANAGER	#	0	2							
4 Employees	%	0.00	50.00							
R04458 - DIST INFORMATION SYSTM MANAGER	#	0	1							
5 Employees	%	0.00	20.00							
R01020 - INCIDENT MANAGEMENT COORDINATR	#	1	0							
3 Employees	%	33.33	0.00							
R04115 - EMPLOYEE BENEFITS MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
R04724 - FINANCIAL SERVICES MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
R04102 - BUSINESS SYST SUPPORT MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
R04122 - COMMRCIAL MTR VEHICLE PROG MGR	#	0	1							
1 Employee	%	0.00	100.00							
R04440 - CENTRAL OFFICE GENERAL SERV MG	#	0	1							
3 Employees	%	0.00	33.33							
R04442 - EMPLOYEE DEVELOPMENT MANAGER	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R01103 - URBAN TRAFFIC SUPERVISOR	#	1	0							
3 Employees	%	33.33	0.00							
R03586 - TRAFFIC OPERATIONS SUPERVISOR	#	0	1							
2 Employees	%	0.00	50.00							
R01356 - CORE DRILL SUPERINTENDENT	#	0	0							
1 Employee	%	0.00	0.00							
R01330 - MAINT SUPERINTENDENT	#	4	2							
42 Employees	%	9.52	4.76							
R02582 - LAND SURVEY SUPERVISOR	#	0	0							
4 Employees	%	0.00	0.00							
R02009 - TRAFFIC SUPERVISOR	#	0	0							
7 Employees	%	0.00	0.00							
R04082 - TRANSPORTATION PLANNING SPECIA	#	0	3							
6 Employees	%	0.00	50.00							
R04042 - TRANS ENFORCEMENT INVESTI SUPV	#	0	0							
4 Employees	%	0.00	0.00							
R01054 - BR MAINTENANCE SUPERVISOR	#	0	0							
3 Employees	%	0.00	0.00							
R02020 - EQUIPMENT TECHNICIAN SUPERVISO	#	1	0							
14 Employees	%	7.14	0.00							
R01379 - MAINTENANCE SUPERVISOR	#	11	7							
166 Employees	%	6.63	4.22							
R04088 - LEGAL OFFICE MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
R01070 - MATERIALS TESTING SUPERVISOR	#	0	2							
3 Employees	%	0.00	66.67							
R02005 - FACILITY OPERATIONS SUPERVISOR	#	0	0							
8 Employees	%	0.00	0.00							
R05797 - PHYSICAL LABORATORY DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
R03238 - MOTOR CARRIER COMPLIANCE SUPV	#	0	4							
4 Employees	%	0.00	100.00							



# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R01307 - MOTORIST ASSISTANCE OPER SUPER	#	0	0							
1 Employee	%	0.00	0.00							
R01147 - DIV ADMIN SUPPORT SUPERVISOR	#	0	1							
1 Employee	%	0.00	100.00							
R01370 - CORE DRILL SUPERVISOR	#	0	0							
1 Employee	%	0.00	0.00							
R04050 - FINANCIAL SERVICES ADMINISTRAT	#	0	3							
3 Employees	%	0.00	100.00							
R01393 - MOTOR ASSISTANCE SHIFT SUPV	#	1	0							
2 Employees	%	50.00	0.00							
R01380 - ASST MAINTENANCE SUPERVISOR	#	6	4							
69 Employees	%	8.70	5.80							
R01082 - TRAFFIC SYSTEMS SUPERVISOR	#	2	3							
5 Employees	%	40.00	60.00							
R04664 - ROADSIDE MANAGER	#	0	0							
5 Employees	%	0.00	0.00							
R04134 - AUDITS & INVESTIGATIONS ADMNST	#	0	1							
1 Employee	%	0.00	100.00							
R04132 - STORMWATER COMPLIANCE COORDINA	#	0	0							
1 Employee	%	0.00	0.00							
R02016 - DISTRICT LAND SURVEY MANAGER	#	0	0							
5 Employees	%	0.00	0.00							
R04123 - EXTERNAL CIVIL RIGHTS MANAGER	#	0	1							
1 Employee	%	0.00	100.00							
R01109 - BRIDGE MAINTENANCE SUPERVISOR	#	1	0							
9 Employees	%	11.11	0.00							
R04140 - EMERGENCY MANAGEMENT LIAISON	#	0	0							
1 Employee	%	0.00	0.00							
R04141 - ASST TRANSP PLANNING DIRECTOR	#	0	0							
1 Employee	%	0.00	0.00							
R05042 - ASST DISTRICT BRIDGE ENGINEER	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem							
R09045 - INNOV PARTNERS & ATL FUND DIR	#	0	0							
1 Employee	%	0.00	0.00							
R04129 - SAFETY AND CLAIMS MANAGER	#	0	0							
1 Employee	%	0.00	0.00							
783 Employees	Totals #	50	157							
	%	6.39	20.05							

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R05030 - NON-MOTORIZED TRANSP ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R09037 - SENIOR ADMINISTRATIVE COUNSEL	#	0	1							
2 Employees	%	0.00	50.00							
R05126 - SR ENGINEERING PROFESSNL-TPT	#	0	1							
3 Employees	%	0.00	33.33							
R09969 - SENIOR ASSISTANT COUNSEL	#	0	2							
3 Employees	%	0.00	66.67							
R04606 - CUSTOMER RELATIONS COORDINATO	#	0	1							
1 Employee	%	0.00	100.00							
R05044 - INNOVATIONS ENGINEER	#	0	1							
1 Employee	%	0.00	100.00							
R05755 - DISTRICT UTILITIES ENGINEER	#	1	3							
8 Employees	%	12.50	37.50							
R04861 - RIGHT OF WAY LIAISON	#	0	1							
2 Employees	%	0.00	50.00							
R05084 - STATEWIDE INCIDENT RESPONSE CO	#	0	1							
1 Employee	%	0.00	100.00							
R05056 - SR STRUCTURAL ENGINEER	#	1	0							
5 Employees	%	20.00	0.00							
R05034 - SENIOR PROJECT REVIEWER	#	0	0							
2 Employees	%	0.00	0.00							
R05816 - BRIDGE LOC & LAYOUT DESIGNER	#	0	0							
4 Employees	%	0.00	0.00							
R05446 - PAVEMENT ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R05026 - TRAFFIC MNGMNT & OPERATION ENG	#	0	0							
2 Employees	%	0.00	0.00							
R05025 - DESIGN SUPPORT ENGINEER	#	0	1							
1 Employee	%	0.00	100.00							
R05768 - FIELD MATERIALS ENGR	#	0	1							
3 Employees	%	0.00	33.33							

