



FY 22 Affirmative Action Plan Missouri Department of Transportation

Equal Opportunity and Diversity Division

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Missouri Department of Transportation

Affirmative Action Plan

for

Minorities and Females

Purpose of MoDOT's Affirmative Action Plan

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

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

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

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

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

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

Internal and External Affirmative Action Program for Minorities and Females

Table of Contents

Section 1 – Internal Narrative

• Title Page	2
• Introduction and Background	3
• Equal Employment Opportunity (EEO) Policy Statement	5
• Organization Chart	6
• Equal Opportunity and Diversity Division	7
○ EODD Staff	10
• Establishment of Responsibility for Implementation	13
○ Designation of Responsibility of EEO Director	13
○ Responsibilities of Management	14
• Dissemination of Policy	15
• Identification of Problem Areas	16
• Development and Execution of Action-Oriented Programs	17
• Internal Audit and Reporting System	18
• Support of Community Action Programs	20
• Recruitment Efforts	21

Section 2 – Internal Statistics

• Organizational Profile	32
• Job Group Analysis	107
• Placement of Incumbents in Job Groups	138
• Determining Availabilities	140
• Comparing Incumbency to Availability	142
• Placement Goals	145

Section 3 – Internal Support Data

• Accomplishments of Prior Year's Goals	148
• FY 2021 Diversity Training Conducted	149
• Separation Summary	152
• Promotion Summary	154
• Applicant Summary	156
• Disciplinary Action Summary	158
• Analysis of Hires & Offers v. Applicants	159
• Grievances and Complaints	163

Section 4 – External Narrative and Statistics

• Title Page	166
• Organization Chart	167
• External Civil Rights Division	168
• District Responsibilities	168
• Procedure for Implementation	169
• Complaints against Contractors	171
• Restrictions against Contractors	171
• External Program Implementation	171
• Methodology for Ensuring the Incorporation of EEO Requirements	171
• Changes Contemplated	172
• On-The-Job Training (OJT) Slots Approved	172
• OJT Trainees	172
• Written Evaluations	173
• Planned Contract Compliance, OJT, or Supportive Services Agenda Initiatives	171

Appendix

Appendix 1	173
Policy 0505: Equal Employment Opportunity	
Appendix 2	178
Policy 2101: Equal Employment Opportunity Complaint Procedure	
Appendix 3	182
Policy 2100: Grievance Procedure	
Appendix 4	188
Policy 0517: Staffing of Department Vacancies	

Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 1 – Internal Narrative

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

Introduction and Background

Equal Employment Opportunity (EEO) Policy Statement

Organizational Chart

Equal Opportunity and Diversity Division

EODD Staff

Establishment of Responsibility for Implementation

Designation of Responsibility of EEO Director

Responsibility of Management

Dissemination of Policy

Identification of Problem Areas

Development and Execution of Action-Oriented Programs

Internal Audit and Reporting System

Support of Community Action Programs

Recruitment Efforts

Affirmative Action Plan

Plan Effective Date: July 1, 2021

Plan Expiration Date: June 30, 2022

Prepared By: Rebecca Brietzke
Senior Diversity and Inclusion Specialist

EEO Director: Rudolph Nickens
Equal Opportunity and Diversity Director

Approved By: Patrick McKenna
Director

Establishment Name: Missouri Department of Transportation

Establishments Address: PO Box 270
Jefferson City, MO 65102

Introduction and Background

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

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

MoDOT is committed to providing the public with safe and modern transportation system. MoDOT's mission is to provide a world-class transportation system that is safe, innovative, reliable and dedicated to a prosperous Missouri. The department is responsible for maintaining the seventh largest state highway system nationally with 33,830 miles of highway and 10,399 bridges. In addition to designing, building, and maintaining roads and bridges, MoDOT works to improve airports, river ports, freight development, railroads, public transit systems and pedestrians and bicycle travel. The agency also administers motor carrier and highway safety programs. MoDOT's fiscal year 2022 appropriations of \$3.2 billion provides funding for all of the services mentioned above.

MoDOT has responsibilities for five major transportation alternatives available to Missourians -- highways, aviation, waterways, transit and railroads. Those responsibilities include the total operation of the 33,830 mile highway system, including highway location, design, construction and maintenance.

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

Central Office divisions include:

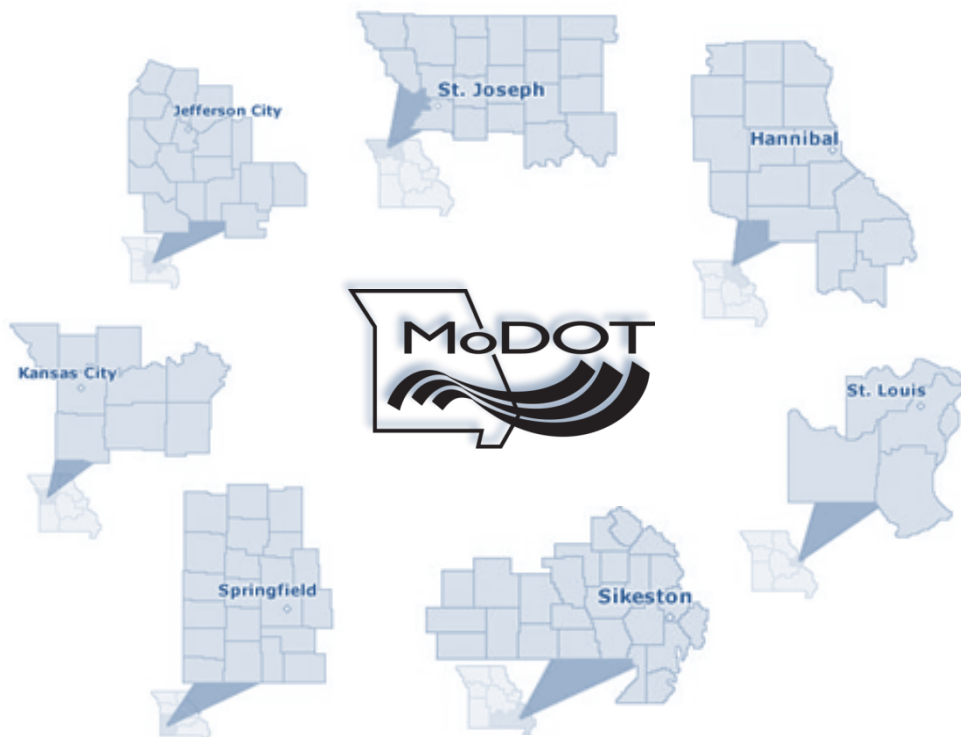
Audits and Investigations
Bridge
Chief Counsel Office
Communications
Construction and Materials
Design
Equal Opportunity and Diversity
External Civil Rights
Financial Services

General Services
Governmental Relations
Human Resources
Information Systems
Maintenance
Motor Carrier Services
Multimodal Operations
Highway Safety and Traffic
Transportation Planning

The seven District Offices are located in the following areas:

Northwest – St. Joseph
Northeast – Hannibal
Kansas City – Lee's Summit
Central – Jefferson City

St. Louis – Chesterfield
Southwest – Springfield
Southeast - Sikeston



Equal Employment Opportunity (EEO) Policy Statement

41 C.F.R. 60-2.17


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

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

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

The success of our diversity/affirmative action programs require appropriate allocation of resources, various industry expertise and unwavering support from leadership. Additionally, the program success requires thoughtful planning, persistence, understanding, dedication, patience and cooperation from all department employees.

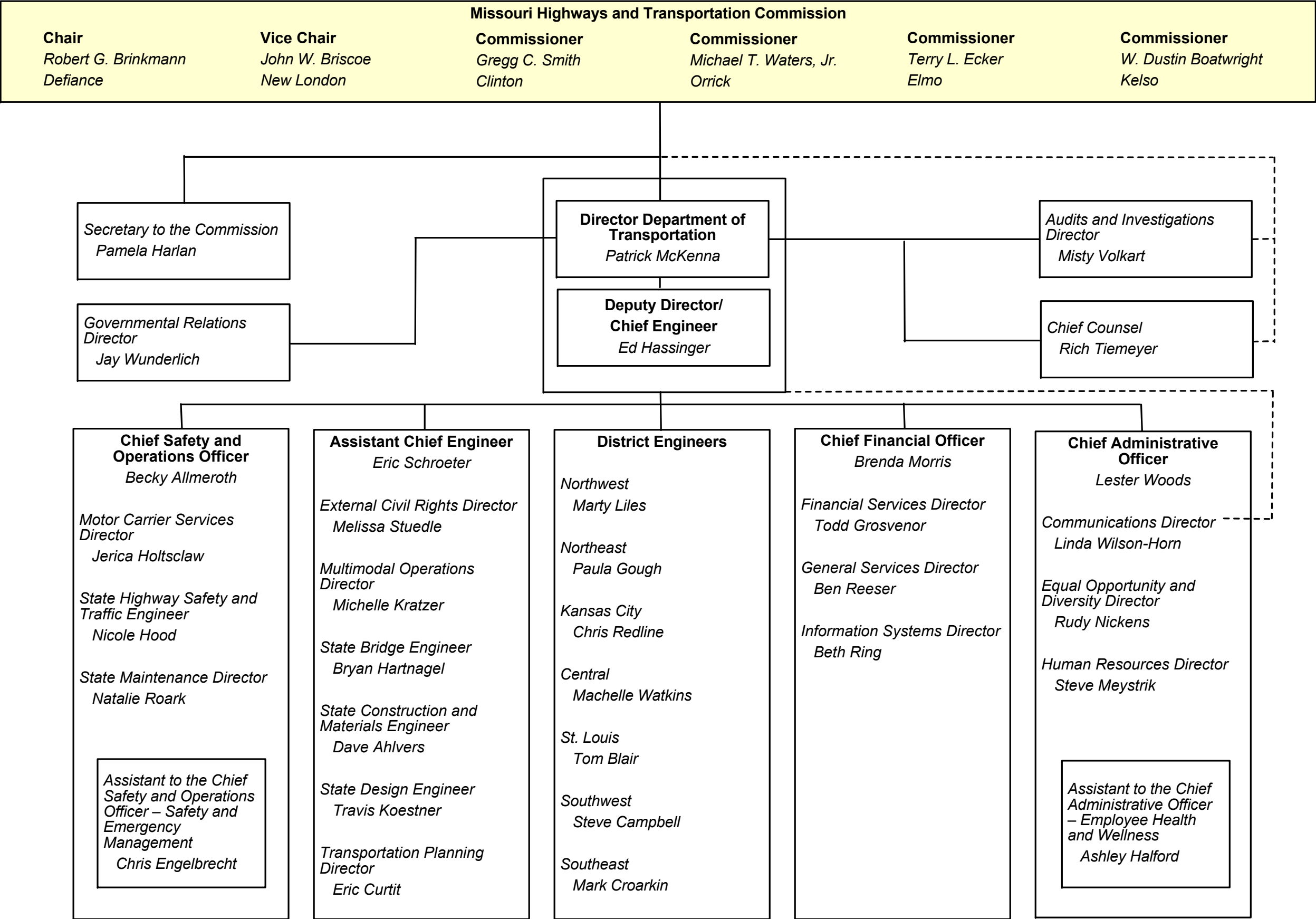
We pledge our continued support and commitment to achieve the goals within this plan in a fair and impartial manner. We expect all supervisory personnel to adhere to this policy by carrying out their affirmative action responsibilities with the same vigor and effectiveness as all of their other responsibilities.



Patrick McKenna – Director

Missouri Department of Transportation

Missouri Department of Transportation



SAFETY

SERVICE

STABILITY

Equal Opportunity and Diversity Division (EODD)

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

Key functions of the EODD consist of overseeing the Regional Diversity and Inclusion Conferences, generating State and Federal mandated Affirmative Action and Equal Employment Opportunity reports, coordinating diversity and inclusion education, coordinating Employee Resources Groups (ERG's) for the department, and creating programs to foster a diverse and inclusive workforce, assisting districts and management teams with diversity/EEO efforts, and serving as a liaison on various committees throughout the state.

Regional Diversity and Inclusion Conferences

In 2010, EODD began working with each of the seven districts to host local Diversity and Inclusion Conferences. The EODD staff is responsible for working with personnel in the districts to develop and promote a conference agenda specific to the needs of the given area. EODD personnel provide assistance with looking for, and booking, speakers who are well versed in appropriate topics, finding an acceptable venue, developing satisfaction surveys and program evaluations, inviting attendees and other duties as they develop. This program has been modified to a virtual platform until further notice.

State and Federal mandated AA and EEO reports

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

Diversity and Inclusion Education for Employees

The EODD staff is responsible for fulfilling educational requests that are submitted by the districts and divisions. In addition to all the requested events, EODD provides monthly events to educate employees on various diversity, inclusion and equity topics. It is the staff's responsibility to create and deliver the content and send out invitations to MoDOT employees. The trainings are conducted by a member of EODD or by an external consultant.

Diversity and Inclusion Programs

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

Mentor Program – The EODD facilitates the mentor program for the Department. MoDOT's mentoring program is designed to assist with professional development and enhance the Department by promoting a diversified and talented workforce. The program provides employees with career guidance and support through the establishment of mentoring partnerships. Employees can contact the EODD to get advice on selecting a mentor, things to talk about during their mentor session and other tips to ensure a successful mentor partnership. Every quarter there are four training opportunities for program participants, including Mentor/Mentee training and other specialized topics. In addition to providing tips to employees, the EODD works to ensure minorities and women are utilizing the mentor program in an effective manner. The EODD also conducts evaluations every fiscal year to review employee satisfaction with the program and receive feedback for continuous program improvement.

Youth Transportation Conference - MoDOT sponsors an annual Youth Transportation Conference (YTC) during the month of July in Jefferson City, MO, which is coordinated by the EODD. The YTC is designed to encourage young people from diverse backgrounds to consider careers in engineering and other transportation related fields. The EODD is responsible for conducting outreach and recruitment for the conference with schools, formalizing an educational agenda, and acting as the lead chaperones. This program is currently on hold until further notice.

The conference exposes students from across Missouri to the numerous career opportunities in the fields of transportation and civil engineering. Students apply math, science and computer concepts to solving real-world transportation engineering problems and learn how to identify and evaluate the social and environmental impacts associated with these transportation systems. The camp is free to students entering 9th, 10th, 11th and 12th grades to provide an academic and professional enrichment opportunity for students who may otherwise not have access to a program of this magnitude. The conference recruits and welcomes students from across the state with diverse backgrounds, included but not limited to: varied socio-economic status, rural and urban areas, public, private, and home schools. Additionally, increased efforts to reach underrepresented minorities and females are made. This six-day conference is packed with fun and exciting academic, career development and social activities.

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

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

The EODD coordinates an annual Intern Conference hosted in Jefferson City, Missouri. The EODD staff is responsible for developing the agenda that includes opportunities for professional development and networking with senior leaders in the Department. The conference provides participants with an opportunity to meet other interns from different departments and divisions across the state and to visit other MoDOT buildings. For FY 2021 the annual conference was conducted in a virtual format.

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

Employee Resource Groups – The EODD is responsible for assisting with developing and maintaining functional employee resource groups in the department. These are employee-led groups made up of individuals who voluntarily join together based on common interests, background, or demographic factors such as gender, race or ethnicity. Their objective is to provide an organizational resource where employees can learn and grow, while also providing a platform for employee voices to be heard, valued and engaged.

Employee Advisory Council – The Employee Advisory Council (EAC) is comprised of MoDOT employees from all seven districts and Central Office. They function as an advocate for employees needs and concerns while assisting management with cultural diversity, policy review

and communication issues. The importance and value of this group is highly recognized, resulting in a seat by the EAC chairperson on the Senior Management Team.

Diversity Education Course Catalog – The Diversity Education Course Catalog is a compilation of 22 courses developed by the EODD staff. The course book allows employees to select from a variety of courses that may fit their training need at any time. The course book will improve access to trainings and allow more people to select trainings that are right when they are needed.

New You Can Use – The EODD publishes a monthly “News You Can Use” segment highlighting various diversity, inclusion and equity topics for employees. The segments are fifteen to twenty minutes long and are recorded and posted on the EODD SharePoint site.

Department Diversity and EEO Efforts

The EODD staff are Central Office employees who work with every district and division on all their diversity, inclusion and equity efforts, including both recruitment and retention efforts. The EODD personnel provide assistance with conducting outreach and recruitment at organizations geared toward minorities and females to help ensure a diverse applicant pool for positions being filled throughout MoDOT. The staff of EODD also advises management and employees on EEO issues, develops diversity presentations, provides diversity education events and assists with any other need that may arise around diversity or EEO.

Liaison Role

Staff from the EODD serves as liaisons for the following committees: Governor’s Council on Disability, Workforce Diversity Council, Missouri Mentoring Initiative, Mid America Association of Transportation Officials Committee on Diversity and Inclusion.

Equal Opportunity and Diversity Staff

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

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

Elizabeth Reed, Special Projects Coordinator (Full-time)

Elizabeth is responsible for developing and coordinating the Statewide Employee Resource Groups (ERG's). Elizabeth assists in developing and conducting *News You Can Use* segments and Diversity Education Events. She oversees the Regional Diversity and Inclusion Conferences (RDIC's) for Central District, Northeast, Southeast and St. Louis. Additionally, Elizabeth is responsible for coordinating college level outreach initiatives and recruiting opportunities. Elizabeth serves as the liaison for the MAASTO Diversity and Inclusion Committee, which assist states in reviewing and improving diversity, inclusion and equity efforts across the Midwest.