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R05818 - SR STRUCTURAL DESIGNER	#	1	0							
10 Employees	%	10.00	0.00							
R05043 - STANDARDS SPECIALIST	#	0	0							
4 Employees	%	0.00	0.00							
R04411 - ENVIRONMENTAL CHEMIST	#	0	1							
4 Employees	%	0.00	25.00							
R05039 - TRAFFIC SAFETY ENGINEER	#	0	0							
1 Employee	%	0.00	0.00							
R04870 - ROADSIDE MANAGEMENT SPEC	#	0	1							
2 Employees	%	0.00	50.00							
R05640 - CADD SUPPORT ANALYST	#	0	0							
2 Employees	%	0.00	0.00							
R04107 - SENIOR DATA REPORT ANALYST	#	0	1							
1 Employee	%	0.00	100.00							
R04118 - MOTOR CARRIER PROJECT MANAGER	#	0	1							
2 Employees	%	0.00	50.00							
R05037 - SENIOR ESTIMATOR	#	0	0							
2 Employees	%	0.00	0.00							
R04019 - MARKET ANALYSIS COORDINATOR	#	1	0							
1 Employee	%	100.00	0.00							
R05659 - DISTRICT CONSTRUCTION LIAISON	#	0	1							
1 Employee	%	0.00	100.00							
R05754 - SENIOR TRAFFIC STUDIES SPECIAL	#	7	5							
27 Employees	%	25.93	18.52							
R04600 - LEAD INFO SYSTEMS TECHNOLOGIST	#	0	13							
24 Employees	%	0.00	54.17							
R04105 - SR ADMIN PROFESSIONAL-TPT	#	0	0							
1 Employee	%	0.00	0.00							
R04121 - RESOURCE MANAGEMENT SPECIALIST	#	0	2							
2 Employees	%	0.00	100.00							
R06006 - ORGANIZATIONAL PERFORMANCE SPE	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R05814 - SENIOR HIGHWAY DESIGNER	#	8	17							
65 Employees	%	12.31	26.15							
R05023 - SENIOR PAVEMENT SPECIALIST	#	0	1							
6 Employees	%	0.00	16.67							
R04890 - CERTIFIED APPRAISER	#	1	6							
11 Employees	%	9.09	54.55							
R05813 - SR CONSTRUCTION INSPECTOR	#	7	15							
135 Employees	%	5.19	11.11							
R05772 - SENIOR MATERIALS INSPECTOR	#	3	3							
22 Employees	%	13.64	13.64							
R04692 - SR RISK MGMT SPECIALIST	#	0	2							
3 Employees	%	0.00	66.67							
R05623 - SENIOR MATERIALS SPECIALIST	#	0	0							
1 Employee	%	0.00	0.00							
R05773 - SR GEOTECHNICAL SPECIALIST	#	1	1							
2 Employees	%	50.00	50.00							
R09996 - ASSISTANT COUNSEL	#	0	1							
1 Employee	%	0.00	100.00							
R04079 - SR HISTORIC PRESERVATION SPECI	#	0	1							
5 Employees	%	0.00	20.00							
R04010 - SR GOVT RELATIONS SPECIALIST	#	0	1							
1 Employee	%	0.00	100.00							
R05697 - COMPUTER LIAISON, DESIGN	#	0	0							
1 Employee	%	0.00	0.00							
R05815 - SR TRANSPORTATION PLANNER	#	1	7							
14 Employees	%	7.14	50.00							
R04054 - SR ENVIRNMENTAL SPECIALIST	#	0	1							
3 Employees	%	0.00	33.33							
R04698 - SR R/W SPECIALIST	#	0	9							
18 Employees	%	0.00	50.00							
R04740 - SR FINANCIAL SERVICES SPECIALI	#	1	19							
23 Employees	%	4.35	82.61							

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R05758 - ESTIMATOR	#	0	0							
1 Employee	%	0.00	0.00							
R04045 - MC INVESTIGATIONS SPEC	#	0	2							
3 Employees	%	0.00	66.67							
R04696 - SR INFO SYSTEMS TECHNOLOGIST	#	5	11							
33 Employees	%	15.15	33.33							
R04007 - SR GENERAL SERVICES SPEC	#	2	8							
13 Employees	%	15.38	61.54							
R04862 - SR HR SPECIALIST	#	5	13							
17 Employees	%	29.41	76.47							
R04087 - SENIOR CHEMIST	#	0	2							
5 Employees	%	0.00	40.00							
R05475 - INT TR STUDIES SPECIALIST	#	1	4							
8 Employees	%	12.50	50.00							
R05027 - INTERMED GEOTECHNICAL SPECIA	#	0	0							
1 Employee	%	0.00	0.00							
R05630 - INTER STRUCTURAL DESIGNER	#	0	1							
2 Employees	%	0.00	50.00							
R04080 - SR MULTIMODAL OPER SPECIALIST	#	0	3							
5 Employees	%	0.00	60.00							
R04628 - SENIOR AUDITOR	#	1	8							
11 Employees	%	9.09	72.73							
R04607 - SR CUSTOMER RELATIONS SPECIAL	#	3	8							
14 Employees	%	21.43	57.14							
R04466 - SENIOR SAFETY OFFICER	#	1	2							
7 Employees	%	14.29	28.57							
R04712 - SR SYSTEM MANAGEMENT SPECIALIS	#	1	5							
8 Employees	%	12.50	62.50							
R04101 - SENIOR PROCUREMENT AGENT	#	1	4							
7 Employees	%	14.29	57.14							
R05629 - INTER HIGHWAY DESIGNER	#	1	10							
22 Employees	%	4.55	45.45							

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R04059 - COMMUNITY LIAISON	#	1	1							
1 Employee	%	100.00	100.00							
R01004 - RAIL SAFETY SPECIALIST	#	0	0							
4 Employees	%	0.00	0.00							
R04081 - SENIOR PARALEGAL	#	0	3							
4 Employees	%	0.00	75.00							
R04061 - SR ORGANIZATIONAL PERF ANALYST	#	0	1							
1 Employee	%	0.00	100.00							
R04467 - OUTDOOR ADVERTISING SPECIALIST	#	0	1							
1 Employee	%	0.00	100.00							
R05626 - INTER CONST INSPECTOR	#	1	6							
48 Employees	%	2.08	12.50							
R04078 - SENIOR GIS SPECIALIST	#	0	0							
3 Employees	%	0.00	0.00							
R05771 - INTER MATERIALS INSPECTOR	#	1	2							
7 Employees	%	14.29	28.57							
R04023 - BUS SYST SUPP SPECIALIST	#	0	1							
1 Employee	%	0.00	100.00							
R04065 - SR BENEFITS SPECIALIST	#	0	0							
1 Employee	%	0.00	0.00							
R05851 - TRAFFIC STUDIES SPECIALIST	#	3	4							
14 Employees	%	21.43	28.57							
R05776 - HIGHWAY DESIGNER	#	4	7							
27 Employees	%	14.81	25.93							
R05798 - INTER TRANSPORTATION PLANNER	#	0	1							
4 Employees	%	0.00	25.00							
R04113 - SR OUTDOOR ADVERTISING PERM SP	#	0	2							
3 Employees	%	0.00	66.67							
R04878 - INTER RISK MGT SPECIALIST	#	0	2							
2 Employees	%	0.00	100.00							
R04029 - INT INFO SYSTEMS TECHNOLOGIST	#	2	3							
10 Employees	%	20.00	30.00							

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R04012 - INT EMPLOYEE DEVELOPMENT SPECI	#	1	2							
4 Employees	%	25.00	50.00							
R04445 - INTERM GEN SERV SPECIALIST	#	1	2							
4 Employees	%	25.00	50.00							
R04605 - INT HUMAN RESOURCES SPECLST	#	2	5							
5 Employees	%	40.00	100.00							
R04005 - INTERMEDIATE INVESTIGATOR	#	0	1							
2 Employees	%	0.00	50.00							
R04040 - INT CIVIL RIGHTS SPECIALIST	#	2	2							
2 Employees	%	100.00	100.00							
R04066 - INTER BENEFITS SPECIALIST	#	0	1							
1 Employee	%	0.00	100.00							
R04073 - INTRM HISTORIC PRESERVATION SP	#	0	0							
2 Employees	%	0.00	0.00							
R04074 - INTERM MULTIMODAL OPER SPECIAL	#	0	1							
1 Employee	%	0.00	100.00							
R04085 - INTERMEDIATE PARALEGAL	#	0	1							
1 Employee	%	0.00	100.00							
R04409 - INT GIS SPECIALIST	#	0	1							
2 Employees	%	0.00	50.00							
R04456 - INTER R/W SPECIALIST	#	0	1							
2 Employees	%	0.00	50.00							
R04465 - INTERMEDIATE SAFETY OFFICER	#	0	0							
1 Employee	%	0.00	0.00							
R04477 - INTERM CUSTOMER RELATIONS SPE	#	1	4							
6 Employees	%	16.67	66.67							
R04585 - INTER SYSTEM MANAGEMENT SPECIA	#	0	1							
1 Employee	%	0.00	100.00							
R04617 - INTERM FINANCIAL SERV SPECIALI	#	1	3							
5 Employees	%	20.00	60.00							
R04779 - INTERMEDIATE AUDITOR	#	0	1							
1 Employee	%	0.00	100.00							



# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R05787 - MATERIALS INSPECTOR	#	5	3							
17 Employees	%	29.41	17.65							
R05736 - CONSTRUCTION INSPECTOR	#	9	8							
64 Employees	%	14.06	12.50							
R04603 - SAFETY OFFICER	#	0	1							
4 Employees	%	0.00	25.00							
R04838 - AUDITOR	#	0	1							
2 Employees	%	0.00	50.00							
R05041 - BRIDGE INSPECTOR	#	0	0							
6 Employees	%	0.00	0.00							
R05856 - TRANSPORTATION PLANNER	#	0	1							
5 Employees	%	0.00	20.00							
R05036 - PROJECT REVIEWER	#	0	0							
1 Employee	%	0.00	0.00							
R04112 - OUTDOOR ADVERT PERMIT SPEC	#	0	1							
2 Employees	%	0.00	50.00							
R04699 - RIGHT OF WAY SPECIALIST	#	0	4							
5 Employees	%	0.00	80.00							
R04632 - FINANCIAL SERVICES SPECIALIST	#	0	4							
5 Employees	%	0.00	80.00							
R04008 - GENERAL SERVICES SPEC	#	0	2							
3 Employees	%	0.00	66.67							
R04695 - INFO SYSTEMS TECHNOLOGIST	#	1	3							
15 Employees	%	6.67	20.00							
R04038 - SR TRNS ENFRCEMNT INVESTIGATOR	#	0	2							
18 Employees	%	0.00	11.11							
R04037 - TRANSP ENFRMNT INVESTIGATOR	#	0	2							
5 Employees	%	0.00	40.00							
R04070 - GOVERNMENTAL RELATIONS SPECIAL	#	0	0							
1 Employee	%	0.00	0.00							
R04084 - PARALEGAL	#	0	5							
5 Employees	%	0.00	100.00							

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R04408 - GIS SPECIALIST	#	0	1							
1 Employee	%	0.00	100.00							
R04422 - RISK MANAGEMENT SPECIALIST	#	0	0							
1 Employee	%	0.00	0.00							
R04427 - PROCUREMENT AGENT	#	0	2							
3 Employees	%	0.00	66.67							
R04828 - CUSTOMER RELATIONS SPECIALIST	#	1	2							
3 Employees	%	33.33	66.67							
R04041 - SR CIVIL RIGHTS SPECIALIST	#	2	3							
3 Employees	%	66.67	100.00							
R05893 - DISTRICT DESIGN LIAISON	#	1	0							
2 Employees	%	50.00	0.00							
R04124 - SR HISTORIC PRESERV SPEC-NSS	#	0	1							
1 Employee	%	0.00	100.00							
R05019 - INTERM PAVEMENT SPECIALIST	#	1	1							
1 Employee	%	100.00	100.00							
R05651 - INTER MATERIALS SPEC	#	0	1							
2 Employees	%	0.00	50.00							
R04128 - SR ENVIRNMENTAL SPEC-SS	#	0	2							
5 Employees	%	0.00	40.00							
R04138 - SR DIVERSITY & INCLUSION SPEC	#	1	2							
2 Employees	%	50.00	100.00							
R04001 - SENIOR INVESTIGATOR	#	0	0							
1 Employee	%	0.00	0.00							
R04127 - INT ENVIRONMENTAL SPEC-SS	#	0	1							
3 Employees	%	0.00	33.33							
R05834 - STRUCTURAL DESIGNER	#	1	4							
6 Employees	%	16.67	66.67							
R04062 - INT ORGANIZATIONAL PERFORM ANA	#	0	1							
1 Employee	%	0.00	100.00							
R04003 - INVESTIGATOR	#	0	1							
2 Employees	%	0.00	50.00							

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

Job Code & Title		Min	Fem							
R04039 - CIVIL RIGHTS SPECIALIST	#	0	2							
2 Employees	%	0.00	100.00							
R04135 - HISTORIC PRESERVATION SPEC-NSS	#	0	2							
2 Employees	%	0.00	100.00							
R04849 - HUMAN RESOURCES SPECIALIST	#	1	2							
2 Employees	%	50.00	100.00							
R04009 - SR EMPLOYEE DEVELOPMENT SPECIA	#	0	0							
1 Employee	%	0.00	0.00							
R04136 - DIVERSITY & INCLUSION SPECIALI	#	1	0							
2 Employees	%	50.00	0.00							
R05031 - TRAFFIC STUDIES SPECIALIST-NSS	#	0	1							
2 Employees	%	0.00	50.00							
R05649 - OFF-SYSTEM PLANS REVIEWER	#	0	0							
2 Employees	%	0.00	0.00							
972 Employees	Totals #	98	330							
	%	10.08	33.95							

# Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem							
R02015 - LAND SURVEY COORDINATOR	#	0	0							
1 Employee	%	0.00	0.00							
R02503 - AIRPLANE PILOT	#	0	0							
1 Employee	%	0.00	0.00							
R03536 - SR FABRICATION TECHNICIAN	#	0	1							
2 Employees	%	0.00	50.00							
R03012 - SENIOR CADD SUPPORT SPECIALIST	#	0	0							
1 Employee	%	0.00	0.00							
R03058 - STRUCTURAL ANALYST	#	0	0							
2 Employees	%	0.00	0.00							
R02583 - LAND SURVEYOR	#	0	0							
15 Employees	%	0.00	0.00							
R03028 - SENIOR TRAFFIC SPECIALIST	#	3	3							
19 Employees	%	15.79	15.79							
R01005 - SR RAILROAD SAFETY INSPECTOR	#	0	0							
5 Employees	%	0.00	0.00							
R03057 - FABRICATION TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							
R01044 - AIRPORT PROJECT TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
R02362 - LEAD FIELD ACQUISITION TECH	#	0	0							
2 Employees	%	0.00	0.00							
R03020 - TR COMMUNICATION SPECIALIST	#	0	0							
1 Employee	%	0.00	0.00							
R02014 - LAND SURVEYOR IN TRAINING	#	0	0							
8 Employees	%	0.00	0.00							
R01039 - SENIOR PLANNING TECHNICIAN	#	1	8							
9 Employees	%	11.11	88.89							
R03414 - STRUCTURAL SPECIALIST	#	0	3							
6 Employees	%	0.00	50.00							
R03522 - TRAFFIC SPECIALIST	#	2	0							
7 Employees	%	28.57	0.00							

# Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem							
R01596 - SENIOR TRAFFIC TECHNICIAN	#	1	8							
13 Employees	%	7.69	61.54							
R03014 - SENIOR CARTOGRAPHER	#	0	1							
1 Employee	%	0.00	100.00							
R01591 - SENIOR DESIGN TECHNICIAN	#	0	9							
15 Employees	%	0.00	60.00							
R02013 - SENIOR SURVEY TECHNICIAN	#	0	1							
13 Employees	%	0.00	7.69							
R01113 - SENIOR TRAFFIC TECHNICIAN-NSS	#	0	2							
2 Employees	%	0.00	100.00							
R01516 - SR CONSTRUCTION TECHNICIAN	#	5	6							
39 Employees	%	12.82	15.38							
R01066 - SENIOR MAINTENANCE TECHNICIAN	#	1	5							
9 Employees	%	11.11	55.56							
R02012 - INTERMEDIATE SURVEY TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							
R03059 - SENIOR STRUCTURAL TECHNICIAN	#	1	2							
6 Employees	%	16.67	33.33							
R01501 - SENIOR MATERIALS TECHNICIAN	#	3	5							
14 Employees	%	21.43	35.71							
R01589 - INTER CONSTRUCTION TECH	#	0	3							
24 Employees	%	0.00	12.50							
R01593 - INTER MATERIALS TECH	#	0	1							
5 Employees	%	0.00	20.00							
R01534 - INTERMEDIATE DESIGN TECHNICN	#	0	2							
4 Employees	%	0.00	50.00							
R01595 - INTER TRAFFIC TECHNICIAN	#	0	1							
2 Employees	%	0.00	50.00							
R03543 - INTER STRUCTURAL TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							
R01517 - DESIGN TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							

# Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem							
R02011 - SURVEY TECHNICIAN	#	0	0							
4 Employees	%	0.00	0.00							
R01594 - TRAFFIC TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							
R01515 - CONSTRUCTION TECHNICIAN	#	2	2							
13 Employees	%	15.38	15.38							
R01592 - MATERIALS TECHNICIAN	#	2	0							
2 Employees	%	100.00	0.00							
R03544 - STRUCTURAL TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
R01071 - MATERIALS TESTING SPECIALIST	#	1	0							
3 Employees	%	33.33	0.00							
R01569 - ASSISTANT SURVEY TECHNICIAN	#	0	1							
4 Employees	%	0.00	25.00							
259 Employees	Totals #	22	66							
	Totals %	8.49	25.48							

# Job Group Analysis

E

PARAPROFESSIONALS

EEO Code: E

Job Code & Title		Min	Fem							
R03149 - FINAL PLANS REVIEWER	#	0	1							
1 Employee	%	0.00	100.00							
R03133 - DIST FINAL PLANS & REP PROC	#	1	5							
7 Employees	%	14.29	71.43							
R03119 - CONSTRUCTION CONTRACT ADMINIST	#	0	1							
1 Employee	%	0.00	100.00							
R03018 - MCS SYSTEM & TRAINING ANALYST	#	0	3							
4 Employees	%	0.00	75.00							
R01083 - SENIOR OUTDOOR ADVERTISING TEC	#	0	1							
1 Employee	%	0.00	100.00							
R01289 - SENIOR PRINTING TECHNICIAN	#	0	0							
2 Employees	%	0.00	0.00							
R01088 - SENIOR INF SYSTEMS TECHNICIAN	#	0	3							
4 Employees	%	0.00	75.00							
R01028 - SENIOR FINANCIAL SERVICES TECH	#	1	22							
28 Employees	%	3.57	78.57							
R01032 - SENIOR GENERAL SERVICES TECHN	#	0	8							
9 Employees	%	0.00	88.89							
R03564 - BRIDGE INVENTORY ANALYST	#	1	1							
2 Employees	%	50.00	50.00							
R01023 - SR ADMINISTRATIVE TECHNICIAN	#	0	13							
14 Employees	%	0.00	92.86							
R01084 - SENIOR CUSTOMER SERVICE REP	#	3	13							
14 Employees	%	21.43	92.86							
R01074 - INFORMATION SYSTEMS TECHNICIAN	#	0	0							
1 Employee	%	0.00	0.00							
R01034 - SENIOR RISK MANAGEMENT TECHNIC	#	1	9							
11 Employees	%	9.09	81.82							
R01041 - SR MOTOR CARRIER TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
R01075 - INTERMEDIATE IS TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							

# Job Group Analysis

E

## PARAPROFESSIONALS

EEO Code: E

Job Code & Title		Min	Fem							
R01031 - GENERAL SERVICES TECHNICIAN	#	0	2							
2 Employees	%	0.00	100.00							
R01022 - ADMINISTRATIVE TECHNICIAN	#	1	4							
4 Employees	%	25.00	100.00							
R01030 - SENIOR HUMAN RESOURCES TECHNIC	#	1	9							
9 Employees	%	11.11	100.00							
R01098 - CUSTOMER SERVICE REP	#	0	3							
3 Employees	%	0.00	100.00							
R01027 - FINANCIAL SERVICES TECHNICIAN	#	1	6							
6 Employees	%	16.67	100.00							
R01029 - HUMAN RESOURCES TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
R01033 - RISK MANAGEMENT TECHNICIAN	#	1	2							
2 Employees	%	50.00	100.00							
R01040 - MOTOR CARRIER TECHNICIAN	#	0	1							
1 Employee	%	0.00	100.00							
R01046 - SENIOR RIGHT OF WAY TECHNICIAN	#	0	4							
4 Employees	%	0.00	100.00							
133 Employees	Totals #	11	114							
	%	8.27	85.71							