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

Beckie is responsible for generating data for the State Workforce Diversity Plan and preparing the federally mandated Affirmative Action Plan for the department. She manages the departments Mentoring Program, including the development and presentation of Mentor/Mentee trainings and other specialized trainings on a quarterly basis. She prepares quarterly EEO reports for each of the districts and for central office. Beckie also assists with developing and coordinating Diversity Education Events and *News You can Use* segments. Additionally, Beckie is responsible for developing and coordinating the Statewide Intern Conference and the annual MoDOT Youth Transportation Conference for high school students.

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

Cheryl is responsible for developing and conducting Diversity Education Events and *News You Can Use* segments. She oversees the Regional Diversity and Inclusion Conferences for Central Office, St. Louis, Northeast and Southeast Districts. She is also responsible for conducting youth outreach initiatives in St. Louis and around the state. Cheryl presents the EODD new employee orientation presentation and assists in the facilitation of the Supervisor Core Workforce training. Additionally, Cheryl is responsible for the development of the EOD Division's internal communication strategy.

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

Andrew is responsible for being the liaison between the Employee Advisory Council (EAC) and Senior Management Team (SMT) and being the liaison for MoDOT on the Governor's Council on Disability. He is also responsible for developing and conducting Diversity Education Events and *News You Can Use* segments. Andrew also coordinates the Regional Diversity and Inclusion

Conferences for Central Office, Northwest, Southwest and Kansas City. Andrew is responsible for assisting HR to coordinate the dissemination and data collection of the department's exit interviews.

Adam Hoffman, Diversity and Inclusion Specialist (Full-time)

Adam is responsible for updating and disseminating the Equal Opportunity and Diversity Division's Quarterly Tracker. He assists in developing and maintaining the EODD Diversity Toolkit resource. He also provides advanced support in all the EODD functions, including: budgeting, preparing summary reports of data received from training evaluations, maintaining files, and processing invoices. He is the EODD SharePoint administrator and maintains the entire site for all division programming. He also serves as the lead coordinator for the annual Take Your Child to Work event for Central Office and is the Partners in Education program coordinator with Thomas Jefferson Middle School.

Charles Saulberry, Diversity and Inclusion Specialist (Full-time)

Charles is responsible for developing and maintaining the EODD Diversity Toolkit resource for MoDOT employees. He also assists with coordinating the annual Intern Conference and the annual Youth Transportation Conference. Charles supports the development of Diversity Education Events; Mentoring Education Events and News You Can Use segments.

EODD Continuing Education

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

**Establishment of Responsibilities for Implementation of the
Written Affirmative Action Program**

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

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

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

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

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

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

Dissemination of Policy

Internal

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

External

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

Identification of Problem Areas

41 CFR 60-2.17(b)

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

Composition of the Workforce by District

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

Composition of the Workforce by Job Group

We have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- A. Our analysis indicates that for minorities:
 - a. Incumbency is less than availability by a statistically significant amount in; Officials and Administrators (Job Group A), Office and Clerical (Job Group F), Skilled Craft Workers (Job Group G), and Service Maintenance (Job Group H)
- B. Our analysis indicates that for women:
 - a. Incumbency is less than availability in Skilled Craft Workers (Job Group G)
 - b. Incumbency is less than availability by a statistically significant amount in job groups Officials and Administrators (Job Group A), Professionals (Job Group B)
- C. MoDOT has established affirmative action placement goals and programs to address underutilization, will continue to make a good faith effort to reach the placement goals established and implement action-oriented programs, which are detailed elsewhere in this AAP.

Development and Execution of Action-Oriented Programs

41 CFR 60-2.17(c)

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

Recruitment:

- ❑ Disseminate information on job opportunities to organizations throughout the districts, including organizations representing minorities and females.
- ❑ Coordinate District Job Fairs to educate potential seasonal employees about MoDOT and the benefits of working for the department.
- ❑ Provide laptops at career fairs so that participants can complete applications and be able to ask questions if they run into problems.
- ❑ Ensure that our Civil Engineer intern program is diversified so that we can increase our applicant pool of diverse candidates.
- ❑ Increase our female/minority organization contacts for networking purposes to expand our job opportunity distribution, while continuing to utilize the contacts that have been successful in the past.
- ❑ Coordinate Construction Career Days in districts to recruit high school students to trade work.

Promotion and Retention:

- ❑ Develop a Business Professional Development Institute (PDI) to better prepare employees for promotional opportunities.
- ❑ Promote minority and female participation in the Accelerated PE Cross Training (APEX) program, to assist employees who wish to obtain their PE.
- ❑ Actively recruit and enroll minorities and females in the Maintenance Leadership Academy (MLA), Accelerated Leadership Development (ALD) program and the Management Development Institute (MDI).
- ❑ Coordinate Diversity and Inclusion Conferences in all seven districts to continue our development of inclusion in the workplace.
- ❑ Coordinate the MoDOT Mentoring Program and continue to increase female, minority and young professional's participation in the program.

- ❑ Develop a MoDOT Apprenticeship program to provide employees with on-the-job training and classroom instruction
- ❑ Develop Equipment Academy for new employees in maintenance to ensure they are properly trained on equipment.
- ❑ Develop in-house resume writing and interview workshops to help prepare employees for promotions.
- ❑ Develop Employee Resource Group (ERG) called Helping Young Professionals Engage (HYPE) to focus on retaining new and younger employees.
- ❑ Develop ERG called Veterans Engaging Together for Success (VETS) to focus on recruiting and retaining veterans.
- ❑ Develop additional Employee Resource Groups (ERG's) for employees of diverse demographics.
- ❑ Develop High Performance Supervision (HPS) Training program.
- ❑ Revamp the Gear-Up training for new maintenance employees coming into the department.

Internal Audit and Reporting Systems

41 CFR 60-2.17(d)

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

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

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

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

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

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

Support of Community Action Programs

Recognizing our role as an employer, MoDOT actively seeks to support community action programs designed to improve job skills and/or employment opportunities for minorities and women. During the plan year of July 1, 2020 through June 30, 2021 the department participated in the following community events/meetings/programs:

- ❑ Build My Future
- ❑ Buckle Up Phone Down Day w/
 - Southwest Coalition for Roadway Safety
 - City of Seymour
 - Clever Police Department
 - All school districts in Southwest
 - Perfect Timing Transportation
- ❑ Chillicothe Career on Wheels at Southwest R1
- ❑ Gallatin Truck Event
- ❑ Jasper County Safety Day
- ❑ Mercy Hospital Health Fair
- ❑ Mock Interviews with Cons Career and Technology
- ❑ Project C.A.P.E. Job Fair – Cape Girardeau chamber of Commerce
- ❑ Save Our Son's St. Louis
- ❑ Sequiota Elementary School
- ❑ Southeast Missouri State University Regional Virtual Science Fair
- ❑ Southwest Missouri Coalition for Roadway Safety Meeting
- ❑ St. Charles Community College Advisory Board
- ❑ Stone County Health Department
- ❑ Texas Tech National Society of Black Engineers Networking Event

Recruitment Efforts

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

Professional Organizations

Organization	Contact Name	Phone Number	Email
Booneslick Regional Planning Commission	Julie Prouhet	636-456-3473	jprouhet@boonslick.org
Cape Career & Technology	Patti Whittington	573-334-0826 x.6506	whittingtonp@capetiger.com
Chamber of Commerce – Cape Girardeau	Kim Voelker	573-335-3312	kvoelker@capechamber.com
Davis H. Hart Career Center	Chris Denham	573-581-5684	cdenham@mexico.k12.mo.us
Department of Veteran's Affairs	Ousman Diallo		Ousman.diallo@va.gov
FCC Behavioral Health Serenity Pointe	Aaron Floyd	573-651-4177 x.2216	Aaron.floyd@fccinc.org
Financial Management Advisory	Felicia Hubble		Felicia.hubble@oa.mo.gov
Fine Line and Designs	Josh P.	816-286-5491	Flyers
Hannibal Career & Technical Center	Brent Meyers	573-221-4430	bdmeyer@hannibal60.com
Illinois Bar Association	Tyler McDaniel	727-497-6565 x.3530	Tyler.mcdaniel@communitybrands.com
Job Corps – Springfield	Emily Nelms		Nelms.emily@jobcorps.org
Job Point – Columbia	John Niece	573-474-8560	Johnniee@jobpoint.org
Kansas Bar Association	Jesse Benavidez	727-497-6565	Jesse.benavidez@communitybrands.com
Lee's Summit DMV	Jackson	816-622-0720	
Meramec Regional Planning Commission	Bonnie Prigge	573-265-2993	bprigge@meramecregion.org
Mingo Job Corps	Matthew Couch	573-222-2610	Couch.matthew@jobcorps.org
Minorities in Business	Darkube Mabins	417-837-2631	sgfmib@gmail.com
Missouri Council of Governments	Margie	573-634-5337	margie@molobby.com
Missouri Job Center	Roger Brisley	573-441-6361	Roger.brisley@dhewd.mo.gov
Missouri Job Center – Hannibal	Tonya Pryor	573-248-2450	Tonya.pryor@dhewd.mo.gov
Missouri Vocational Rehab	Ronald Williams	573-751-3251	Ronald.williams@vr.dese.mo.gov
Mo Career Center	Lori Caldwell	573-472-5250	Lori.caldwell@ded.mo.gov
MO Career Center – Hannibal	Tonya Pryor	573-248-2520	Tonya.pryor@dhewd.mo.gov
MO Career Center – Kirksville	Terra Rouse	660-785-2400	Terra.rouse@dhewd.mo.gov
Perry County Career Center	Craig Hayden	573-547-7500 x.254	
Poplar Bluff Technical Career Center	Aaron Burton	573-717-0070	
Sikeston Reginal Chamber	Marcie Lawson	573-380-4658	Marcie.lawson@sikeston.net
Southeast Missouri State University	Katelyn Fritz	573-388-2762	kfritz@semissourian.com
Springfield Metropolitan Bar Association	Crista Hogan	417-831-2783	info@springfieldbar.com
Tennessee Bar Association	Joycelyn Stevenson	615-383-7421	Email@tnbar.org

The Missouri Bar	Angie Fenwick	573-638-2245	afenwick@mobar.org
Youth Empowerment Zone – Columbia	Loretta Schouten	573-256-1896	cyw@comoyouthworks.org

Colleges or Universities

College or University	Contact Name	Phone Number	Email
Arkansas State University	Dylan Tedder	870-972-3025	dtedder@astate.edu
Bradley University	Lisa Hinthorn		lhinthorn@fsmail.bradley.edu
Cape Girardeau Career and Technology Center	Patti Whittington	573-334-0826 x6506	whittingtonp@capetigers.com
Central Methodist University	Alissa Riegler		ariegler@centralmethodist.edu
College of the Ozarks	Jerad McIntyre	417-690-3248	career@cofo.edu
Columbia College of Missouri	Dan Gomez-Palacio	573-875-7421	edgomezpalacio@ccis.edu
Crowder College	Melissa Harrison	417-455-5618	MelissaHarrison@crowder.edu
Drury University	Jennifer Joslin	417-873-7284	careerservices@drury.edu
Emporia State University	Karla Olson	620-341-5407	kolson@emporia.edu
Evangel University	Shannon McClure	417-865-2815 x8217	mcclures@evangel.edu
Fort Hays State University	Millie Schuster	785-628-4260	mschuste@fshu.edu
Harding University	Brian Harrington	501-279-5550	bharrington@harding.edu
Kirkville Area Technical Center	Lindsey Fraser	660-665-2865	lfraser@kirkville.k12.mo.us
Lincoln University	Tammy Nobles	573-681-5166	noblest@lincoln.edu
Lincoln University COOP Extension – Sikeston	Sheryl Maxwell	573-688-2420	Mssherry27@yahoo.com
Lindenwood University	Emily Albers		ealbers@lindenwood.edu
Macon Area Career & Technical Center	Cindy Basler	660-385-2158	cbasler@macon.k12.mo.us
Maryville University of St. Louis	Antoinette Boyd		Aboyd2@maryville.edu
Metro Business College	Amanda Ferrin	573-635-6600	amanda@metrobusinesscollege.edu
Mineral Area Community College	Ashley Sheets	573-518-3848	asheets@mineralarea.edu
Missouri Baptist University	Abby Kassebaum	314-744-5322	Abigail.kassebaum@mobap.edu
Missouri State Tech	Scott Peters		
Missouri State University	Sheila Cook	417-836-6861	scook@missouristate.edu
Murry State University	Travis Plunkett	270-809-3117	tplunkett@murrystate.edu
Oklahoma State	Kelsie Miner-Paul	405-744-9721	Careers@okstate.edu
Ozark Technical College	Elizabeth Aley	417-447-8126	https://www.collegecentral.com/otc/

Park University	Julie Massana		Julie.massana@park.edu
Pike Lincoln Tech	Martin Hanley	573-485-2900 x422	hanleym@pltc.edu
Pittsburg State University	Heather Busch	620-235-4141	hbusch@pittstate.edu
Prairie View A&M	Shadia Washington	936-261-3570	sfwashington@pvamu.edu
SEMO Career Services	Amy Aldridge	573-651-2190	aaldrige@semo.edu
Southeast Missouri State University	Daniel Presson	573-651-2583	dpresson@semo.edu
Southern Illinois University (LAW)	Mike Ruiz	618-453-8763	mikeruiz@siu.edu
Southern Illinois University Carbondale	Shelia Colombo	618-453-1045	scolombo@siu.edu
Southern Illinois University Edwardsville	Lisa Gowen	618-650-3721	lgowen@siue.edu
Southwest Baptist University	Shonna Fore	417-328-1689	
St. Louis University LAW	Keesha Cobbs	314-977-7100	Keesha.cobbs@slu.edu
Texas Tech University	Kassidy Cox	806-742-3451	Coe.careers@ttu.edu
Three Rivers Community College	Shelia Inman	573-840-9695 x 2913	sinman@trcc.edu
University of Arkansas – Fayetteville	Debbie Ritter	479-575-3294	deborahr@uark.edu
University of Arkansas – Little Rock Law	Diana Snyder	501-916-5461	dbsnyder@ualr.edu
University of Arkansas – Pine Bluff	LaRhonda Sullivan	870-575-8461	sullivanl@uapb.edu
University of Kansas – Engineering Career Center	Kristi Kamm	785-864-3891	K120k628@ku.edu
University of Kansas (LAW)	Heather Spielmaker	785-864-9257	hspielmaker@ku.edu
University of Kentucky	Meghan Pippenger	859-257-0550	Meghan.pippenger@uky.edu
University of Memphis	Erin Yoser		elyoser@memphis.edu
University of Mississippi (LAW)	Karen Pears	662-915-6828	Ktpear1@olemiss.edu
University of Missouri – Columbia LAW	Jennifer McGarr	573-884-5177	mcgarj@missouri.edu
University of Missouri – Kansas City	Erin Christensen	816-235-5530	christensener@umkc.edu
University of Missouri – Kansas City LAW		816-235-1668	umkclawcareer@umkc.edu
University of Missouri – St. Louis	Ashley Horton	314-516-5111	careerservices@umsl.edu
University of Nebraska – Kearney	Joni Weed	308-865-8501	weedj@unk.edu
University of Nebraska – Lincoln	Nidhi Polekar		nidhi.polekar@huskers.unl.edu
University of Nebraska – Omaha	David Seilstad		dseilstad@unomaha.edu
University of Northern Iowa	Joann Mulholland		Joann.mulholland@uni.edu
University of Oklahoma	Kyle Pedersen		kpetersen@ou.edu
University of Tennessee – Knoxville	Michian Burns	865-974-5435	Mburns26@utk.edu
University of Tulsa	Sierra Ozeroglu	918-631-3532	Sno4174@utulsa.edu
Washburn University	Ronna Rees	785-670-1450	Ronna.rees@washburn.edu

Washburn University (LAW)	Tammy King	785-670-1703	Tammy.king1@washburn.edu
Washington University LAW		314-935-6451	careerservices@wulaw.wustl.edu
Webster University	Julie McHugh	314-968-6979	jmchugh@webster.edu
Western Governor's University	Michael Kimball-Bryant		m.kimballbryant@wgu.edu
Western Kentucky University	Becky Tinker	270-745-3095	Becky.tinker@wku.edu
Wichita State University	Megan Maupin		Employer.relations@wichita.edu
William Jewell University	Bennett Williams	816-415-5936	Williamsb.18@william.jewell.edu
William Woods University	Amy Dittmer	573-592-4313	Amy.dittmer@williamwoods.edu