# Job Group Analysis

F

OFFICE AND CLERICAL

EEO Code: F

Job Code & Title		Min	Fem							
R03398 - FLD ACQUISITION COORDINATOR	#	0	0							
1 Employee	%	0.00	0.00							
R01085 - SR EXECUTIVE ASST TO THE DIREC	#	0	1							
1 Employee	%	0.00	100.00							
R01146 - SENIOR EXECUTIVE ASSISTANT	#	0	2							
2 Employees	%	0.00	100.00							
R01287 - SR MOTOR CARRIER AGENT	#	0	17							
20 Employees	%	0.00	85.00							
R01026 - EXECUTIVE ASSISTANT	#	2	29							
30 Employees	%	6.67	96.67							
R01272 - CONST PROJECT OFFICE ASSISTANT	#	2	26							
26 Employees	%	7.69	100.00							
R01213 - INT MOTOR CARRIER AGENT	#	1	0							
1 Employee	%	100.00	0.00							
R01025 - SENIOR OFFICE ASSISTANT	#	4	17							
17 Employees	%	23.53	100.00							
R01286 - LEGAL SECRETARY	#	0	2							
2 Employees	%	0.00	100.00							
R01007 - MOTOR CARRIER AGENT	#	0	1							
2 Employees	%	0.00	50.00							
R01024 - OFFICE ASSISTANT	#	0	1							
2 Employees	%	0.00	50.00							
R01015 - SR TRAFFIC SYSTEMS OPERATOR	#	0	2							
2 Employees	%	0.00	100.00							
R01081 - TRAFFIC SYSTEMS OPERATOR	#	1	1							
2 Employees	%	50.00	50.00							
R03047 - LEGAL ASSISTANT	#	0	1							
1 Employee	%	0.00	100.00							
109 Employees	Totals #	10	100							
	%	9.17	91.74							

# Job Group Analysis

G

## SKILLED CRAFT WORKERS

EEO Code: G

Job Code & Title		Min	Fem							
R03514 - EQUIP TECH SUPPORT SPECIALIST	#	0	0							
2 Employees	%	0.00	0.00							
R02019 - SENIOR EQUIPMENT TECHNICIAN	#	4	0							
117 Employees	%	3.42	0.00							
R02008 - SENIOR ELECTRICIAN	#	6	0							
48 Employees	%	12.50	0.00							
R01058 - BRIDGE MT CREW LEADER	#	0	0							
2 Employees	%	0.00	0.00							
R01319 - CORE DRILL OPERATOR	#	0	0							
3 Employees	%	0.00	0.00							
R02007 - SENIOR FACILITY OPERATIONS SPE	#	0	0							
15 Employees	%	0.00	0.00							
R01055 - SENIOR BRIDGE MT WORKER	#	0	0							
1 Employee	%	0.00	0.00							
R02350 - ELECTRICIAN	#	5	3							
18 Employees	%	27.78	16.67							
R01061 - MAINTENANCE CREW LEADER	#	31	21							
418 Employees	%	7.42	5.02							
R01102 - BRIDGE MAINTENANCE CREW LEADER	#	2	1							
16 Employees	%	12.50	6.25							
R02021 - SENIOR FIELD ACQUISITION TECHN	#	0	0							
5 Employees	%	0.00	0.00							
R02006 - FACILITY OPERATIONS SPECIALIST	#	0	0							
7 Employees	%	0.00	0.00							
R01073 - SENIOR SUPPLY AGENT	#	1	1							
6 Employees	%	16.67	16.67							
R01056 - INTERMEDIATE BRIDGE MT WORKER	#	0	0							
2 Employees	%	0.00	0.00							
R02018 - INTERMEDIATE EQUIPMENT TECH	#	2	1							
34 Employees	%	5.88	2.94							
R01317 - SENIOR CORE DRILL ASSISTANT	#	1	0							
2 Employees	%	50.00	0.00							

# Job Group Analysis

**G**

## SKILLED CRAFT WORKERS

EEO Code: G

Job Code & Title		Min	Fem							
R01107 - SR BRIDGE MAINTENANCE WORKER	#	4	0							
18 Employees	%	22.22	0.00							
R02381 - ELECTRICIAN ASSISTANT	#	6	1							
23 Employees	%	26.09	4.35							
R01369 - INTER CORE DRILL ASSISTANT	#	0	0							
2 Employees	%	0.00	0.00							
R02017 - EQUIPMENT TECHNICIAN	#	0	0							
11 Employees	%	0.00	0.00							
R01089 - ASSISTANT EQUIPMENT TECHNICIAN	#	1	0							
5 Employees	%	20.00	0.00							
R01042 - SUPPLY OFFICE ASSISTANT	#	1	0							
1 Employee	%	100.00	0.00							
R01106 - INT BRIDGE MAINTENANCE WORKER	#	1	0							
12 Employees	%	8.33	0.00							
R02363 - FIELD ACQUISITION TECHNICIAN	#	0	0							
2 Employees	%	0.00	0.00							
770 Employees	Totals #	65	28							
	%	8.44	3.64							

# Job Group Analysis

H

## SERVICE MAINTENANCE

EEO Code: H

Job Code & Title		Min	Fem							
R01335 - SENIOR MAINTENANCE WORKER	#	90	67							
1067 Employees	%	8.43	6.28							
R01392 - MOTORIST ASSISTANCE OPERATOR	#	14	3							
42 Employees	%	33.33	7.14							
R01391 - SR FACILITY OPERATIONS CREW WO	#	2	0							
6 Employees	%	33.33	0.00							
R01301 - INTERMEDIATE MAINTENANCE WRKR	#	37	19							
384 Employees	%	9.64	4.95							
R01306 - FACILITY OPERATIONS CREW WORKE	#	0	0							
2 Employees	%	0.00	0.00							
R01333 - MAINTENANCE WORKER	#	84	31							
505 Employees	%	16.63	6.14							
R01376 - SENIOR BUILDING CUSTODIAN	#	0	1							
1 Employee	%	0.00	100.00							
R01057 - BRIDGE MAINTENANCE WORKER	#	0	0							
4 Employees	%	0.00	0.00							
R01101 - BRIDGE MAINTENANCE WORKER	#	11	0							
39 Employees	%	28.21	0.00							
R01099 - GENERAL LABORER	#	3	1							
5 Employees	%	60.00	20.00							
2055 Employees	#	241	122							
Totals	%	11.73	5.94							

## Availability Analysis

*41 C.F.R. 602.14*

Availability is an estimate of the number of qualified minorities or women available for employment in a given job group, expressed as a percentage of all qualified persons available for employment in 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.

The Incumbency vs. Estimated Availability Analysis is used to determine the availability of women and minorities with requisite skills in all of the recruitment sources. The department reviews two factors when calculating its availability percentage. The first factor reviewed is external availability. This number is based on statistical data measured in the 2010 U.S. Census based on the 516 standard occupational codes. The second is internal availability which is derived by reviewing internal movement over the previous year and considering those movements as feeder pools. Internal feeders are reviewed annually while external is reviewed with every census.

The two factors are defined below:

**External Factor:** The percentage of minorities or women with the requisite skills in the reasonable recruitment area. The reasonable recruitment area is defined as the geographical area from which the department usually seeks, or reasonably could seek, workers to fill positions in question.

**Internal Factor:** 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 that the department can reasonably provide, become promotable or transferable during the AAP year.