High School	Name	Phone Number	Email
Ash Grove High School	June Day	417-751-2330	jday@agpirates.com
Central High School	Christine Gazelas	417-523-9665	cgazelas@spsmail.org
Clark County R-1 High School	Megan Alderton	660-727-2205	malderton@clarkcounty.k12.mo.us
Cole High School	Cassie Cole	573-547-7500 x.422	
Hannibal High School	Ted Sampson	573-221-2733	tsampson@hannibal60.com
Jackson High School		573-243-9513	
Joplin School District	Michelle Steverson	417-680-0004 x.2064	michellesteverson@joplinschools.org
Kickapoo High School	Mavie Bushboom	417-523-8563	mjbusboom@spsmail.org
Logan Rogersville High School	Kaitlyn Whitehead	417-753-2813	
Moberly School District	Samantha Richardson	660-269-2690	amantharichardson@moberlyspartans.org
Naylor High School	Michelle Nesbit	573-399-2507	
Nixa High School	Jenney Myler	417-724-3535	jenneymyler@nixaschools.net
Ozark High School	Jerad Cristy	417-582-5901	jaredchristy@ozarktigers.org
Palmyra R-1 High School	Angela Keppner		keppnera@palmyra.k12.mo.us
Perry County School District #32	Sarah Orf	573-547-7500 x.790	
Republic High School	Brittany Bowser	417-732-3650 x. 5130	brittany.bowser@republicschools.org
Seymour High School	Amy Barlow	417-935-4508	amybarlow@seymourschool.net
Sparta High School	Patty Murry	417-634-3224	
Strafford High School	Brenda Grass	417-736-7000 x. 1470	brendag@straffordschools.net
Walnut Grove High School	Courtney Pybas	417-788-2543	cpybas@wgtigers.com
West Plains High School	Joan Dietrich	417-256-6150	Joan.dietrich@zizzers.org

Westran High School	Whitney Kertz	660-277-4429	wkertz@westran.k12.mo.us
Willard High School	Nathans Burns	417-742-3524	Nathan.burns@willardschools.net

Media Sources

Organization Name	Contact Name	Phone Number	Email
Adfinder	Carol Hagen	573-581-4223	display@adfinderonline.com
Atchison County Mail		660-744-6245	amail@rpt.coop
Bethany Republicn-Clipper	Kathy Conger	660-425-6325	Ad1@grm.net
Bowling Green Times	Crystal Beatty	573-324-2222	cbeatty@pikecountynews.com
Caldwell County News		816-583-2116	
Cameron Citizen Observer and Cameron News	Kristin Ryan	816-632-6543	clasifieds@mycameronnews.com
Canton Press	Karen Althoff	573-288-5668	karin@lewispnj.com
Chillicothe News	Jenetta Cranmer	660-646-2411	jcranmer@chillicothenews.com
Clarinda Herald Journal		712-246-3097	
Clinton County Leader & Lathrop Rural	Autumn Barnett	816-539-2111	Clintoncountyleader.com
Columbia Daily Tribune	Hailee Hansen	573-815-1855	hhansen@columbiatribune.com
Eagle Radio	Rick Stapleton		Rick.stapleton@eagleradio.net
Edina Sentinel	Emilie Rumble	660-397-2226	edinasentinel@att.net
Elsberry Democrat	Michael Short	573-898-2318	mshort@elsberrydemocrat.com
Government Briefings	Roz Rogers	314-421-4220	Roz.rodgers@ewgateway.org
Herald-Whig Hannibal Courier – Post	Jamie Miller	217-221-3337	jmiller@whig.com
Jefferson City News Tribune	Brenda Perkins	573-761-0273	brenda@newstribune.com
Jefferson City News Tribune	Brenda Perkins	573-761-0273	brenda@newstribune.com
KICK FM – Quincy	Mike Atteberry	573-221-3450	Mike.atteberry@townsquaremedia.com
Kirksville Daily Express	C. Murphy	660-665-2808	cmurphy@kirksvilledailyexpress.com
KMCR – Moberly	Dale Palmer	660-258-3383	
KQ2	Mike Snook		msnook@kq2.com

KRES – Moberly	Elvina Cunningham	660-263-1500	Elvina.cunningham@alphamediause.com
KRXL/KTUF – Kirksville	Steve Lloyd		stevellloyd@cableone.net
KVVL, KNIM Radio	Gina Keyes		Gina.keyes@noawaybroadcasting.com
KWRE/KFAV – Warrenton	Mark Becker	636-377-2300	
KXEO/KWWR – Mexico	Michael Daughtery	573-581-5500	Michaeld@radiogetsresults.net
Lincoln County Journal	Bridget Shafer	636-528-9550	bshafer@lincolncountyjournal.com
Macon Home Press	Clarissa Williams	386-290-9839	clarissa@lewiscp.com
Maryville Forum	Rita Piveral	660-562-2424	rpiveral@maryvilledailyforum.com
Memphis Democrat	Chris Feeney	660-465-7016	memdemoc@nemr.net
Mexico Ledger	Kathy Dugan	573-581-1111	kdugan@mexicoledger.com
Missouri Intern Connect	Kelly Dyer	573-634-3511	kdyer@mochamber.com
Moberly Monitor Index	Mikayla Sawyer	660-263-4123	msawyer@moberlymonitor.com
Monroe County Appeal	Robin Gregg	660-327-4192	editor@monroecountyappeal.com
Montgomery Standard	Tim Schmidt	573-564-2339	standard@socket.net
Mound City News		660-442-5423	moundcitynews@socket.net
Nodaway News Leader	Lisa Dalton	660-562-4421	ldalton@nodawaysnews.com
Peoples Tribune	Nancy	573-324-6111	peopletribune@sbcgolbal.net
Platte County Citizen	Cindy Kendall	816-858-5154	advertising@plattcountycitizen.com
Quincy Herald Whig	Rachel DeMar	217-221-3392	redmar@whig.com
Republican Times		660-359-2212	rtimes@lyn.net
Savannah Reporter	Nicole Ruppe	816-324-3149	ads@thesavannahreporter.com
Schuyler County Times	Herb Austin	660-457-8555	ads@schuylercountytimes.com
Shelby County Herald	Chandra Grawe	573-633-2261	advertising@shelbycountyherald.com
Sikeston Standard-Democrat	Shawn	573-471-1137	class@standard-democrat.com
Southeast Missourian	Katelyn Fritz	573-388-2762	kfritz@smissourian.com
Springfield News-Leader	James Massey	417-306-6291	jmassey2@localiq.com
St. Louis Post Dispatch	Chris Huelsebusch	314-340-8609	chrish@post-dispatch.com
The Carrollton Democrat		660-542-0881	democrat@carolnet.com
The Media	Angie Otto	660-727-3395	themediamedia@centurytel.net
Three Rivers Publishing		573-885-7460	dbartle@saintjamespress.com

Thrifty Nickel	Mimi Ramirez	850-833-2684	www.thrifty.nickel.com
Tri-County News		660-726-3998	ads@tricountynews.net
Warren County Record	Kim Brooks	636-456-6397	recordclass@warrencountyrecord.com

MoDOT Twitter	MoDOT Facebook	Instagram
Northwest	Northwest	Southwest
Northeast	Northeast	Kansas City
Kansas City	Kansas City	Northwest
St. Louis	St. Louis	St. Louis
Southeast	Southeast	
Southwest	Southwest	
Central	Central	
Central Office	Central Office	

Website	Contact
Glass Door	www.glassdoor.com
Handshake	www.handshake.com
Hire Veterans First	www.hireveteransfirst.com
IM Diversity	www.imdiversity.com
Indeed	www.indeed.com
LinkedIn	www.linkedin.com
Missouri Careers	www.jobs.mo.gov
Missouri Office of Administration	www.mo.oa.gov
MoDOT	www.modot.org
Monster	www.monster.com
Zip Recruiter	www.ziprecruiter.com
Craigslist	www.craigslist.com
Bucket Media Inc.	www.bulectmedia.com

Attended Career Fairs at the following schools/organizations:

- ❑ Arkansas State University
- ❑ Black River Coliseum
- ❑ Bradley University
- ❑ Butler County Community Resource Counsel
- ❑ Cape Girardeau Chamber of Commerce
- ❑ Caring Communities
- ❑ Christian Brothers College
- ❑ City Union Mission
- ❑ FEC Kansas City
- ❑ FEC Northland
- ❑ Hope Faith Career Fair
- ❑ Iowa State University
- ❑ Jefferson County job Fair
- ❑ Kansas State University
- ❑ Maryville University
- ❑ Missouri Department of Higher Education and Workforce Development
- ❑ Missouri Job Center – Maryville
- ❑ Missouri Job Center – Northwest
- ❑ Missouri State University
- ❑ Moberly Drive-Thru Career Fair
- ❑ MoDOT Day at University of Missouri Columbia
- ❑ MoDOT Drive-Thru Career – New Florence
- ❑ Morning Star Baptist Church
- ❑ Northeast Regional Job Fair
- ❑ Northwest Local Job Fair
- ❑ Oklahoma State University
- ❑ Prairie View A&M
- ❑ Ranken Technical College
- ❑ Return Strong Virtual Job Fair – DHWED
- ❑ Save Our Son's MoDOT Career Fair
- ❑ SEC/ACC Virtual Career Fair
- ❑ Sikeston High School

- ❑ Southern Illinois University – Carbondale
- ❑ Southern Illinois University – Edwardsville
- ❑ Southern University A&M
- ❑ Texas Tech University
- ❑ Three Rivers Community College
- ❑ University of Arkansas – Fayetteville
- ❑ University of Central Missouri
- ❑ University of Illinois – Urbana/Champaign
- ❑ University of Iowa
- ❑ University of Kansas
 - Education and Public Service Career Fair
- ❑ University of Memphis
- ❑ University of Missouri – Columbia
- ❑ University of Missouri – Kansas City
- ❑ University of Missouri – Science and Technology
 - Night to Network
- ❑ University of Missouri – St. Louis
- ❑ University of Missouri System
- ❑ University of Nebraska – Lincoln
- ❑ University of Nebraska - Omaha

Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 2 – Internal Statistics

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

Organizational Profile

Job Group Analysis

Placement of Incumbents in Job Groups

Determining Availabilities

Comparing Incumbency to Availability

Placement Goals

Organizational Profile

41 C.F.R. 60-2.11

Purpose

An organizational profile is a depiction of staffing within the department. The profile provides an overview of the workforce within the department that may assist in identifying organizational units where women and minorities are underutilized, or concentrations exist. The department uses a workforce analysis to display the organizational profile.

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

State of Missouri

June 30, 2021 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	
R01333		\$31,066.64	Total	97	Mal	93	88	3	0	0	1	0	1
MAINTENANCE WORKER	H		Tot Min	5	Fem	4	4	0	0	0	0	0	0
R01301		\$33,979.90	Total	41	Mal	41	39	2	0	0	0	0	0
INTERMEDIATE MAINTENANCE	H		Tot Min	2	Fem	0	0	0	0	0	0	0	0
R01391		\$35,160.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01335		\$37,512.01	Total	121	Mal	116	115	0	0	1	0	0	0
SENIOR MAINTENANCE WORKER	H		Tot Min	1	Fem	5	5	0	0	0	0	0	0
R02381		\$34,008.00	Total	1	Mal	1	1	0	0	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02017		\$34,008.00	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
R01106		\$36,084.00	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
R02018		\$37,692.00	Total	2	Mal	2	2	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01107		\$39,012.00	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
R02350		\$39,696.00	Total	1	Mal	1	1	0	0	0	0	0	0
ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01061		\$40,759.02	Total	58	Mal	57	57	0	0	0	0	0	0
MAINTENANCE CREW LEADER	G		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01102		\$41,832.00	Total	1	Mal	1	0	1	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02007		\$45,208.00	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02019		\$45,280.01	Total	17	Mal	17	17	0	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R02008	\$46,500.00	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01272	\$35,522.64	Total	2	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01026	\$35,160.00	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
R01033	\$30,192.00	Total	1	Mal	0	0	0	0	0	0	0	0
RISK MANAGEMENT TECHNICIAN	E	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R01031	\$30,684.00	Total	2	Mal	0	0	0	0	0	0	0	0
GENERAL SERVICES TECHNICIAN	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01084	\$35,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01028	\$34,776.00	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01023	\$38,153.28	Total	2	Mal	0	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R03133	\$43,320.00	Total	1	Mal	0	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01592	\$30,684.00	Total	1	Mal	1	1	0	0	0	0	0	0
MATERIALS TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01515	\$31,230.00	Total	2	Mal	2	2	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02011	\$30,954.00	Total	2	Mal	2	1	0	0	1	0	0	0
SURVEY TECHNICIAN	C	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01595	\$34,008.00	Total	1	Mal	1	0	0	0	1	0	0	0
INTER TRAFFIC TECHNICIAN	C	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01589	\$34,842.86	Total	7	Mal	6	6	0	0	0	0	0	0
INTER CONSTRUCTION TECH	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02012	\$34,008.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE SURVEY	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01593		\$37,692.00	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
R01066		\$39,012.00	Total	1	Mal	1	1	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01501		\$39,696.00	Total	1	Mal	1	1	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01516		\$38,022.00	Total	4	Mal	2	2	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	2	2	0	0	0	0	0
R03522		\$43,320.00	Total	1	Mal	0	0	0	0	0	0	0
TRAFFIC SPECIALIST	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02014		\$41,832.00	Total	1	Mal	0	0	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R03028		\$54,965.04	Total	1	Mal	1	1	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R04029		\$45,684.00	Total	1	Mal	1	1	0	0	0	0	0
INT INFO SYSTEMS	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04477		\$46,500.00	Total	1	Mal	0	0	0	0	0	0	0
INTERM CUSTOMER RELATIONS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04605		\$44,100.00	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
R04456		\$44,100.00	Total	2	Mal	2	2	0	0	0	0	0
INTER R/W SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05736		\$45,248.80	Total	3	Mal	3	3	0	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05776		\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05626		\$50,112.00	Total	2	Mal	2	1	0	0	1	0	0
INTER CONST INSPECTOR	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04607		\$51,060.00	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

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R04740	\$52,008.00	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
R04862	\$53,952.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04696	\$52,968.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05629	\$53,460.00	Total	2	Mal	2	2	0	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04101	\$49,056.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05815	\$53,952.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04466	\$55,464.00	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05772	\$57,436.00	Total	3	Mal	2	2	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05813	\$54,966.00	Total	8	Mal	8	8	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05814	\$55,464.00	Total	4	Mal	3	3	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	1	Fem	1	0	0	0	1	0	0	0
R05023	\$55,968.00	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
R05754	\$57,618.00	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05755	\$64,896.00	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
R01380	\$43,784.57	Total	7	Mal	7	7	0	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01109	\$46,926.00	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

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01379	\$49,268.50	Total	24	Mal	24	23	1	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02005	\$48,204.00	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
R02020	\$53,460.00	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$54,381.60	Total	5	Mal	5	5	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04051	\$61,392.00	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
R02016	\$57,024.00	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
R04636	\$69,920.64	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
R04897	\$64,896.00	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
R04089	\$58,080.00	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
R05459	\$68,628.00	Total	1	Mal	1	1	0	0	0	0	0	0
GEOLOGIST	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$68,730.00	Total	2	Mal	2	2	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05078	\$69,900.00	Total	1	Mal	0	0	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05077	\$67,368.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DIST MAINT & TRAFF	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05667	\$64,896.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752	\$68,628.00	Total	1	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05809	\$71,844.00	Total	3	Mal	2	2	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05449	\$70,560.00	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
R05444	\$78,342.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05453	\$75,384.00	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
R05462	\$75,384.00	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	\$79,776.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05081	\$79,776.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINT & TRAFFIC	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$91,176.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09911	\$110,292.00	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	494	Mal	445	432	7	0	4	1	0	1
		Tot Min	15	Fem	49	47	1	0	1	0	0	0

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01333		\$30,429.23	Total	39	Mal	38	37	1	0	0	0	0
MAINTENANCE WORKER	H		Tot Min	1	Fem	1	1	0	0	0	0	0
R01101		\$33,696.00	Total	2	Mal	2	2	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H		Tot Min	0	Fem	0	0	0	0	0	0	0
R01301		\$33,896.40	Total	40	Mal	40	38	0	0	1	1	0
INTERMEDIATE MAINTENANCE	H		Tot Min	2	Fem	0	0	0	0	0	0	0
R01391		\$37,692.00	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
R01335		\$37,084.97	Total	109	Mal	108	102	6	0	0	0	0
SENIOR MAINTENANCE WORKER	H		Tot Min	6	Fem	1	1	0	0	0	0	0
R01106		\$35,772.00	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
R02018		\$39,288.00	Total	5	Mal	5	4	0	0	0	1	0
INTERMEDIATE EQUIPMENT	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R01107		\$40,422.48	Total	3	Mal	3	3	0	0	0	0	0
SR BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02006		\$41,832.00	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01061		\$40,647.60	Total	50	Mal	49	49	0	0	0	0	0
MAINTENANCE CREW LEADER	G		Tot Min	0	Fem	1	1	0	0	0	0	0
R01102		\$41,832.00	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
R02007		\$45,168.00	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
R02019		\$46,271.75	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
R02008		\$47,376.00	Total	3	Mal	3	3	0	0	0	0	0
SENIOR ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01272		\$32,292.00	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