Since the Office of Federal Contract and Compliance Programs (OFCCP) requires that availability statistics be considered for at least two factors – internal and external, the department is responsible for determining and placing a value or weight on both factors to establish more accurate availability percentage. A value weight is a percentage representing the relative number of people, whether internal or external, the department draws from in when staffing each job group. The value weights are determined by evaluating the hiring statistics from the previous year. This allows the department to determine the percentage of how frequently positions were awarded to internal candidates and external candidates. Each factor used in the analysis is given weight to reflect its contribution to the final availability figure.

The Incumbency vs. Estimated Availability Analysis provides an overview of potential feeders for filling open positions. Based on the current workforce, a baseline is established to indicate the percentage of protected classes represented on the plan date. Evaluating all feeder sources and placing a proportional weight on each factor determines the total weighted availability.

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

- ❑ The Any Difference Rule
- ❑ The 80% Rule - With this rule, you can also use the Whole Person Rule (definition below)
- ❑ The Two-Standard Deviation Rule
- ❑ The Three Standard Deviation Rule

MoDOT uses the 80% Rule along with the Whole Person Rule to determine underutilization. When using the Whole Person Rule in addition to the 80% Rule, a disparity exists if the available number of females or minorities exceeds the actual employed number by at least 0.95 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.*

EEO CODE	EEO TITLE	EXTERNAL FACTOR	INTERNAL FACTOR(S)
A	Officials and Administrators	Missouri	B, C, G
B	Professionals	Missouri	C, E, F
C	Technicians	Missouri	F, G, H
E	Paraprofessionals	Missouri	F
F	Office And Clerical	Missouri	H
G	Skilled Craft Workers	Missouri	H
H	Service Maintenance	Missouri	

## **Comparison of Incumbency vs. Estimated Availability**

*41 C.F.R. 602.15*

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. 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:

- Estimated availability percentage of minorities and females in each job group
- Employment percentage of minorities and females in each job group
  - Groups highlighted in yellow are underutilized
  - Groups highlighted in red 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.

**Incumbency vs. Estimated Availability**

A		OFFICIALS AND ADMINISTRATORS	
Total Emp 783	Employment %	Min 6.39	Fem 20.05
	Availability %	7.71	31.28
	Statistical Value	1.389	6.777
B		PROFESSIONALS	
Total Emp 972	Employment %	Min 10.08	Fem 33.95
	Availability %	9.98	39.08
	Statistical Value		3.277
C		TECHNICIANS	
Total Emp 259	Employment %	Min 8.49	Fem 25.48
	Availability %	10.45	22.74
	Statistical Value	1.029	
E		PARAPROFESSIONALS	
Total Emp 133	Employment %	Min 8.27	Fem 85.71
	Availability %	14.20	72.70
	Statistical Value	1.959	
F		OFFICE AND CLERICAL	
Total Emp 109	Employment %	Min 9.17	Fem 91.74
	Availability %	12.82	77.70
	Statistical Value	1.139	
G		SKILLED CRAFT WORKERS	
Total Emp 770	Employment %	Min 8.44	Fem 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	Employment %	Min 11.73	Fem 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. 602.16*

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, quotas are expressly forbidden.** MoDOT uses these goals as measurement tools and to help determine areas that require good faith efforts.

Placement goals may not be used to supersede merit selection principles. Affirmative action programs prescribed by the regulations in this part do not require the department to hire a person who lacks qualifications to perform the job successfully, or hire a less qualified person in preference to a more qualified one.

The following outlines our specific action-oriented good faith efforts for fiscal year 2018 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 focus college recruitment on 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								

## Identification of Problem Areas

*41 C.F.R 602.17(b)*

We have conducted in depth analysis 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 (external) and Factor 2 (internal) by job group are summarized in the Availability Analysis. Our findings are as follows:

- A. Our analysis indicates that, for minorities statewide, incumbency is less than availability by a statistically significant amount in the job group for Skilled Craft Workers. Minorities are also underutilized in the job groups Paraprofessionals and Office and Clerical.
  - a. The department successfully met the placement goals of minorities in the Officials and Administrators and Service Maintenance job groups that were proposed in the previous fiscal year plan.
  
- B. Our analysis indicates that, for females statewide, incumbency is less than availability by a statistically significant amount in job groups Officials and Administrators, Professionals and Skilled Craft Workers.
  
- C. MoDOT has established affirmative action placement goals and programs to address underutilization and will continue to make a good faith effort to reach the placement goals established and implement action oriented programs, which are detailed elsewhere in this AAP.

## Analysis of Progress towards Prior Year's Goals

### Minorities

EEO Job Group	Total Employment 6.30.16	Employment Percent 6.30.16	Availability Percent 6.30.16	Total Employment 6.30.17	Employment Percent 6.30.17
<b>Officials and Administrators</b> (Group A)	781	6.27 (49 employees)	8.29	783	6.39 (50 employees)
<b>Paraprofessional</b> (Group E)	132	9.09 (12 employees)	11.59	133	8.27 (11 employees)
<b>Office and Clerical</b> (Group F)	121	8.26 (10 employees)	13.89	109	9.17 (10 employees)
<b>Skilled Craft Workers</b> (Group G)	767	8.34 (64 employees)	13.81	770	8.44 (65 employees)
<b>Service Maintenance</b> (Group H)	2060	10.68 (220 Employees)	12.68	2055	11.73 (241 Employees)

\*Green highlighted boxes indicate a job group where the placement goals were successfully met.

### Females

EEO Job Group	Total Employment 6.30.16	Employment Percent 6.30.16	Availability Percent 6.30.16	Total Employment 6.30.17	Employment Percent 6.30.17
<b>Officials and Administrators</b> (Group A)	781	19.33 (151 employees)	32.05	783	20.05 (157 employees)
<b>Professionals</b> (Group B)	958	33.61 (322 employees)	42.26	972	33.95 (330 employees)
<b>Skilled Craft Workers</b> (Group G)	767	3.52 (27 employees)	11.21	770	3.64 (28 employees)

***Personnel Activity***

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

**A. Applicant Flow**

During the plan year, July 01, 2016 to June 30, 2017, MoDOT posted the majority of all open positions on the department's internet site. The Human Resources Division accepted applications for open positions, and all persons interested in obtaining employment with MoDOT were advised to apply in accordance with our current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

**B. Hires (See Exhibit B)**

The Human Resources Division develops procedures to ensure hiring at MoDOT is conducted on the basis of nondiscriminatory criteria. The following criteria and procedures have been established and have resulted in hiring decisions that are free of discrimination:

1. Job titles have, and will continue to be, written without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristic protected by applicable law.
2. Application forms have been reviewed to ensure that all requested information is job related, and that the forms comply with all applicable laws. In addition, all forms state that MoDOT is an Equal Opportunity/Affirmative Action Employer.
3. A Human Resources representative who has knowledge of the law with regards to Equal Employment Opportunity/Affirmative Action conducts interviews, along with the hiring supervisor.
4. All employees are encouraged to refer qualified applicants to MoDOT for employment. In addition, MoDOT has formal recruitment procedures to apprise minority and women's groups, educational institutions and other referral sources of openings.

5. Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicant's knowledge, skills, abilities and any other job related criteria.