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01026		\$41,863.44	Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01022		\$34,572.00	Total	1	Mal	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01028		\$38,888.64	Total	2	Mal	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01023		\$35,484.00	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
R03133		\$42,600.00	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
R01592		\$31,776.00	Total	1	Mal	1	1	0	0	0	0	0
MATERIALS TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01515		\$30,684.00	Total	2	Mal	2	2	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02011		\$34,572.00	Total	1	Mal	1	1	0	0	0	0	0
SURVEY TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01589		\$36,396.00	Total	1	Mal	1	1	0	0	0	0	0
INTER CONSTRUCTION TECH	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01534		\$37,044.00	Total	1	Mal	0	0	0	0	0	0	0
INTERMEDIATE DESIGN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01516		\$39,012.00	Total	1	Mal	1	1	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01596		\$44,137.68	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
R03522		\$43,320.00	Total	1	Mal	0	0	0	0	0	0	0
TRAFFIC SPECIALIST	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R03028		\$47,352.00	Total	2	Mal	2	2	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02583		\$46,500.00	Total	2	Mal	2	2	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
R04849	\$39,696.00	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
R04695	\$39,696.00	Total	1	Mal	1	1	0	0	0	0	0	0
INFO SYSTEMS TECHNOLOGIST B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05021	\$44,868.00	Total	1	Mal	0	0	0	0	0	0	0	0
PAVEMENT SPECIALIST B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04617	\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM FINANCIAL SERV B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04456	\$45,708.00	Total	2	Mal	0	0	0	0	0	0	0	0
INTER R/W SPECIALIST B		Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05736	\$46,092.00	Total	2	Mal	1	1	0	0	0	0	0	0
CONSTRUCTION INSPECTOR B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05787	\$44,166.00	Total	2	Mal	2	2	0	0	0	0	0	0
MATERIALS INSPECTOR B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05626	\$52,652.00	Total	3	Mal	2	2	0	0	0	0	0	0
INTER CONST INSPECTOR B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04607	\$49,056.00	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
R04740	\$53,460.00	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
R04007	\$53,514.00	Total	2	Mal	0	0	0	0	0	0	0	0
SR GENERAL SERVICES SPEC B		Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04862	\$52,020.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04696	\$56,622.00	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
R05629	\$52,968.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTER HIGHWAY DESIGNER B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04698	\$52,020.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR R/W SPECIALIST 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
R04101	\$55,968.00	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	\$51,012.00	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05772	\$59,208.00	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
R05893	\$58,080.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN LIAISON	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05813	\$57,342.98	Total	13	Mal	13	12	0	0	0	1	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05814	\$56,565.00	Total	8	Mal	7	7	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04890	\$61,404.48	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
R05754	\$62,541.60	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05755	\$69,900.00	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
R01380	\$44,876.00	Total	6	Mal	6	6	0	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04664	\$49,056.00	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
R01109	\$49,056.00	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
R01379	\$49,627.20	Total	20	Mal	19	19	0	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02005	\$49,944.00	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
R02020	\$52,986.00	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

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01330	\$54,758.40	Total	5	Mal	5	5	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04051	\$61,392.00	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
R02016	\$61,392.00	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
R04459	\$61,392.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$67,368.00	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
R04636	\$67,368.00	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
R04897	\$60,276.00	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
R04089	\$62,520.00	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
R05042	\$64,896.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DISTRICT BRIDGE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$66,306.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05078	\$72,564.00	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
R05667	\$64,896.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752	\$68,628.00	Total	1	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05809	\$76,536.00	Total	3	Mal	3	3	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$73,588.00	Total	3	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05444	\$73,492.00	Total	3	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05453	\$78,300.00	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
R05462	\$69,900.00	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	\$82,908.00	Total	2	Mal	2	2	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05081	\$86,124.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINT & TRAFFIC	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$78,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$89,448.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09911	\$110,292.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 605 2BNE		Total	417	Mal	374	363	7	0	1	3	0	0
		Tot Min	11	Fem	43	43	0	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01333		\$30,038.35	Total	92	Mal	87	71	16	0	0	0	0
MAINTENANCE WORKER	H		Tot Min	16	Fem	5	5	0	0	0	0	0
R01101		\$32,656.00	Total	6	Mal	6	2	4	0	0	0	0
BRIDGE MAINTENANCE WORKER	H		Tot Min	4	Fem	0	0	0	0	0	0	0
R01301		\$32,977.45	Total	33	Mal	29	20	8	0	1	0	0
INTERMEDIATE MAINTENANCE	H		Tot Min	10	Fem	4	3	1	0	0	0	0
R01391		\$34,008.00	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
R01335		\$37,050.38	Total	57	Mal	54	41	6	0	4	3	0
SENIOR MAINTENANCE WORKER	H		Tot Min	13	Fem	3	3	0	0	0	0	0
R01392		\$38,232.57	Total	13	Mal	12	4	5	0	3	0	0
MOTORIST ASSISTANCE	H		Tot Min	9	Fem	1	0	1	0	0	0	0
R01089		\$31,776.00	Total	1	Mal	1	1	0	0	0	0	0
ASSISTANT EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02381		\$34,930.29	Total	7	Mal	6	5	1	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	1	Fem	1	1	0	0	0	0	0
R02017		\$35,160.00	Total	1	Mal	1	1	0	0	0	0	0
EQUIPMENT TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01106		\$35,772.00	Total	2	Mal	2	1	1	0	0	0	0
INT BRIDGE MAINTENANCE	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R02018		\$38,682.00	Total	4	Mal	4	4	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02006		\$42,600.00	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02350		\$39,067.20	Total	5	Mal	5	2	3	0	0	0	0
ELECTRICIAN	G		Tot Min	3	Fem	0	0	0	0	0	0	0
R01061		\$39,700.07	Total	46	Mal	43	37	4	0	2	0	0
MAINTENANCE CREW LEADER	G		Tot Min	7	Fem	3	2	1	0	0	0	0
R01102		\$41,832.00	Total	1	Mal	1	0	1	0	0	0	0
BRIDGE MAINTENANCE CREW	G		Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02007	\$43,320.00	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
R02019	\$45,698.00	Total	18	Mal	18	17	1	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02008	\$45,554.40	Total	5	Mal	5	4	1	0	0	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01272	\$30,192.00	Total	2	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01026	\$37,692.00	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
R01098	\$31,224.00	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
R01022	\$31,891.20	Total	5	Mal	0	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E	Tot Min	1	Fem	5	4	0	0	1	0	0	0
R01019	\$31,224.00	Total	1	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY TECHNICIAN	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01084	\$35,731.44	Total	4	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	2	Fem	4	2	1	0	1	0	0	0
R01030	\$31,224.00	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
R01034	\$38,364.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01028	\$36,018.00	Total	4	Mal	0	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	1	Fem	4	3	0	1	0	0	0	0
R01023	\$34,584.00	Total	2	Mal	0	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01032	\$40,441.92	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
R01088	\$39,696.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR INF SYSTEMS	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R03133		\$49,056.00	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
R01064		\$30,684.00	Total	1	Mal	1	0	1	0	0	0	0
MAINTENANCE TECHNICIAN	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R01515		\$30,883.20	Total	3	Mal	3	3	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01589		\$35,778.00	Total	2	Mal	2	1	0	0	1	0	0
INTER CONSTRUCTION TECH	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R01066		\$40,392.00	Total	2	Mal	1	1	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01501		\$39,264.00	Total	3	Mal	3	2	1	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R01516		\$39,216.00	Total	4	Mal	3	2	1	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	1	Fem	1	1	0	0	0	0	0
R02013		\$41,112.00	Total	4	Mal	4	3	1	0	0	0	0
SENIOR SURVEY TECHNICIAN	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R01591		\$39,696.00	Total	1	Mal	1	0	1	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R03522		\$43,350.00	Total	2	Mal	1	1	0	0	0	0	0
TRAFFIC SPECIALIST	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R03028		\$48,630.00	Total	2	Mal	2	2	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02583		\$52,999.68	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R09043		\$62,520.00	Total	1	Mal	0	0	0	0	0	0	0
TEMP ENGINEERING MANAGER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04543		\$57,024.00	Total	1	Mal	1	0	0	0	0	1	0
SENIOR MAINT OPERATIONS	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04699		\$41,088.00	Total	1	Mal	0	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04632		\$39,696.00	Total	1	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04008		\$49,106.40	Total	1	Mal	1	1	0	0	0	0	0
GENERAL SERVICES SPEC	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04103		\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0
INTERMEDIATE PROCUREMENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04605		\$44,100.00	Total	1	Mal	1	0	1	0	0	0	0
INT HUMAN RESOURCES	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04617		\$45,684.00	Total	1	Mal	0	0	0	0	0	0	0
INTERM FINANCIAL SERV	B		Tot Min	1	Fem	1	0	1	0	0	0	0
R04456		\$46,500.00	Total	1	Mal	0	0	0	0	0	0	0
INTER R/W SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05736		\$46,293.82	Total	11	Mal	10	7	1	2	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	3	Fem	1	1	0	0	0	0	0
R05787		\$49,944.00	Total	2	Mal	2	2	0	0	0	0	0
MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05776		\$47,443.20	Total	5	Mal	3	3	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	1	Fem	2	1	0	1	0	0	0
R05851		\$47,908.00	Total	3	Mal	1	1	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R05798		\$48,204.00	Total	2	Mal	0	0	0	0	0	0	0
INTER TRANSPORTATION	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R05771		\$52,032.00	Total	4	Mal	1	1	0	0	0	0	0
INTER MATERIALS INSPECTOR	B		Tot Min	2	Fem	3	1	2	0	0	0	0
R05626		\$52,352.73	Total	11	Mal	8	6	2	0	0	0	0
INTER CONST INSPECTOR	B		Tot Min	4	Fem	3	1	2	0	0	0	0
R04607		\$52,732.00	Total	3	Mal	1	0	1	0	0	0	0
SR CUSTOMER RELATIONS	B		Tot Min	1	Fem	2	2	0	0	0	0	0
R04740		\$55,050.00	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

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04007		\$51,060.00	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
R04862		\$50,799.00	Total	4	Mal	1	0	0	1	0	0	0
SR HR SPECIALIST	B		Tot Min	4	Fem	3	0	3	0	0	0	0
R04696		\$53,817.00	Total	4	Mal	3	3	0	0	0	0	0
SR INFO SYSTEMS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05629		\$53,344.50	Total	8	Mal	8	6	1	1	0	0	0
INTER HIGHWAY DESIGNER	B		Tot Min	2	Fem	0	0	0	0	0	0	0
R04698		\$51,348.00	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
R05475		\$53,490.00	Total	2	Mal	1	1	0	0	0	0	0
INT TR STUDIES SPECIALIST	B		Tot Min	1	Fem	1	0	1	0	0	0	0
R05815		\$52,020.00	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
R04466		\$49,818.00	Total	2	Mal	1	1	0	0	0	0	0
SENIOR SAFETY OFFICER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05772		\$57,064.00	Total	3	Mal	3	2	0	1	0	0	0
SENIOR MATERIALS INSPECTOR	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05813		\$56,751.57	Total	27	Mal	24	20	2	1	1	0	0
SR CONSTRUCTION INSPECTOR	B		Tot Min	4	Fem	3	3	0	0	0	0	0
R05814		\$59,191.75	Total	14	Mal	11	9	1	1	0	0	0
SENIOR HIGHWAY DESIGNER	B		Tot Min	4	Fem	3	1	0	0	2	0	0
R04890		\$54,960.00	Total	1	Mal	1	1	0	0	0	0	0
CERTIFIED APPRAISER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05754		\$62,108.00	Total	3	Mal	3	2	0	0	1	0	0
SENIOR TRAFFIC STUDIES	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05755		\$63,144.00	Total	2	Mal	1	0	0	0	0	1	0
DISTRICT UTILITIES ENGINEER	B		Tot Min	1	Fem	1	1	0	0	0	0	0
R01082		\$43,710.00	Total	2	Mal	1	1	0	0	0	0	0
TRAFFIC SYSTEMS SUPERVISOR	A		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01393	\$46,651.92	Total	2	Mal	2	1	1	0	0	0	0	0
MOTOR ASSISTANCE SHIFT SUPV A		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01108	\$42,600.00	Total	1	Mal	1	0	1	0	0	0	0	0
ASST BRIDGE MAINTENANCE	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01380	\$43,951.20	Total	10	Mal	9	7	0	1	1	0	0	0
ASST MAINTENANCE	A	Tot Min	3	Fem	1	0	1	0	0	0	0	0
R04664	\$49,056.00	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
R01109	\$48,204.00	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
R01379	\$45,629.68	Total	19	Mal	17	14	2	0	1	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	3	Fem	2	2	0	0	0	0	0	0
R02005	\$53,952.00	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
R01307	\$49,944.00	Total	1	Mal	1	1	0	0	0	0	0	0
MOTORIST ASSISTANCE OPER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02020	\$51,948.00	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	\$51,360.00	Total	3	Mal	3	3	0	0	0	0	0	0
TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03586	\$59,167.44	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
R01330	\$54,556.80	Total	5	Mal	4	3	1	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R02582	\$57,024.00	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
R01103	\$59,160.00	Total	1	Mal	1	1	0	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01020	\$60,276.00	Total	1	Mal	1	0	1	0	0	0	0	0
INCIDENT MANAGEMENT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04458	\$62,520.00	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
R05461	\$60,276.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRANSP PLANNING	A	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04051	\$60,276.00	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
R02016	\$61,392.00	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
R04443	\$63,720.00	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
R04636	\$62,520.00	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
R04897	\$64,896.00	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
R05042	\$61,392.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DISTRICT BRIDGE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04728	\$63,720.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST RIGHT OF WAY MNGR-	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05459	\$72,564.00	Total	1	Mal	1	1	0	0	0	0	0	0
GEOLOGIST	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05076	\$67,368.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05082	\$61,392.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$67,800.00	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
R05078	\$66,108.00	Total	1	Mal	0	0	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R04752	\$72,564.00	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

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R09008	\$73,956.00	Total	1	Mal	1	1	0	0	0	0	0	0
DEPUTY PROJECT DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05809	\$68,728.80	Total	5	Mal	5	5	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$74,520.00	Total	3	Mal	3	3	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$73,843.89	Total	7	Mal	3	3	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	1	Fem	4	3	0	1	0	0	0	0
R05453	\$70,596.00	Total	2	Mal	2	2	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05462	\$71,220.00	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
R05450	\$75,384.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$89,448.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05024	\$82,908.00	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
R09968	\$82,908.00	Total	1	Mal	0	0	0	0	0	0	0	0
PROJECT DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05080	\$78,300.00	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
R04434	\$81,300.00	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	\$87,792.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$90,510.00	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	\$114,684.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 605 2CKC

Total	575	Mal	470	371	71	8	15	5	0	0
Tot Min	124	Fem	105	80	16	5	4	0	0	0

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01333		\$30,987.33	Total	54	Mal	52	52	0	0	0	0	0
MAINTENANCE WORKER	H		Tot Min	0	Fem	2	2	0	0	0	0	0
R01101		\$32,838.00	Total	4	Mal	4	3	1	0	0	0	0
BRIDGE MAINTENANCE WORKER	H		Tot Min	1	Fem	0	0	0	0	0	0	0
R01301		\$33,890.47	Total	68	Mal	66	64	1	0	0	1	0
INTERMEDIATE MAINTENANCE	H		Tot Min	2	Fem	2	2	0	0	0	0	0
R01335		\$37,050.38	Total	150	Mal	142	133	4	1	2	2	0
SENIOR MAINTENANCE WORKER	H		Tot Min	9	Fem	8	8	0	0	0	0	0
R02381		\$35,202.00	Total	4	Mal	4	4	0	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02017		\$35,850.00	Total	2	Mal	2	2	0	0	0	0	0
EQUIPMENT TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01106		\$35,772.00	Total	4	Mal	3	2	1	0	0	0	0
INT BRIDGE MAINTENANCE	G		Tot Min	1	Fem	1	1	0	0	0	0	0
R01073		\$41,146.56	Total	1	Mal	1	1	0	0	0	0	0
SENIOR SUPPLY AGENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02018		\$39,762.00	Total	2	Mal	1	1	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	1	1	0	0	0	0	0
R01107		\$39,726.00	Total	2	Mal	2	1	0	0	1	0	0
SR BRIDGE MAINTENANCE	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R02006		\$37,692.00	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02350		\$39,696.00	Total	2	Mal	2	2	0	0	0	0	0
ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01061		\$40,384.97	Total	65	Mal	64	63	0	1	0	0	0
MAINTENANCE CREW LEADER	G		Tot Min	1	Fem	1	1	0	0	0	0	0
R01102		\$42,966.00	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
R02007		\$43,580.00	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

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02019	\$43,291.00	Total	24	Mal	24	24	0	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02008	\$45,956.00	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR ELECTRICIAN G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01272	\$33,200.34	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	\$35,772.00	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	\$30,192.00	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP E		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01084	\$34,008.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE E		Tot Min	1	Fem	1	0	1	0	0	0	0	0
R01030	\$39,696.00	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
R01028	\$38,160.00	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES E		Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01032	\$38,364.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES E		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03133	\$43,320.00	Total	1	Mal	0	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC E		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01515	\$30,684.00	Total	1	Mal	1	1	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01589	\$34,926.00	Total	6	Mal	6	6	0	0	0	0	0	0
INTER CONSTRUCTION TECH C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02012	\$34,008.00	Total	2	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE SURVEY C		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01593	\$38,364.00	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
R01501	\$39,768.00	Total	3	Mal	2	2	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN C		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
R01516	\$39,954.00	Total	6	Mal	6	6	0	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02013	\$42,600.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01591	\$39,488.80	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	\$37,692.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03522	\$48,204.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC SPECIALIST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03028	\$49,790.56	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04828	\$39,696.00	Total	1	Mal	1	1	0	0	0	0	0	0
CUSTOMER RELATIONS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05103	\$48,204.00	Total	1	Mal	1	1	0	0	0	0	0	0
MAINTENANCE ENGINEERING	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05736	\$47,001.00	Total	4	Mal	4	4	0	0	0	0	0	0
CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05787	\$41,832.00	Total	1	Mal	1	1	0	0	0	0	0	0
MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05776	\$49,056.00	Total	1	Mal	1	1	0	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05851	\$49,056.00	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	\$50,084.57	Total	7	Mal	7	7	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04542	\$48,204.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTER MAINT OPERATIONS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04607	\$51,060.00	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

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04740	\$52,986.00	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
R04007	\$53,514.00	Total	2	Mal	1	1	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04862	\$51,060.00	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
R04696	\$53,010.00	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
R05629	\$54,456.00	Total	2	Mal	2	1	1	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04698	\$51,639.00	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
R04101	\$52,020.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05475	\$54,960.00	Total	1	Mal	1	1	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05815	\$52,020.00	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
R04466	\$49,056.00	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
R05772	\$54,456.00	Total	4	Mal	4	4	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05813	\$56,653.12	Total	21	Mal	19	19	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05814	\$56,958.86	Total	7	Mal	5	4	0	1	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R04890	\$66,113.76	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
R05754	\$59,736.00	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

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05755	\$67,368.00	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
R01108	\$40,392.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST BRIDGE MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01380	\$44,498.00	Total	12	Mal	11	10	0	0	0	1	0	0
ASST MAINTENANCE	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R01109	\$49,944.00	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
R01379	\$49,253.22	Total	23	Mal	22	21	0	0	1	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R02005	\$49,056.00	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
R02020	\$52,012.00	Total	3	Mal	3	3	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02009	\$52,968.00	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	\$56,176.50	Total	8	Mal	7	7	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04458	\$61,392.00	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
R05461	\$62,520.00	Total	1	Mal	0	0	0	0	0	0	0	0
TRANSP PLANNING	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04051	\$57,024.00	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
R02016	\$59,160.00	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
R04443	\$59,160.00	Total	1	Mal	1	1	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04636	\$61,392.00	Total	1	Mal	0	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04897	\$62,520.00	Total	1	Mal	1	1	0	0	0	0	0	0
HUMAN RESOURCES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04089	\$59,160.00	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
R05082	\$62,556.00	Total	2	Mal	2	2	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$66,189.00	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
R05078	\$64,896.00	Total	1	Mal	0	0	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05667	\$72,564.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752	\$78,300.00	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
R09008	\$69,900.00	Total	1	Mal	1	1	0	0	0	0	0	0
DEPUTY PROJECT DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05809	\$71,262.00	Total	4	Mal	4	4	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$77,476.00	Total	3	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05444	\$72,654.00	Total	4	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05453	\$72,564.00	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
R05462	\$86,124.00	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
R05450	\$84,480.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$76,860.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R09968	\$82,908.00	Total	1	Mal	0	0	0	0	0	0	0	0
PROJECT DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05080	\$84,480.00	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
R05452	\$81,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$84,480.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09911	\$110,292.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 605 2DCD		Total	592	Mal	530	511	8	3	4	4	0	0
		Tot Min	22	Fem	62	59	3	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
R01333		\$30,842.72	Total	75	Mal	70	55	15	0	0	0	0
MAINTENANCE WORKER	H		Tot Min	19	Fem	5	1	4	0	0	0	0
R01101		\$32,578.00	Total	6	Mal	6	4	2	0	0	0	0
BRIDGE MAINTENANCE WORKER	H		Tot Min	2	Fem	0	0	0	0	0	0	0
R01301		\$33,044.11	Total	37	Mal	31	22	9	0	0	0	0
INTERMEDIATE MAINTENANCE	H		Tot Min	10	Fem	6	5	1	0	0	0	0
R01391		\$35,160.00	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
R01335		\$36,942.84	Total	91	Mal	83	62	19	1	0	1	0
SENIOR MAINTENANCE WORKER	H		Tot Min	24	Fem	8	5	3	0	0	0	0
R01392		\$35,613.31	Total	22	Mal	21	16	4	0	1	0	0
MOTORIST ASSISTANCE	H		Tot Min	6	Fem	1	0	1	0	0	0	0
R01089		\$30,684.00	Total	1	Mal	1	1	0	0	0	0	0
ASSISTANT EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02381		\$34,822.80	Total	10	Mal	10	6	4	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	4	Fem	0	0	0	0	0	0	0
R01106		\$35,928.00	Total	4	Mal	4	4	0	0	0	0	0
INT BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02018		\$37,692.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01107		\$38,364.00	Total	1	Mal	1	1	0	0	0	0	0
SR BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02350		\$37,065.60	Total	10	Mal	10	8	2	0	0	0	0
ELECTRICIAN	G		Tot Min	2	Fem	0	0	0	0	0	0	0
R01061		\$40,818.80	Total	43	Mal	41	32	9	0	0	0	0
MAINTENANCE CREW LEADER	G		Tot Min	9	Fem	2	2	0	0	0	0	0
R01102		\$42,216.00	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
R02007		\$42,576.00	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

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R02019	\$44,386.27	Total	18	Mal	17	15	2	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN G		Tot Min	2	Fem	1	1	0	0	0	0	0	0
R02008	\$45,700.00	Total	15	Mal	15	8	6	0	1	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	7	Fem	0	0	0	0	0	0	0	0
R01024	\$24,772.80	Total	1	Mal	0	0	0	0	0	0	0	0
OFFICE ASSISTANT	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01025	\$28,448.00	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01272	\$29,700.00	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	\$36,396.00	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
R01015	\$35,772.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR TRAFFIC SYSTEMS	F	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01027	\$30,708.00	Total	2	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	E	Tot Min	1	Fem	2	1	1	0	0	0	0	0
R01098	\$30,192.00	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01029	\$31,224.00	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01084	\$35,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01034	\$35,778.00	Total	2	Mal	1	0	1	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R01028	\$35,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01032	\$37,692.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01075	\$37,044.00	Total	1	Mal	1	0	1	0	0	0	0	0
INTERMEDIATE IS TECHNICIAN	E	Tot Min	1	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
R01046		\$35,160.00	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
R03133		\$44,100.00	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		\$27,330.00	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
R01589		\$34,392.00	Total	3	Mal	1	1	0	0	0	0	0
INTER CONSTRUCTION TECH	C		Tot Min	0	Fem	2	2	0	0	0	0	0
R02012		\$34,008.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE SURVEY	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01593		\$35,452.80	Total	5	Mal	3	1	1	0	1	0	0
INTER MATERIALS TECH	C		Tot Min	3	Fem	2	1	1	0	0	0	0
R01066		\$32,331.42	Total	4	Mal	3	3	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01501		\$39,012.00	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
R01516		\$39,151.00	Total	12	Mal	10	7	3	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	3	Fem	2	2	0	0	0	0	0
R02013		\$39,472.00	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		\$43,066.13	Total	3	Mal	2	1	1	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	1	Fem	1	1	0	0	0	0	0
R01596		\$42,442.27	Total	5	Mal	3	3	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C		Tot Min	0	Fem	2	2	0	0	0	0	0
R03522		\$42,576.00	Total	2	Mal	2	2	0	0	0	0	0
TRAFFIC SPECIALIST	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02014		\$43,320.00	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		\$47,334.00	Total	4	Mal	4	2	0	0	1	1	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	2	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
R09041	\$66,108.00	Total	1	Mal	0	0	0	0	0	0	0	0
TEMP ENGINEERING	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R05104	\$48,204.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTER MAINT ENGINEERING	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04699	\$40,392.00	Total	2	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04008	\$39,696.00	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
R04029	\$45,684.00	Total	1	Mal	1	1	0	0	0	0	0	0
INT INFO SYSTEMS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04605	\$44,100.00	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
R04617	\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM FINANCIAL SERV	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04456	\$45,684.00	Total	2	Mal	2	2	0	0	0	0	0	0
INTER R/W SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04465	\$49,944.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05736	\$47,394.67	Total	18	Mal	18	15	3	0	0	0	0	0
CONSTRUCTION INSPECTOR	B	Tot Min	3	Fem	0	0	0	0	0	0	0	0
R05787	\$48,208.80	Total	3	Mal	3	3	0	0	0	0	0	0
MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05776	\$47,982.29	Total	7	Mal	4	3	1	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	2	Fem	3	2	1	0	0	0	0	0
R05851	\$49,068.00	Total	3	Mal	2	1	0	0	0	1	0	0
TRAFFIC STUDIES SPECIALIST	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R05798	\$52,020.00	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
R05771	\$52,170.00	Total	2	Mal	2	0	2	0	0	0	0	0
INTER MATERIALS INSPECTOR	B	Tot Min	2	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05626	\$52,480.50	Total	8	Mal	8	8	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04607	\$51,540.00	Total	2	Mal	1	1	0	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04740	\$52,020.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04007	\$53,952.00	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
R04862	\$58,073.60	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04696	\$51,060.00	Total	2	Mal	2	1	1	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05629	\$53,708.23	Total	7	Mal	5	4	1	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R04698	\$50,656.00	Total	3	Mal	0	0	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R04059	\$52,968.00	Total	1	Mal	0	0	0	0	0	0	0	0
COMMUNITY LIAISON	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04101	\$51,060.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R05475	\$53,010.00	Total	2	Mal	0	0	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	1	Fem	2	1	1	0	0	0	0	0
R05772	\$54,225.00	Total	4	Mal	3	2	1	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	2	Fem	1	0	1	0	0	0	0	0
R05813	\$57,128.62	Total	30	Mal	27	27	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R05041	\$59,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
BRIDGE INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05814	\$58,964.28	Total	16	Mal	11	9	2	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	3	Fem	5	4	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
R05023	\$57,024.00	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
R04890	\$55,488.00	Total	2	Mal	1	1	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05754	\$59,586.00	Total	6	Mal	4	3	1	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	2	Fem	2	1	0	1	0	0	0	0
R04606	\$63,720.00	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER RELATIONS	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04730	\$60,276.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASSISTANT RIGHT OF WAY	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01082	\$42,824.00	Total	3	Mal	0	0	0	0	0	0	0	0
TRAFFIC SYSTEMS SUPERVISOR	A	Tot Min	1	Fem	3	2	1	0	0	0	0	0
R01393	\$43,320.00	Total	3	Mal	2	1	1	0	0	0	0	0
MOTOR ASSISTANCE SHIFT SUPV	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R01380	\$44,342.77	Total	13	Mal	13	10	2	0	0	1	0	0
ASST MAINTENANCE	A	Tot Min	3	Fem	0	0	0	0	0	0	0	0
R04664	\$48,204.00	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
R01109	\$49,074.00	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
R01379	\$49,514.25	Total	16	Mal	13	12	1	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	1	Fem	3	3	0	0	0	0	0	0
R02005	\$48,204.00	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
R01307	\$47,316.00	Total	1	Mal	1	0	1	0	0	0	0	0
MOTORIST ASSISTANCE OPER	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02020	\$50,538.00	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	\$51,700.00	Total	3	Mal	3	3	0	0	0	0	0	0
TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R03586	\$53,952.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$56,182.00	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
R02582	\$54,684.00	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
R01103	\$52,020.00	Total	1	Mal	1	1	0	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01020	\$52,020.00	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	\$59,160.00	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	\$59,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02016	\$59,160.00	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
R04082	\$60,840.00	Total	2	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PLANNING	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$64,896.00	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
R04636	\$60,276.00	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
R04897	\$60,276.00	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
R04089	\$57,024.00	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
R05042	\$62,520.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DISTRICT BRIDGE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05459	\$63,720.00	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

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05076	\$67,368.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05082	\$66,943.20	Total	5	Mal	5	5	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$66,601.50	Total	8	Mal	6	6	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05667	\$73,380.00	Total	2	Mal	0	0	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04752	\$69,900.00	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
R09008	\$75,384.00	Total	1	Mal	1	1	0	0	0	0	0	0
DEPUTY PROJECT DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05809	\$75,629.14	Total	7	Mal	6	6	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05449	\$71,319.00	Total	4	Mal	3	3	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05444	\$73,992.00	Total	8	Mal	4	3	0	0	1	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	1	Fem	4	4	0	0	0	0	0	0
R05453	\$71,220.00	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
R05462	\$73,956.00	Total	1	Mal	1	0	1	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05450	\$79,776.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$76,860.00	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
R09968	\$81,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
PROJECT DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$79,776.00	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

Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04434	\$78,300.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST TO THE DIST ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$87,792.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$88,530.00	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	\$114,684.00	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 2FSL		Total	661	Mal	545	437	98	1	5	4	0	0
		Tot Min	135	Fem	116	89	24	3	0	0	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01099	\$17,920.00	Total	3	Mal	3	3	0	0	0	0	0	0
GENERAL LABORER	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01333	\$30,207.00	Total	76	Mal	74	72	0	1	0	1	0	0
MAINTENANCE WORKER	H	Tot Min	2	Fem	2	2	0	0	0	0	0	0
R01101	\$32,292.00	Total	5	Mal	5	4	0	0	1	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01301	\$33,779.63	Total	64	Mal	63	62	0	0	0	0	0	1
INTERMEDIATE MAINTENANCE	H	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R01391	\$35,160.00	Total	2	Mal	2	2	0	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01335	\$37,157.17	Total	195	Mal	182	170	1	0	5	6	0	0
SENIOR MAINTENANCE WORKER	H	Tot Min	16	Fem	13	9	0	0	1	2	0	1
R01392	\$36,789.60	Total	5	Mal	5	4	0	0	1	0	0	0
MOTORIST ASSISTANCE	H	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01089	\$31,224.00	Total	1	Mal	1	0	0	0	1	0	0	0
ASSISTANT EQUIPMENT	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02017	\$35,160.00	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
R01106	\$35,772.00	Total	3	Mal	3	3	0	0	0	0	0	0
INT BRIDGE MAINTENANCE	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02018	\$37,692.00	Total	2	Mal	2	2	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01107	\$39,012.00	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
R02006	\$40,392.00	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02350	\$40,044.00	Total	4	Mal	4	4	0	0	0	0	0	0
ELECTRICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01061	\$40,444.54	Total	80	Mal	74	69	0	0	1	4	0	0
MAINTENANCE CREW LEADER	G	Tot Min	5	Fem	6	6	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
R01102		\$40,392.00	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
R02007		\$43,320.00	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
R02019		\$45,014.21	Total	24	Mal	24	23	1	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R02008		\$47,316.37	Total	9	Mal	9	7	1	0	1	0	0
SENIOR ELECTRICIAN	G		Tot Min	2	Fem	0	0	0	0	0	0	0
R01272		\$32,382.82	Total	5	Mal	1	1	0	0	0	0	0
CONST PROJECT OFFICE	F		Tot Min	0	Fem	4	4	0	0	0	0	0
R01026		\$39,749.76	Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01015		\$40,740.00	Total	2	Mal	1	1	0	0	0	0	0
SR TRAFFIC SYSTEMS	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01027		\$30,708.00	Total	2	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES	E		Tot Min	1	Fem	2	1	0	0	1	0	0
R01098		\$30,192.00	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
R01022		\$30,192.00	Total	1	Mal	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01084		\$35,778.00	Total	2	Mal	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R01034		\$35,160.00	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
R01028		\$37,044.00	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
R01023		\$35,160.00	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
R03133		\$45,684.00	Total	1	Mal	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E		Tot Min	1	Fem	1	0	0	0	1	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01515	\$31,032.00	Total	5	Mal	4	4	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01517	\$31,224.00	Total	1	Mal	0	0	0	0	0	0	0	0
DESIGN TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01589	\$34,406.40	Total	5	Mal	5	3	0	0	1	1	0	0
INTER CONSTRUCTION TECH	C	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R01534	\$34,008.00	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	\$34,008.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTER MATERIALS TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01066	\$40,392.00	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
R01501	\$40,050.00	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01516	\$39,884.47	Total	7	Mal	7	5	0	0	2	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R02013	\$41,112.00	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01591	\$40,176.80	Total	3	Mal	2	2	0	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01596	\$40,740.00	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R03522	\$44,868.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC SPECIALIST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01039	\$44,137.68	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR PLANNING TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02014	\$44,100.00	Total	1	Mal	1	1	0	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03028	\$47,174.40	Total	5	Mal	4	4	0	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C	Tot Min	0	Fem	1	1	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
R02583	\$50,432.80	Total	6	Mal	6	6	0	0	0	0	0	0
LAND SURVEYOR	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04699	\$39,696.00	Total	1	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04849	\$39,696.00	Total	2	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES SPECIALIST	B	Tot Min	1	Fem	2	1	0	0	1	0	0	0
R04695	\$39,696.00	Total	1	Mal	1	1	0	0	0	0	0	0
INFO SYSTEMS TECHNOLOGIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04828	\$39,696.00	Total	1	Mal	0	0	0	0	0	0	0	0
CUSTOMER RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04008	\$39,696.00	Total	2	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04427	\$39,696.00	Total	1	Mal	1	1	0	0	0	0	0	0
PROCUREMENT AGENT	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05103	\$43,320.00	Total	2	Mal	0	0	0	0	0	0	0	0
MAINTENANCE ENGINEERING	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04605	\$44,100.00	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
R05736	\$48,346.29	Total	7	Mal	6	6	0	0	0	0	0	0
CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05776	\$46,164.00	Total	4	Mal	4	3	0	0	1	0	0	0
HIGHWAY DESIGNER	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05851	\$49,944.00	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
R05798	\$46,500.00	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
R05771	\$45,762.00	Total	2	Mal	2	2	0	0	0	0	0	0
INTER MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05626	\$47,908.00	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