**C. Promotion Practices (See Exhibit C)**

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 because:

1. MoDOT provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
2. Employees are encouraged to contact their supervisor and/or the Human Resources Division, at any time, should they desire information relative to another position within MoDOT.
3. Career ladder promotions are based on performance and other job related criteria without discrimination on account of race, color, religion, sex, age, disability, veteran status, national origin or any other characteristic protected by applicable law.
4. Most promotional opportunities are posted internally and externally, providing all interested employees with an opportunity to apply and call their special skills to the attention of the manager.

**D. Compensation Systems**

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

**E. Terminations (See Exhibit D)**

MoDOT has evaluated its termination practices to determine whether there are disparities on the basis of gender, race or ethnicity. When terminations or reductions in force 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.

***Technical Phases of Compliance***

Our analysis of the technical phases of compliance reveals that MoDOT fully complies with all the technical phases of its affirmative action obligations:

- A. Equal Employment Opportunity posters are prominently displayed in each MoDOT location.
- B. MoDOT notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- C. MoDOT's employment application has a statement concerning Equal Employment Opportunity.
- D. All recruitment agencies and area schools and colleges will continue to be notified of MoDOT's commitment to the goals of affirmative action.
- E. All recruitment advertising includes the solicitation "An Equal Opportunity Employer" or its abbreviation.
- F. All other required affirmative action notices and policy statements are posted on MoDOT bulletin boards and are updated annually.
- G. All personnel and employment records made, or kept by MoDOT, are retained for the required period as mandated by OFCCP regulations.



## The 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:**

- As a part of the MU Alumni Association, networking and mentoring with females, including minority females, at Griffiths Leadership Society at Mizzou.
- Attended career fairs and events geared toward minorities and females.
- Attended career fairs, events and recruited and hired female and minority interns to improve the opportunity to diversify future full-time workforce.
- Continued partnerships and participation in community organizations that are geared towards minorities and women in the future workforce.
- Continuous job posting on several social media websites.
- Mailed 1500 Postcard advertising job openings to the 64127 zip code.
- Mailed recruiting letters to High Schools around the state for Career Fair/Career Day opportunities for us to attend.
- Provided job announcements to several Universities and specialized recruitment agencies throughout all districts.
- Provided job shadowing opportunities in our construction and design department.
- Successfully recruited and hired minority and female engineers.

### **Promotion:**

- Continue to increase female and minority participation in the Maintenance Leadership Academy (MLA).
- Continue to increase female and minority participation in the MoDOT Mentoring Program.
- Continue to conduct preparedness training and allow for mock interviews.
- Continue to increase female and minority participation in the Accelerated Leadership Development (ALD) Program.
- Continue to increase female and minority participation in the Management Development Institute (MDI).
- Continued to identify minorities and women to participate in the district's APEX program. (Cross training program for graduate civil engineers).
- Hosted the third Women's Leadership Conference
- Mentor/Mentee workshops conducted by EOD Division staff.
- Offsite training for supervisors titled, "Beginning Supervision."
- Purchased materials for study groups to obtain the Engineering in Engineer in Training, or EIT.
- Workshops on resume writing and interviewing skills.

## ***Diversity Training***

MoDOT incorporates the topics of sexual harassment, discrimination and diversity into its Equal Employment Opportunity (EEO) training classes. All new employees upon hire receive training on these topics as part of their New Employee Orientation training class. The department subsequently provides an EEO Refresher course for all employees every three years. This EEO Refresher Course covers all of these topics as well as workplace violence. Additionally, the department requires all employees who are promoted or hired directly into a supervisor position to receive EEO Supervisor Training. The EEO Supervisor Class specifically addresses the responsibilities and obligations of supervisory personnel as they relate to compliance with EEO laws and regulations. Throughout the year the department also offers specific diversity training courses to both employee and supervisory level personnel.

### ***FY 2017 Diversity Training:***

The Training listed below was attended by one or more department employees. Instructors who led the following events were a combination of MoDOT trainers, computer webinars 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 21<sup>st</sup>-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 Resources 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

## ***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/programs/meetings.

### **Community and Organizational Events:**

- 43<sup>rd</sup> 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
- Delta V School Tour
- 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
- Women’s Network Connection – Hannibal Chamber of Commerce.
- Workforce Development Meeting, Hannibal Chamber of Commerce
- YouthBuild- St. Louis Workshops

## Recruiting 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
(ACT) Alternative Community Training Career Services	<a href="mailto:dwest@actservices.org">dwest@actservices.org</a>
(PRSA) Public Relations Society of America	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	<a href="mailto:Sook_park@asianchamberkc.com">Sook_park@asianchamberkc.com</a>
Association of Black Graduate and Prof. Students	573.882.6333
Association of Midwest Disadvantages Youth, Inc.	573.699.4351
Atchison County Health Department	660.736.4121
Bartlett Center	816.233.1994
Black Chamber of Commerce	<a href="mailto:info@bcckc.org">info@bcckc.org</a>
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	660.543.4439

MoDOT Workforce Diversity Plan

FY 2018

Construction/Career Services	
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	<a href="mailto:creyes@dosmundos.com">creyes@dosmundos.com</a>
Douglas Community Center	573.221.3892
Experience Works	<a href="mailto:shari_wooldridge@experienceworks.org">shari_wooldridge@experienceworks.org</a>
Friendship Baptist Church	<a href="http://www.fbckc.org">www.fbckc.org</a>
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	<a href="mailto:tcasas@guadalupcenters.org">tcasas@guadalupcenters.org</a>
Hannibal Chamber of Commerce	573.221.1101
Harrison County Health Department	660.425.6324
Hero to Hire	N/A
Hispanic Chamber of Commerce – KC	<a href="mailto:cgomez@hccgkc.com">cgomez@hccgkc.com</a>
Hispanic Chamber of Commerce – STL	<a href="mailto:ahernandez@hccstl.com">ahernandez@hccstl.com</a>
Holt County Health Department	660.446.2909
Islamic Center of St. Joseph	816.232.1405
Job Corps	<a href="mailto:denton.frank@jobcorps.gov">denton.frank@jobcorps.gov</a>
Job Point	573.474.8560
Kansas City Call	<a href="mailto:kccallnews@hotmail.com">kccallnews@hotmail.com</a>
Kansas City Hispanic News	<a href="mailto:kchnews@swbell.net">kchnews@swbell.net</a>
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	<a href="mailto:bprigge@meramecregion.org">bprigge@meramecregion.org</a>
Meramec Regional Planning Commission	573.265.2993
Mercer County Health Department	660.748.3630
Mid-MO AGA	<a href="mailto:Robin.Burkhart@dese.mo.gov">Robin.Burkhart@dese.mo.gov</a>
Military Recruit	<a href="mailto:support@recruitmilitary.com">support@recruitmilitary.com</a>
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	<a href="mailto:Chad.Schatz@dese.mo.gov">Chad.Schatz@dese.mo.gov</a>
Missouri Minority Veterans Initiative	816.655.3490
Missouri School for the Deaf	573.592.4000
Missouri Society of Professional Engineers	573.636.4861