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04607	\$51,060.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04740	\$53,490.00	Total	2	Mal	1	1	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04862	\$50,538.00	Total	2	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	2	Fem	2	0	0	0	0	2	0	0
R04696	\$53,094.48	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
R05629	\$53,476.26	Total	4	Mal	3	3	0	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04698	\$51,060.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	1	Fem	1	0	0	0	1	0	0	0
R04101	\$49,056.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05475	\$53,952.00	Total	1	Mal	0	0	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05815	\$55,968.00	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
R04466	\$55,968.00	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
R05772	\$54,720.00	Total	4	Mal	4	4	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05813	\$56,522.96	Total	17	Mal	16	15	1	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R05814	\$57,985.87	Total	14	Mal	10	10	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R05023	\$63,720.00	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
R04890	\$58,620.00	Total	2	Mal	1	1	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05754	\$59,212.00	Total	6	Mal	3	3	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R05755	\$72,564.00	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
R01380	\$45,455.26	Total	13	Mal	12	12	0	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04664	\$49,944.00	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
R01109	\$49,944.00	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
R01379	\$49,536.00	Total	30	Mal	30	28	0	1	0	1	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R02005	\$49,056.00	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
R02020	\$48,488.00	Total	3	Mal	3	3	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02009	\$53,952.00	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	\$55,405.71	Total	7	Mal	7	5	0	0	1	1	0	0
MAINT SUPERINTENDENT	A	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R01103	\$62,541.60	Total	1	Mal	1	1	0	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01020	\$52,020.00	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	\$60,276.00	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	\$62,520.00	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
R02016	\$60,276.00	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 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04459	\$62,520.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$59,160.00	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
R04636	\$61,392.00	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
R04897	\$61,392.00	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
R04089	\$57,024.00	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
R05459	\$63,720.00	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
R05082	\$72,128.00	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
R05748	\$68,226.00	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	\$69,900.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752	\$71,220.00	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
R05809	\$71,352.00	Total	5	Mal	5	5	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$74,670.00	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
R05444	\$69,952.80	Total	5	Mal	3	3	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05453	\$68,628.00	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
R05462	\$72,564.00	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

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05450	\$73,956.00	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
R05072	\$78,300.00	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
R05024	\$73,956.00	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
R05080	\$78,300.00	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
R04434	\$82,908.00	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	\$78,300.00	Total	1	Mal	1	0	0	0	1	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05751	\$90,372.00	Total	2	Mal	0	0	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R09911	\$110,292.00	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	737	Mal	651	613	4	2	16	14	0	2
		Tot Min	48	Fem	86	76	0	0	3	6	0	1

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2	
R01333		\$30,991.61	Total	71	Mal	68	64	1	0	0	2	0	1
MAINTENANCE WORKER	H		Tot Min	4	Fem	3	3	0	0	0	0	0	0
R01306		\$30,684.00	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS CREW	H		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01101		\$33,339.43	Total	7	Mal	7	6	0	0	0	1	0	0
BRIDGE MAINTENANCE WORKER	H		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01301		\$33,952.26	Total	62	Mal	61	58	2	0	1	0	0	0
INTERMEDIATE MAINTENANCE	H		Tot Min	3	Fem	1	1	0	0	0	0	0	0
R01391		\$37,068.00	Total	2	Mal	2	1	1	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01335		\$37,566.31	Total	219	Mal	213	193	12	1	2	5	0	0
SENIOR MAINTENANCE WORKER	H		Tot Min	20	Fem	6	6	0	0	0	0	0	0
R02381		\$35,772.00	Total	2	Mal	2	2	0	0	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01106		\$36,396.00	Total	1	Mal	1	1	0	0	0	0	0	0
INT BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02018		\$38,804.00	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
R01107		\$39,953.92	Total	9	Mal	9	9	0	0	0	0	0	0
SR BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02006		\$41,088.00	Total	1	Mal	1	1	0	0	0	0	0	0
FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02350		\$41,088.00	Total	1	Mal	1	1	0	0	0	0	0	0
ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01061		\$40,661.08	Total	81	Mal	80	71	5	0	2	2	0	0
MAINTENANCE CREW LEADER	G		Tot Min	9	Fem	1	1	0	0	0	0	0	0
R01102		\$42,768.00	Total	4	Mal	4	4	0	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02007		\$47,316.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02019	\$46,485.05	Total	24	Mal	24	23	0	0	1	0	0	0
SENIOR EQUIPMENT TECHNICIAN G		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02008	\$46,965.00	Total	4	Mal	4	4	0	0	0	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01272	\$33,140.59	Total	3	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	1	Fem	3	2	0	0	0	1	0	0
R01026	\$37,044.00	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
R01022	\$31,224.00	Total	1	Mal	0	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R01029	\$34,008.00	Total	1	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01084	\$35,772.00	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
R01034	\$38,364.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01023	\$40,783.92	Total	4	Mal	0	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN E		Tot Min	0	Fem	4	4	0	0	0	0	0	0
R01032	\$37,044.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E	Tot Min	1	Fem	1	0	0	0	1	0	0	0
R01088	\$43,320.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR INF SYSTEMS	E	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01046	\$46,547.76	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR RIGHT OF WAY	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03133	\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01515	\$31,224.00	Total	1	Mal	0	0	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02011	\$30,192.00	Total	2	Mal	2	2	0	0	0	0	0	0
SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01517	\$31,224.00	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
R01589	\$35,659.20	Total	5	Mal	4	4	0	0	0	0	0	0
INTER CONSTRUCTION TECH	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01534	\$36,102.00	Total	2	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE DESIGN	C	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R02012	\$34,008.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE SURVEY	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01066	\$40,392.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR MAINTENANCE	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01516	\$39,838.29	Total	7	Mal	2	2	0	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	1	Fem	5	4	0	0	1	0	0	0
R02013	\$37,692.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01591	\$40,422.00	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C	Tot Min	1	Fem	1	0	0	0	0	1	0	0
R01596	\$41,916.84	Total	2	Mal	1	0	0	1	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R01039	\$39,012.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PLANNING TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04543	\$52,020.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR MAINT OPERATIONS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04699	\$41,088.00	Total	1	Mal	1	0	0	0	1	0	0	0
RIGHT OF WAY SPECIALIST	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05856	\$43,320.00	Total	1	Mal	0	0	0	0	0	0	0	0
TRANSPORTATION PLANNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04103	\$47,316.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE PROCUREMENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04605	\$48,204.00	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

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04617	\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM FINANCIAL SERV	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05736	\$46,164.00	Total	5	Mal	5	5	0	0	0	0	0	0
CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05787	\$43,554.00	Total	4	Mal	4	4	0	0	0	0	0	0
MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05776	\$45,644.60	Total	4	Mal	0	0	0	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R05851	\$49,056.00	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	\$53,960.00	Total	3	Mal	2	2	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04607	\$52,020.00	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
R04740	\$53,308.00	Total	3	Mal	2	2	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04007	\$51,060.00	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
R04862	\$58,080.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	1	Fem	1	0	0	0	0	1	0	0
R04696	\$61,404.48	Total	1	Mal	1	1	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05629	\$52,968.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04698	\$51,380.00	Total	3	Mal	2	2	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04101	\$49,056.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05475	\$53,460.00	Total	2	Mal	2	2	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05815	\$52,020.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04466	\$51,060.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05772	\$56,016.00	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	\$56,762.18	Total	22	Mal	17	16	1	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	5	5	0	0	0	0	0	0
R05814	\$57,506.40	Total	10	Mal	5	5	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	1	Fem	5	4	1	0	0	0	0	0
R05023	\$71,220.00	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
R04890	\$61,404.48	Total	1	Mal	1	0	0	0	0	1	0	0
CERTIFIED APPRAISER	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05754	\$58,635.00	Total	4	Mal	4	4	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05105	\$57,024.00	Total	1	Mal	1	0	0	1	0	0	0	0
SENIOR MAINT ENGINEERING	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01108	\$44,868.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST BRIDGE MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01380	\$45,884.00	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
R04664	\$46,500.00	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
R01109	\$47,316.00	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
R01379	\$49,141.54	Total	39	Mal	39	39	0	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02005	\$53,952.00	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 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02020	\$51,948.00	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
R02009	\$53,952.00	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	\$55,261.71	Total	7	Mal	7	6	0	0	0	1	0	0
MAINT SUPERINTENDENT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02582	\$58,092.00	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
R04458	\$61,392.00	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	\$61,392.00	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
R02016	\$66,108.00	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
R04443	\$62,520.00	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
R04636	\$59,160.00	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
R04897	\$62,520.00	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
R04089	\$60,276.00	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
R05042	\$66,108.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DISTRICT BRIDGE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01053	\$53,952.00	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
R05076	\$68,628.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05082	\$66,762.00	Total	2	Mal	2	2	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05748	\$71,252.00	Total	3	Mal	3	3	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05078	\$68,628.00	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
R05667	\$69,900.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04752	\$68,628.00	Total	1	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05809	\$73,638.00	Total	4	Mal	4	4	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$73,588.00	Total	3	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	1	Fem	1	0	0	0	0	1	0	0
R05444	\$75,880.00	Total	3	Mal	3	3	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05453	\$84,480.00	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
R05462	\$75,384.00	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
R05450	\$78,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05072	\$79,776.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05080	\$84,480.00	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
R05452	\$84,480.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05751	\$91,200.00	Total	2	Mal	2	2	0	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09911	\$110,292.00	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

Total for 605 2HSE

Total	721	Mal	648	601	22	3	7	14	0	1
Tot Min	55	Fem	73	65	2	0	2	4	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01318	\$30,684.00	Total	4	Mal	4	4	0	0	0	0	0	0
CORE DRILL ASSISTANT	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01057	\$35,392.00	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
R01391	\$34,584.00	Total	2	Mal	2	2	0	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01056	\$37,692.00	Total	2	Mal	2	2	0	0	0	0	0	0
INTERMEDIATE BRIDGE MT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01042	\$27,780.00	Total	1	Mal	1	0	1	0	0	0	0	0
SUPPLY OFFICE ASSISTANT	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02267	\$34,008.00	Total	1	Mal	1	0	1	0	0	0	0	0
INTER FLD ACQUISITION TECH	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01317	\$37,044.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR CORE DRILL ASSISTANT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01073	\$38,004.30	Total	4	Mal	3	2	1	0	0	0	0	0
SENIOR SUPPLY AGENT	G	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R02021	\$40,084.00	Total	6	Mal	6	6	0	0	0	0	0	0
SENIOR FIELD ACQUISITION	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01319	\$42,132.00	Total	3	Mal	3	3	0	0	0	0	0	0
CORE DRILL OPERATOR	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02007	\$41,832.00	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01058	\$46,280.00	Total	3	Mal	3	3	0	0	0	0	0	0
BRIDGE MT CREW LEADER	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03514	\$52,986.00	Total	2	Mal	2	2	0	0	0	0	0	0
EQUIP TECH SUPPORT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01024	\$26,873.60	Total	1	Mal	1	1	0	0	0	0	0	0
OFFICE ASSISTANT	F	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01025	\$29,440.12	Total	6	Mal	0	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F	Tot Min	1	Fem	6	5	1	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01007	\$29,700.00	Total	2	Mal	0	0	0	0	0	0	0	0
MOTOR CARRIER AGENT	F	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R03047	\$32,316.00	Total	2	Mal	0	0	0	0	0	0	0	0
LEGAL ASSISTANT	F	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01213	\$32,046.00	Total	8	Mal	2	1	1	0	0	0	0	0
INT MOTOR CARRIER AGENT	F	Tot Min	1	Fem	6	6	0	0	0	0	0	0
R01026	\$35,267.40	Total	20	Mal	1	1	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F	Tot Min	0	Fem	19	19	0	0	0	0	0	0
R01287	\$38,333.99	Total	16	Mal	2	2	0	0	0	0	0	0
SR MOTOR CARRIER AGENT	F	Tot Min	0	Fem	14	14	0	0	0	0	0	0
R01146	\$41,964.00	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR EXECUTIVE ASSISTANT	F	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01085	\$47,316.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR EXECUTIVE ASST TO THE	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03398	\$57,024.00	Total	1	Mal	1	1	0	0	0	0	0	0
FLD ACQUISITION COORDINATOR	F	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01193	\$28,716.00	Total	1	Mal	1	1	0	0	0	0	0	0
PRINTING TECHNICIAN	E	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01027	\$30,708.00	Total	2	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01074	\$30,192.00	Total	1	Mal	0	0	0	0	0	0	0	0
INFORMATION SYSTEMS	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01022	\$32,292.00	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
R01029	\$31,528.00	Total	2	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01083	\$35,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR OUTDOOR ADVERTISING	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01041	\$35,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR MOTOR CARRIER	E	Tot Min	0	Fem	1	1	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
R01030	\$37,044.00	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
R01034	\$38,955.92	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min	1	Fem	3	2	0	0	1	0	0	0
R01028	\$36,908.99	Total	15	Mal	3	3	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	12	12	0	0	0	0	0	0
R01023	\$35,940.00	Total	4	Mal	0	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min	2	Fem	4	2	1	0	0	1	0	0
R01032	\$36,192.48	Total	4	Mal	0	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R01075	\$34,584.00	Total	2	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE IS TECHNICIAN	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01289	\$39,749.76	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PRINTING TECHNICIAN	E	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03564	\$39,472.00	Total	3	Mal	1	1	0	0	0	0	0	0
BRIDGE INVENTORY ANALYST	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R03018	\$42,427.20	Total	5	Mal	2	1	0	0	1	0	0	0
MCS SYSTEM & TRAINING	E	Tot Min	1	Fem	3	3	0	0	0	0	0	0
R03119	\$43,320.00	Total	1	Mal	0	0	0	0	0	0	0	0
CONSTRUCTION CONTRACT	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03149	\$52,023.36	Total	1	Mal	0	0	0	0	0	0	0	0
FINAL PLANS REVIEWER	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03544	\$30,708.00	Total	2	Mal	1	1	0	0	0	0	0	0
STRUCTURAL TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01592	\$31,224.00	Total	1	Mal	0	0	0	0	0	0	0	0
MATERIALS TECHNICIAN	C	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R01534	\$36,396.00	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
R01593	\$34,804.00	Total	3	Mal	2	2	0	0	0	0	0	0
INTER MATERIALS TECH	C	Tot Min	0	Fem	1	1	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
R03543	\$36,248.00	Total	3	Mal	3	2	1	0	0	0	0	0
INTER STRUCTURAL TECHNICIAN C		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01038	\$36,396.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE PLANNING C		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03059	\$40,098.00	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR STRUCTURAL C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01501	\$42,246.28	Total	6	Mal	5	5	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN C		Tot Min	1	Fem	1	0	0	0	0	1	0	0
R01092	\$40,392.00	Total	2	Mal	2	1	1	0	0	0	0	0
RAILROAD SAFETY INSPECTOR C		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01071	\$42,328.00	Total	3	Mal	3	2	0	1	0	0	0	0
MATERIALS TESTING SPECIALIST C		Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01044	\$42,600.00	Total	1	Mal	0	0	0	0	0	0	0	0
AIRPORT PROJECT TECHNICIAN C		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01039	\$43,711.92	Total	5	Mal	2	2	0	0	0	0	0	0
SENIOR PLANNING TECHNICIAN C		Tot Min	0	Fem	3	3	0	0	0	0	0	0
R03414	\$43,726.00	Total	6	Mal	4	4	0	0	0	0	0	0
STRUCTURAL SPECIALIST C		Tot Min	0	Fem	2	2	0	0	0	0	0	0
R02362	\$46,092.00	Total	2	Mal	2	2	0	0	0	0	0	0
LEAD FIELD ACQUISITION TECH C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01005	\$48,754.92	Total	4	Mal	4	4	0	0	0	0	0	0
SR RAILROAD SAFETY C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03058	\$47,624.00	Total	3	Mal	3	3	0	0	0	0	0	0
STRUCTURAL ANALYST C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03012	\$52,020.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR CADD SUPPORT C		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03536	\$58,620.00	Total	2	Mal	1	1	0	0	0	0	0	0
SR FABRICATION TECHNICIAN C		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02503	\$59,160.00	Total	1	Mal	1	1	0	0	0	0	0	0
AIRPLANE PILOT C		Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02015		\$61,392.00	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
R05027		\$52,020.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMED GEOTECHNICAL	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05015		\$47,316.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE RESEARCH	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04543		\$54,960.00	Total	1	Mal	1	1	0	0	0	0	0
SENIOR MAINT OPERATIONS	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04137		\$45,684.00	Total	1	Mal	1	0	1	0	0	0	0
INT DIVERSITY & INCLUSION	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04063		\$39,696.00	Total	1	Mal	0	0	0	0	0	0	0
ORGANIZATIONAL	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04011		\$39,691.20	Total	2	Mal	0	0	0	0	0	0	0
EMPLOYEE DEVELOPMENT	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04135		\$41,088.00	Total	1	Mal	1	1	0	0	0	0	0
HISTORIC PRESERVATION SPEC-	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04780		\$39,696.00	Total	1	Mal	0	0	0	0	0	0	0
CHEMIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04039		\$39,696.00	Total	1	Mal	0	0	0	0	0	0	0
CIVIL RIGHTS SPECIALIST	B		Tot Min	1	Fem	1	0	1	0	0	0	0
R04136		\$40,044.00	Total	2	Mal	2	1	1	0	0	0	0
DIVERSITY & INCLUSION	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04071		\$41,088.00	Total	1	Mal	0	0	0	0	0	0	0
HISTORIC PRESERVATION	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04084		\$39,696.00	Total	1	Mal	0	0	0	0	0	0	0
PARALEGAL	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04838		\$40,252.80	Total	5	Mal	2	2	0	0	0	0	0
AUDITOR	B		Tot Min	1	Fem	3	2	0	0	1	0	0
R04632		\$39,974.40	Total	5	Mal	1	1	0	0	0	0	0
FINANCIAL SERVICES	B		Tot Min	0	Fem	4	4	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
R04408	\$40,160.00	Total	3	Mal	1	1	0	0	0	0	0	0
GIS SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04849	\$39,696.00	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
R04695	\$41,133.60	Total	5	Mal	3	2	1	0	0	0	0	0
INFO SYSTEMS TECHNOLOGIST	B	Tot Min	2	Fem	2	1	0	1	0	0	0	0
R04037	\$41,282.67	Total	9	Mal	6	6	0	0	0	0	0	0
TRANSP ENFRMNT	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R04104	\$41,088.00	Total	1	Mal	1	1	0	0	0	0	0	0
DATA REPORT ANALYST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04003	\$39,696.00	Total	2	Mal	1	1	0	0	0	0	0	0
INVESTIGATOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04112	\$41,844.00	Total	2	Mal	1	1	0	0	0	0	0	0
OUTDOOR ADVERT PERMIT SPEC	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04422	\$41,844.00	Total	2	Mal	2	2	0	0	0	0	0	0
RISK MANAGEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04062	\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0	0
INT ORGANIZATIONAL PERFORM	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04076	\$42,600.00	Total	1	Mal	1	1	0	0	0	0	0	0
MULTIMODAL OPERATIONS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04073	\$45,684.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTRM HISTORIC PRESERVATION	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04647	\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0	0
INT GOVERNMENTAL RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04878	\$44,892.00	Total	2	Mal	0	0	0	0	0	0	0	0
INTER RISK MGT SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04445	\$45,276.00	Total	2	Mal	1	1	0	0	0	0	0	0
INTERM GEN SERV SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04409	\$44,100.00	Total	1	Mal	1	1	0	0	0	0	0	0
INT GIS SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04113	\$44,884.00	Total	3	Mal	3	3	0	0	0	0	0	0
SR OUTDOOR ADVERTISING	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05856	\$45,762.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PLANNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04029	\$44,830.29	Total	7	Mal	2	2	0	0	0	0	0	0
INT INFO SYSTEMS	B	Tot Min	2	Fem	5	3	0	2	0	0	0	0
R04040	\$45,700.00	Total	3	Mal	0	0	0	0	0	0	0	0
INT CIVIL RIGHTS SPECIALIST	B	Tot Min	2	Fem	3	1	2	0	0	0	0	0
R05036	\$45,469.20	Total	2	Mal	1	1	0	0	0	0	0	0
PROJECT REVIEWER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04477	\$44,100.00	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
R04585	\$48,228.00	Total	3	Mal	1	1	0	0	0	0	0	0
INTER SYSTEM MANAGEMENT	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04127	\$45,684.00	Total	1	Mal	1	1	0	0	0	0	0	0
INT ENVIRONMENTAL SPEC-SS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04085	\$44,139.00	Total	4	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE PARALEGAL	B	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R04066	\$45,684.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTER BENEFITS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04012	\$45,684.00	Total	1	Mal	0	0	0	0	0	0	0	0
INT EMPLOYEE DEVELOPMENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04605	\$45,708.00	Total	2	Mal	0	0	0	0	0	0	0	0
INT HUMAN RESOURCES	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04617	\$43,692.00	Total	5	Mal	1	1	0	0	0	0	0	0
INTERM FINANCIAL SERV	B	Tot Min	1	Fem	4	3	1	0	0	0	0	0
R04038	\$46,392.00	Total	12	Mal	11	11	0	0	0	0	0	0
SR TRNS ENFRCEMNT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04779	\$49,944.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE AUDITOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04465	\$44,100.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE SAFETY OFFICER B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05824	\$44,868.00	Total	1	Mal	1	1	0	0	0	0	0	0
GEOTECHNICAL SPECIALIST B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05736	\$42,600.00	Total	1	Mal	1	1	0	0	0	0	0	0
CONSTRUCTION INSPECTOR B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04639	\$48,204.00	Total	1	Mal	0	0	0	0	0	0	0	0
TRANSPORTATION DATA B		Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04467	\$51,060.00	Total	1	Mal	0	0	0	0	0	0	0	0
OUTDOOR ADVERTISING B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05798	\$47,316.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTER TRANSPORTATION B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04905	\$49,056.00	Total	1	Mal	0	0	0	0	0	0	0	0
CONTRACT MONITORING B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04508	\$49,056.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR EMERGENCY MGMNT B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04010	\$49,056.00	Total	1	Mal	1	1	0	0	0	0	0	0
SR GOVT RELATIONS SPECIALIST B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04001	\$51,060.00	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR INVESTIGATOR B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05834	\$49,509.00	Total	4	Mal	3	3	0	0	0	0	0	0
STRUCTURAL DESIGNER B		Tot Min	1	Fem	1	0	0	1	0	0	0	0
R04078	\$50,851.20	Total	5	Mal	3	3	0	0	0	0	0	0
SENIOR GIS SPECIALIST B		Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04692	\$50,058.00	Total	2	Mal	1	1	0	0	0	0	0	0
SR RISK MGMT SPECIALIST B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04065	\$51,060.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR BENEFITS SPECIALIST B		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04009	\$51,060.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR EMPLOYEE DEVELOPMENT B		Tot Min	1	Fem	1	0	1	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04081	\$52,088.00	Total	6	Mal	1	1	0	0	0	0	0	0
SENIOR PARALEGAL	B	Tot Min	0	Fem	5	5	0	0	0	0	0	0
R05651	\$52,968.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTER MATERIALS SPEC	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01004	\$51,356.00	Total	3	Mal	3	3	0	0	0	0	0	0
RAIL SAFETY SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04045	\$54,398.48	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
R04607	\$51,325.71	Total	7	Mal	3	2	0	0	1	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	1	Fem	4	4	0	0	0	0	0	0
R04041	\$51,360.00	Total	3	Mal	0	0	0	0	0	0	0	0
SR CIVIL RIGHTS SPECIALIST	B	Tot Min	2	Fem	3	1	2	0	0	0	0	0
R04712	\$51,258.67	Total	9	Mal	2	1	0	0	0	1	0	0
SR SYSTEM MANAGEMENT	B	Tot Min	1	Fem	7	7	0	0	0	0	0	0
R04023	\$52,020.00	Total	1	Mal	0	0	0	0	0	0	0	0
BUS SYST SUPP SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04740	\$52,987.50	Total	8	Mal	4	4	0	0	0	0	0	0
SR FINANCIAL SERVICES	B	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R04080	\$52,622.40	Total	5	Mal	1	1	0	0	0	0	0	0
SR MULTIMODAL OPER	B	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R04054	\$55,088.00	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
R04007	\$51,466.67	Total	9	Mal	5	5	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B	Tot Min	2	Fem	4	2	1	0	0	1	0	0
R04862	\$51,598.00	Total	6	Mal	3	2	1	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	2	Fem	3	2	1	0	0	0	0	0
R04079	\$54,201.24	Total	6	Mal	5	5	0	0	0	0	0	0
SR HISTORIC PRESERVATION	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04696	\$50,755.50	Total	16	Mal	12	11	0	1	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	3	Fem	4	2	2	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
R04698	\$51,060.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04128	\$52,662.50	Total	8	Mal	4	4	0	0	0	0	0	0
SR ENVIRNMENTAL SPEC-SS	B	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R04628	\$53,544.00	Total	8	Mal	4	4	0	0	0	0	0	0
SENIOR AUDITOR	B	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R04138	\$53,010.00	Total	2	Mal	0	0	0	0	0	0	0	0
SR DIVERSITY & INCLUSION	B	Tot Min	1	Fem	2	1	1	0	0	0	0	0
R04087	\$53,790.00	Total	4	Mal	1	1	0	0	0	0	0	0
SENIOR CHEMIST	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R05815	\$53,172.00	Total	11	Mal	8	7	0	0	1	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	1	Fem	3	3	0	0	0	0	0	0
R04466	\$53,040.00	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR SAFETY OFFICER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05040	\$54,456.00	Total	2	Mal	0	0	0	0	0	0	0	0
INT TRAFFIC STUDIES SPEC-NSS	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05630	\$54,960.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTER STRUCTURAL DESIGNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05649	\$55,968.00	Total	2	Mal	2	2	0	0	0	0	0	0
OFF-SYSTEM PLANS REVIEWER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05773	\$56,520.00	Total	2	Mal	2	1	1	0	0	0	0	0
SR GEOTECHNICAL SPECIALIST	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04870	\$58,080.00	Total	2	Mal	2	2	0	0	0	0	0	0
ROADSIDE MANAGEMENT SPEC	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04124	\$53,568.00	Total	2	Mal	0	0	0	0	0	0	0	0
SR HISTORIC PRESERV SPEC-	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05697	\$55,968.00	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
R05813	\$57,564.00	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