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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	<a href="mailto:lreynodls@nnacc.org">lreynodls@nnacc.org</a>
National Society of Black Engineers	<a href="mailto:publications@nsbe.org">publications@nsbe.org</a>
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	<a href="http://www.jobs.ia.gov">www.jobs.ia.gov</a>
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



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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)	<a href="mailto:ousman.diallo@va.gov">ousman.diallo@va.gov</a>
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**

<b>Newspaper</b>	<b>Phone Number</b>
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
Brunswicker	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

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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
Nod 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

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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	

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

Facebook	Indeed.com	JobnewsUSA.com
Twitter	Job Network	Simplyhired.com
Instagram	Monster.com	Beyond.com
Craigslist	Office of Administration	Jobster.com
Juju.com	Lakenews.com	Linkedin.com

## Colleges and Universities

School	Phone Number
Arkansas State University Carbondale	871.972.2100
Bryan University	<a href="mailto:bwelch@bryanu.edu">bwelch@bryanu.edu</a>
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
Linn State Technical College	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	<a href="mailto:dnseabaugh@semo.edu">dnseabaugh@semo.edu</a>
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
South East Missouri University	573.651.2000
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	<a href="mailto:slu@csm.symplicity.com">slu@csm.symplicity.com</a>
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
University of Missouri St. Louis	<a href="mailto:careerservices@umsl.edu">careerservices@umsl.edu</a>
Vatterott College	816.861.1000
Washington University School of Law	<a href="mailto:recruiting@wulaw.wustl.edu">recruiting@wulaw.wustl.edu</a>
Westminster College	573.642.3361
William Woods University	<a href="mailto:Amy.dittmer@williamwoods.edu">Amy.dittmer@williamwoods.edu</a>

## 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

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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

**Missouri Career Centers**

<b>City</b>	<b>Phone Number</b>
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

## ***Career Fairs***

Career fairs are an opportunity for MoDOT to actively seek and recruit minority and female candidates for open positions. In an effort to increase the applicant pool the department participated in career fairs with various community organization and schools throughout the state of Missouri and others.

- 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)**
- Linn State Technical College
- 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
- New 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



## **Internal Audit and Reporting Systems**

*41 C.F.R 602.17(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 the 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 MoDOT's internal audit process:

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

## Conclusion

The Diversity Plan Year, July 1, 2016 through June 30, 2017, shows a continued commitment to equal employment opportunity and affirmative action and has strong plans to ensure both organization and employee success.

MoDOT will continue to communicate its policies, both within the organization and to the community in which we work. The Executive Management Team affords the Equal Opportunity and Diversity Director full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.


At the close of the Missouri Department of Transportation's most recent Plan year, an analysis of the composition of the workforce was undertaken. The workforce was analyzed by job group and by district to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed four areas in which the difference between incumbency versus estimated availability was statistically significant, showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population. Nonetheless, MoDOT expects to continue its successful outreach efforts and to ensure that all applicants and employees are treated fairly, based on job related criteria and without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristic protected by applicable law.

MoDOT is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important.

Finally, it should be noted that MoDOT's thorough analysis of its workforce reveals that the Missouri Department of Transportation is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this plan, the Missouri Department of Transportation works to ensure that both diversity and affirmative action are a commitment and a continued reality.

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# Exhibit A

<p style="text-align: center;"><b>MISSOURI DEPARTMENT OF TRANSPORTATION</b></p>  <p style="text-align: center;"><b>PERSONNEL POLICY MANUAL</b></p>	<b>Chapter Title</b> Employment		
	<b>Policy Title</b> Equal Employment Opportunity		
	<b>Policy Number</b> 0505	<b>Page</b> 1 of 4	<b>Effective Date</b> October 1, 2015
<b>Approved By</b> Micki Knudsen, Human Resources Director, Signature on File	<b>Supersedes Policy Number</b> 0505	<b>Page</b> 1 of 4	<b>Prior Effective Date</b> 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"](#)



# Exhibit B

## Salary Employee New Hires & Wage to Salary by EEO Job Category Reporting Target Date Jul 1, 2016 to Jun 30, 2017



Run Date: 08/29/17

EEO Job Category Cd	Total Male Hires	Male A	Male B	Male H	Male I	Male P	Male W	Male 2	Male Unknown	Total Female Hires	Female A	Female B	Female H	Female I	Female P	Female W	Female 2	Female Unknown	Gender Unknown	Total Hires
OFFICIALS AND ADMINISTRATORS	4	0	0	0	0	0	4	0	0	2	0	0	0	0	0	2	0	0	0	6
PROFESSIONALS	67	1	9	1	0	0	55	0	1	42	1	10	0	0	0	31	0	0	0	109
TECHNICIANS	22	0	2	0	0	0	20	0	0	2	0	0	0	0	0	2	0	0	0	24
PARAPROFESSIONALS	5	0	1	1	0	0	3	0	0	12	1	0	0	0	0	10	0	1	0	17
OFFICE AND CLERICAL	1	0	1	0	0	0	0	0	0	21	1	0	1	1	0	18	0	0	0	22
SKILLED CRAFT WORKERS	16	0	2	0	0	0	14	0	0	1	0	0	0	0	0	0	1	0	0	17
SERVICE MAINTENANCE	351	1	60	11	5	0	264	0	10	15	0	1	0	0	0	14	0	0	0	366
	<b>466</b>	<b>2</b>	<b>75</b>	<b>13</b>	<b>5</b>	<b>0</b>	<b>360</b>	<b>0</b>	<b>11</b>	<b>95</b>	<b>3</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>77</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>561</b>

Report includes all MoDOT Employee Salary New Hires and Wage to Salary. Salary is determined by Position ID is numeric, New Hire is determined by Personnel Action Code in ('NHIRE', 'RHIRE', 'HRAPL'), and Wage to Salary is determined by Personnel Action Reason Code in ('C56', 'C58').

# Exhibit C



## 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
<b>MoDOT Total Promotions</b>	<b>682</b>	<b>2</b>	<b>47</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>618</b>	<b>0</b>	<b>1</b>	<b>131</b>	<b>3</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>116</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>813</b>

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

# Exhibit D

## FY 2017 Minority and Female Separations

### Minorities

Job Group	Formally Resigned	Retired	Released	Other	Total
Officials and Administrators	1	3	1	0	5
Professionals	28	1	3	1	33
Technicians	3	0	0	0	3
Paraprofessionals	0	2	1	0	3
Office Clerical	1	1	0	0	2
Skilled Craft	5	4	0	2	11
Service Maintenance	8	3	7	4	22
<b>Total</b>	<b>46</b>	<b>14</b>	<b>12</b>	<b>7</b>	<b>79</b>

### Females

Job Group	Formally Resigned	Retired	Released	Other	Total
Officials and Administrators	1	11	0	0	12
Professionals	12	12	1	1	26
Technicians	1	1	0	0	2
Paraprofessionals	3	6	1	0	10
Office Clerical	11	5	0	1	17
Skilled Craft	0	1	0	0	1
Service Maintenance	38	2	3	3	46
<b>Total</b>	<b>66</b>	<b>38</b>	<b>5</b>	<b>5</b>	<b>114</b>

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