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05623	\$57,552.00	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09996	\$41,580.00	Total	3	Mal	3	3	0	0	0	0	0	0
ASSISTANT COUNSEL	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R06006	\$60,276.00	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
R05041	\$55,968.00	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
R04121	\$60,918.00	Total	2	Mal	1	1	0	0	0	0	0	0
RESOURCE MANAGEMENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04118	\$60,372.00	Total	2	Mal	0	0	0	0	0	0	0	0
MOTOR CARRIER PROJECT	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05456	\$59,160.00	Total	1	Mal	1	1	0	0	0	0	0	0
ROADSIDE DESIGN SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04019	\$59,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
MARKET ANALYSIS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05037	\$60,276.00	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR ESTIMATOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05033	\$60,441.36	Total	2	Mal	2	2	0	0	0	0	0	0
SR TRAFFIC STUDIES SPECIAL-	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05818	\$55,266.09	Total	11	Mal	7	6	0	1	0	0	0	0
SR STRUCTURAL DESIGNER	B	Tot Min	2	Fem	4	3	1	0	0	0	0	0
R05039	\$63,720.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFIC SAFETY ENGINEER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04411	\$64,065.00	Total	4	Mal	3	3	0	0	0	0	0	0
ENVIRONMENTAL CHEMIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04107	\$53,542.80	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR DATA REPORT ANALYST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04600	\$58,603.15	Total	18	Mal	11	11	0	0	0	0	0	0
LEAD INFO SYSTEMS	B	Tot Min	0	Fem	7	7	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
R05043	\$62,593.92	Total	3	Mal	3	3	0	0	0	0	0	0
STANDARDS SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05640	\$63,120.00	Total	2	Mal	2	2	0	0	0	0	0	0
CADD SUPPORT ANALYST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05105	\$72,553.20	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR MAINT ENGINEERING	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05768	\$64,160.00	Total	3	Mal	3	3	0	0	0	0	0	0
FIELD MATERIALS ENGR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04516	\$64,896.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRAFFICE INCIDENT MANAGER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05446	\$66,132.00	Total	2	Mal	2	2	0	0	0	0	0	0
PAVEMENT ENGINEER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05026	\$66,810.00	Total	2	Mal	2	2	0	0	0	0	0	0
TRAFFIC MNGMNT & OPERATION	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05816	\$65,940.00	Total	4	Mal	3	2	1	0	0	0	0	0
BRIDGE LOC & LAYOUT	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R05056	\$68,646.00	Total	4	Mal	4	3	0	1	0	0	0	0
SR STRUCTURAL ENGINEER	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05034	\$72,553.20	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR PROJECT REVIEWER	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05084	\$71,220.00	Total	1	Mal	0	0	0	0	0	0	0	0
STATEWIDE INCIDENT	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04861	\$71,232.00	Total	2	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY LIAISON	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05025	\$72,564.00	Total	1	Mal	0	0	0	0	0	0	0	0
DESIGN SUPPORT ENGINEER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05044	\$73,956.00	Total	1	Mal	0	0	0	0	0	0	0	0
INNOVATIONS ENGINEER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09037	\$80,020.00	Total	3	Mal	1	1	0	0	0	0	0	0
SENIOR ADMINISTRATIVE	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R09969		\$77,292.00	Total	1	Mal	0	0	0	0	0	0	0
SENIOR ASSISTANT COUNSEL	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R09931		\$105,120.00	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R09915		\$110,292.00	Total	1	Mal	1	1	0	0	0	0	0
GENERAL SERVICES DIRECTOR	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04613		\$89,448.00	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
R04460		\$71,892.00	Total	2	Mal	2	2	0	0	0	0	0
MAINTENANCE LIAISON	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04441		\$76,860.00	Total	1	Mal	1	1	0	0	0	0	0
TRANS SYSTEM ANALYSIS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R04123		\$60,276.00	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
R01070		\$48,772.00	Total	3	Mal	0	0	0	0	0	0	0
MATERIALS TESTING	A		Tot Min	0	Fem	3	3	0	0	0	0	0
R03238		\$47,352.00	Total	2	Mal	1	1	0	0	0	0	0
MOTOR CARRIER COMPLIANCE	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R01370		\$48,204.00	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
R01054		\$52,332.00	Total	3	Mal	3	3	0	0	0	0	0
BR MAINTENANCE SUPERVISOR	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R02005		\$49,056.00	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R01147		\$49,983.84	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
R04088		\$51,060.00	Total	1	Mal	0	0	0	0	0	0	0
LEGAL OFFICE MANAGER	A		Tot Min	0	Fem	1	1	0	0	0	0	0
R04042		\$52,506.00	Total	4	Mal	4	4	0	0	0	0	0
TRANS ENFORCEMENT INVESTI	A		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01356	\$55,968.00	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
R04016	\$59,160.00	Total	1	Mal	1	1	0	0	0	0	0	0
INVESTIGATION MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04724	\$59,708.00	Total	3	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES MANAGER	A	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R04440	\$59,160.00	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
R04431	\$59,160.00	Total	1	Mal	0	0	0	0	0	0	0	0
OUTDOOR ADVERTISING	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04122	\$59,160.00	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
R04115	\$59,160.00	Total	1	Mal	1	1	0	0	0	0	0	0
EMPLOYEE BENEFITS MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04102	\$59,160.00	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
R04036	\$59,160.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PROGRAM	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04060	\$58,480.00	Total	3	Mal	1	1	0	0	0	0	0	0
INF SYSTEMS PROJECT	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04426	\$60,276.00	Total	2	Mal	1	1	0	0	0	0	0	0
AUDIT MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04129	\$60,276.00	Total	1	Mal	1	1	0	0	0	0	0	0
SAFETY AND CLAIMS MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04132	\$63,720.00	Total	1	Mal	1	1	0	0	0	0	0	0
STORMWATER COMPLIANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04665	\$60,834.00	Total	2	Mal	1	1	0	0	0	0	0	0
ENVIRONMENTAL COMPLNC	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04082	\$59,628.00	Total	5	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PLANNING	A	Tot Min	0	Fem	3	3	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
R04459	\$61,392.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04033	\$61,392.00	Total	1	Mal	1	1	0	0	0	0	0	0
RAILROAD OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$59,160.00	Total	2	Mal	2	2	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04644	\$62,520.00	Total	1	Mal	0	0	0	0	0	0	0	0
CLAIMS ADMINISTRATION MGR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05013	\$63,720.00	Total	1	Mal	1	1	0	0	0	0	0	0
RESEARCH ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04633	\$63,720.00	Total	1	Mal	0	0	0	0	0	0	0	0
EMPLOYMENT MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05459	\$64,896.00	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
R04021	\$64,896.00	Total	1	Mal	1	1	0	0	0	0	0	0
AVIATION OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01053	\$64,914.72	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
R04256	\$68,628.00	Total	1	Mal	1	1	0	0	0	0	0	0
STATE SAFETY COORDINATOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04255	\$68,628.00	Total	1	Mal	1	1	0	0	0	0	0	0
EMERGENCY MANAGEMT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04094	\$67,368.00	Total	1	Mal	1	1	0	0	0	0	0	0
CONSTR MANGMNT SYSTEMS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04099	\$65,061.00	Total	4	Mal	2	2	0	0	0	0	0	0
TRANSP MGT SYS	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R09999	\$73,620.00	Total	1	Mal	0	0	0	0	0	0	0	0
SECRETARY TO THE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R06689	\$64,896.00	Total	1	Mal	1	1	0	0	0	0	0	0
HISTORIC PRESERVATION	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05822	\$70,032.00	Total	2	Mal	2	2	0	0	0	0	0	0
GEOTECHNICAL ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04142	\$68,628.00	Total	1	Mal	0	0	0	0	0	0	0	0
POLICY/INNOVATION PROGRAM	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04050	\$69,428.00	Total	3	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	A	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R04727	\$72,564.00	Total	1	Mal	1	1	0	0	0	0	0	0
CHEMICAL LABORATORY	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04203	\$69,900.00	Total	1	Mal	1	1	0	0	0	0	0	0
MAINT MGT SYSTEM	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04120	\$69,900.00	Total	1	Mal	1	1	0	0	0	0	0	0
DESIGN MGT SYSTEMS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04047	\$69,900.00	Total	1	Mal	1	1	0	0	0	0	0	0
HWY SAFETY PROG	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04067	\$69,903.00	Total	8	Mal	2	2	0	0	0	0	0	0
INFORMATION SYSTEMS	A	Tot Min	0	Fem	6	6	0	0	0	0	0	0
R05642	\$71,220.00	Total	1	Mal	1	1	0	0	0	0	0	0
AVIATION PROGRAMS MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04110	\$71,220.00	Total	1	Mal	1	1	0	0	0	0	0	0
INFO SYS TECHNOLOGY	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05083	\$72,564.00	Total	1	Mal	1	1	0	0	0	0	0	0
COMPUTER AIDED DRFT SUPPRT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05823	\$76,860.00	Total	1	Mal	0	0	0	0	0	0	0	0
GEOTECHNICAL DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05797	\$76,860.00	Total	1	Mal	1	1	0	0	0	0	0	0
PHYSICAL LABORATORY	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05412	\$76,860.00	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE RATING & INVENT ENGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04634	\$57,024.00	Total	1	Mal	0	0	0	0	0	0	0	0
COMPENSATION MANAGER	A	Tot Min	0	Fem	1	1	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
R06608	\$76,866.00	Total	2	Mal	2	2	0	0	0	0	0	0
ENVIRONMENTAL & HIST PRESV	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04032	\$68,628.00	Total	1	Mal	0	0	0	0	0	0	0	0
SPECIAL PROJECTS COORD	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05018	\$74,670.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRAFFIC LIAISON ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05831	\$75,384.00	Total	1	Mal	1	1	0	0	0	0	0	0
STRUCT DEV & SUPPORT ENGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05614	\$75,384.00	Total	1	Mal	1	1	0	0	0	0	0	0
RAILROAD PROJECTS MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05288	\$75,384.00	Total	1	Mal	0	0	0	0	0	0	0	0
RESEARCH ADMIN ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04880	\$75,384.00	Total	1	Mal	0	0	0	0	0	0	0	0
ADMINISTRATOR OF AVIATION	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04866	\$72,006.00	Total	2	Mal	0	0	0	0	0	0	0	0
HUMAN RESOURCES	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04035	\$75,384.00	Total	2	Mal	1	1	0	0	0	0	0	0
MC INVESTIGATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05476	\$75,444.00	Total	4	Mal	4	3	0	1	0	0	0	0
STRUCTURAL PROJECT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05858	\$81,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE INSPECTION ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04755	\$81,300.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST TO CAO -	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04754	\$81,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST TO CSOO - SAFETY & EM	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04720	\$81,300.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST HUMAN RESOURCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04139	\$81,300.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST TO STATE DESIGN ENGR -	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05944	\$78,432.00	Total	2	Mal	1	1	0	0	0	0	0	0
LONG RANGE TRANS PLANNING	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04024	\$82,908.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST CUSTOMER RELATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05737	\$80,538.00	Total	4	Mal	3	3	0	0	0	0	0	0
STRUCTURAL LIAISON ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05471	\$79,776.00	Total	1	Mal	1	1	0	0	0	0	0	0
STRUCTURAL RESOURCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05430	\$82,908.00	Total	1	Mal	1	1	0	0	0	0	0	0
STRUCTURAL HYDRAULICS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09968	\$81,300.00	Total	1	Mal	0	0	0	0	0	0	0	0
PROJECT DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05046	\$84,480.00	Total	1	Mal	0	0	0	0	0	0	0	0
LOCAL PROGRAMS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05003	\$84,315.00	Total	4	Mal	3	3	0	0	0	0	0	0
DESIGN LIAISON ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05757	\$81,300.00	Total	1	Mal	0	0	0	0	0	0	0	0
BID & CONTRACT SERVICE ENGR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05009	\$81,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
SPRVING BRIDGE INSPECTION	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04621	\$83,700.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST FINANCIAL SERVCS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04173	\$81,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST TO STATE HWY SFTY TRF	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04093	\$81,300.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST MOTOR CARRIER SERV	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05875	\$86,124.00	Total	1	Mal	1	1	0	0	0	0	0	0
STRUCTURAL SERVICES	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05865	\$86,124.00	Total	1	Mal	1	1	0	0	0	0	0	0
FABRICATION OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04881	\$86,124.00	Total	1	Mal	1	1	0	0	0	0	0	0
ADMINISTRATOR OF RAILROADS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05765	\$80,924.00	Total	3	Mal	3	2	0	0	0	1	0	0
MAINTENANCE LIAISON	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04141	\$86,124.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST TRANSP PLANNING	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05029	\$90,156.00	Total	3	Mal	3	3	0	0	0	0	0	0
CONST & MATERIALS LIAISON	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05032	\$86,124.00	Total	1	Mal	1	1	0	0	0	0	0	0
STRCTURAL PRELIM & REVIEW	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04116	\$86,124.00	Total	1	Mal	0	0	0	0	0	0	0	0
ADMINISTRATOR OF FREIGHT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05610	\$87,792.00	Total	1	Mal	1	1	0	0	0	0	0	0
CADD SERVICES ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05852	\$92,952.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST STATE BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05717	\$92,952.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT STATE DESIGN ENGINA	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05711	\$92,952.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST STATE CO AND MA	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09980	\$105,120.00	Total	1	Mal	1	0	1	0	0	0	0	0
EQUAL OP & DIVERSITY	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R09977	\$105,120.00	Total	1	Mal	0	0	0	0	0	0	0	0
EXTERNAL CIVIL RIGHTS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09930	\$105,120.00	Total	1	Mal	1	1	0	0	0	0	0	0
GOVERNMENTAL RELATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09920	\$105,120.00	Total	1	Mal	0	0	0	0	0	0	0	0
AUDITS & INVESTIGATIONS DIR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09993	\$109,671.04	Total	3	Mal	2	2	0	0	0	0	0	0
REGIONAL COUNSEL	A	Tot Min	0	Fem	1	1	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
R09984	\$110,292.00	Total	1	Mal	0	0	0	0	0	0	0	0
STATE TRAFFIC&HWY SAFTY	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09981	\$110,292.00	Total	1	Mal	1	1	0	0	0	0	0	0
FINANCIAL SERVICES DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09951	\$110,292.00	Total	1	Mal	0	0	0	0	0	0	0	0
MULTIMODAL OPRATNS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09947	\$110,292.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PLANNING DIRA	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09918	\$110,292.00	Total	1	Mal	0	0	0	0	0	0	0	0
INFO SYSTEMS DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09916	\$110,292.00	Total	1	Mal	1	1	0	0	0	0	0	0
HUMAN RESOURCES DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09914	\$110,292.00	Total	1	Mal	0	0	0	0	0	0	0	0
STATE MAINTENANCE ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09909	\$110,292.00	Total	1	Mal	1	1	0	0	0	0	0	0
STATE DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09908	\$110,292.00	Total	1	Mal	1	1	0	0	0	0	0	0
STATE BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09905	\$110,292.00	Total	1	Mal	0	0	0	0	0	0	0	0
MOTOR CARRIER SERVICES	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09912	\$114,624.00	Total	1	Mal	1	1	0	0	0	0	0	0
STATE CO & MA ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09994	\$125,136.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST CHIEF COUNSEL-PROJ	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09967	\$125,136.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST CHIEF COUNSEL-RISK	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09910	\$125,136.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST CHIEF COUNSEL-HUMAN	A	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R09998	\$134,820.00	Total	1	Mal	1	1	0	0	0	0	0	0
CHIEF COUNSEL	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R09939	\$134,820.00	Total	1	Mal	0	0	0	0	0	0	0	0
CHIEF FINANCIAL OFFICER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09922	\$134,820.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT CHIEF ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09750	\$134,820.00	Total	1	Mal	1	0	1	0	0	0	0	0
CHIEF ADMINISTRATIVE OFFICER	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R09749	\$134,820.00	Total	1	Mal	0	0	0	0	0	0	0	0
CHIEF SAFETY & OPERATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09748	\$153,852.00	Total	1	Mal	1	1	0	0	0	0	0	0
DEPUTY DIRECTOR/CHIEF	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09940	\$220,358.40	Total	1	Mal	1	1	0	0	0	0	0	0
"DIR, DEPT OF	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 605 COFF				Mal	391	367	14	5	3	2	0	0
				Fem	334	305	19	5	2	3	0	0

Job Group Analysis

41 C.F.R. 60-2.12

Purpose

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

Job Groups

Officials and administrators

Professionals

Technicians

Paraprofessionals

Office Clerical

Skilled Craft

Service Maintenance

State of Missouri

June 30, 2021 Annual Affirmative Action Plan

Missouri Department of Transportation

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								
R09748 - DEPUTY DIRECTOR/CHIEF ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R09749 - CHIEF SAFETY & OPERATIONS OFCR	#	0	1								
1 Employee	%	0.00	100.00								
R09750 - CHIEF ADMINISTRATIVE OFFICER	#	1	0								
1 Employee	%	100.00	0.00								
R09922 - ASSISTANT 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								
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								
R09994 - ASST CHIEF COUNSEL-PROJ DEVEL	#	0	1								
1 Employee	%	0.00	100.00								
R09912 - STATE CO & MA ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R09911 - DISTRICT ENGINEER	#	0	2								
7 Employees	%	0.00	28.57								
R09905 - MOTOR CARRIER SERVICES DIRECTR	#	0	1								
1 Employee	%	0.00	100.00								
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								
R09914 - STATE MAINTENANCE ENGINEER	#	0	1								
1 Employee	%	0.00	100.00								
R09916 - HUMAN RESOURCES DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R09918 - INFO SYSTEMS DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R09947 - TRANSPORTATION PLANNING DIR	#	0	0								
1 Employee	%	0.00	0.00								
R09951 - MULTIMODAL OPRATNS DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R09981 - FINANCIAL SERVICES DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R09984 - STATE TRAFFIC&HWY SAFTY ENGR	#	0	1								
1 Employee	%	0.00	100.00								
R09993 - REGIONAL COUNSEL	#	0	1								
3 Employees	%	0.00	33.33								
R09920 - AUDITS & INVESTIGATIONS DIR	#	0	1								
1 Employee	%	0.00	100.00								
R09930 - GOVERNMENTAL RELATIONS DIRECTO	#	0	0								
1 Employee	%	0.00	0.00								
R09977 - EXTERNAL CIVIL RIGHTS DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R09980 - EQUAL OP & DIVERSITY DIRECTOR	#	1	0								
1 Employee	%	100.00	0.00								
R05711 - ASST STATE CO AND MA ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R05717 - ASSISTANT STATE DESIGN ENGIN	#	0	0								
1 Employee	%	0.00	0.00								
R05852 - ASST 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								
R05610 - CADD SERVICES ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R05751 - ASSISTANT DISTRICT ENGINEER	#	0	4								
10 Employees	%	0.00	40.00								
R04116 - ADMINISTRATOR OF FREIGHT DEVEL	#	0	1								
1 Employee	%	0.00	100.00								
R05032 - STRCTURAL PRELIM & REVIEW ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R05029 - CONST & MATERIALS LIAISON ENGR	#	0	0								
3 Employees	%	0.00	0.00								
R04141 - ASST TRANSP PLANNING DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R05765 - MAINTENANCE LIAISON ENGINEER	#	1	0								
3 Employees	%	33.33	0.00								
R05452 - DISTRICT DESIGN ENGINEER	#	1	0								
7 Employees	%	14.29	0.00								
R04881 - ADMINISTRATOR OF RAILROADS	#	0	0								
1 Employee	%	0.00	0.00								
R05865 - FABRICATION OPERATIONS ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R05875 - STRUCTURAL SERVICES ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R04093 - ASST MOTOR CARRIER SERV DIRECT	#	0	0								
1 Employee	%	0.00	0.00								
R04173 - ASST TO STATE HWY SFTY TRF ENG	#	0	0								
1 Employee	%	0.00	0.00								
R04621 - ASST FINANCIAL SERVCS DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R05009 - SPRVING BRIDGE INSPECTION EN	#	0	0								
1 Employee	%	0.00	0.00								
R05757 - BID & CONTRACT SERVICE ENGR	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R05003 - DESIGN LIAISON ENGINEER	#	0	1								
4 Employees	%	0.00	25.00								
R04434 - ASST TO THE DIST ENGINEER	#	0	1								
3 Employees	%	0.00	33.33								
R05081 - DISTRICT MAINT & TRAFFIC ENGIN	#	0	2								
2 Employees	%	0.00	100.00								
R05080 - DISTRICT CONST & MATERIALS ENG	#	0	0								
8 Employees	%	0.00	0.00								
R05046 - LOCAL PROGRAMS ADMINISTRATOR	#	0	1								
1 Employee	%	0.00	100.00								
R09968 - PROJECT DIRECTOR	#	0	3								
4 Employees	%	0.00	75.00								
R05430 - STRUCTURAL HYDRAULICS ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R05471 - STRUCTURAL RESOURCE MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R05737 - STRUCTURAL LIAISON ENGINEER	#	0	1								
4 Employees	%	0.00	25.00								
R04024 - ASST CUSTOMER RELATIONS DIREC	#	0	0								
1 Employee	%	0.00	0.00								
R05024 - TRAFFIC CENTER MANAGER	#	0	0								
2 Employees	%	0.00	0.00								
R05944 - LONG RANGE TRANS PLANNING CO	#	0	1								
2 Employees	%	0.00	50.00								
R05072 - DISTRICT MAINTENANCE ENGINEER	#	0	2								
5 Employees	%	0.00	40.00								
R04139 - ASST TO STATE DESIGN ENGR - RW	#	0	1								
1 Employee	%	0.00	100.00								
R04720 - ASST HUMAN RESOURCE DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R04754 - ASST TO CSOO - SAFETY & EM RES	#	0	0								
1 Employee	%	0.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R04755 - ASST TO CAO - HEALTH&WELLNESS	#	0	1								
1 Employee	%	0.00	100.00								
R05858 - BRIDGE INSPECTION ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R05476 - STRUCTURAL PROJECT MANAGER	#	1	0								
4 Employees	%	25.00	0.00								
R05450 - DISTRICT TRAFFIC ENGINEER	#	0	1								
5 Employees	%	0.00	20.00								
R04035 - MC INVESTIGATIONS ADMINISTRATR	#	0	1								
2 Employees	%	0.00	50.00								
R04866 - HUMAN RESOURCES ADMINISRATOR	#	0	2								
2 Employees	%	0.00	100.00								
R04880 - ADMINISTRATOR OF AVIATION	#	0	1								
1 Employee	%	0.00	100.00								
R05288 - RESEARCH ADMIN ENGINEER	#	0	1								
1 Employee	%	0.00	100.00								
R05614 - RAILROAD PROJECTS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R05831 - STRUCT DEV & SUPPORT ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R05018 - TRAFFIC LIAISON ENGINEER	#	0	1								
2 Employees	%	0.00	50.00								
R04032 - SPECIAL PROJECTS COORD	#	1	1								
1 Employee	%	100.00	100.00								
R06608 - ENVIRONMENTAL & HIST PRESV MGR	#	0	0								
2 Employees	%	0.00	0.00								
R05462 - DISTRICT PLANNING MANAGER	#	1	0								
7 Employees	%	14.29	0.00								
R05453 - DISTRICT BRIDGE ENGINEER	#	0	0								
8 Employees	%	0.00	0.00								
R05444 - TRANSPORTATION PROJECT MGR	#	2	14								
32 Employees	%	6.25	43.75								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R04634 - COMPENSATION MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R05412 - BRIDGE RATING & INVENT ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R05797 - PHYSICAL LABORATORY DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R05823 - GEOTECHNICAL DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R05083 - COMPUTER AIDED DRFT SUPPRT ENG	#	0	0								
1 Employee	%	0.00	0.00								
R05449 - AREA ENGINEER	#	1	6								
20 Employees	%	5.00	30.00								
R05809 - RESIDENT ENGINEER	#	0	2								
31 Employees	%	0.00	6.45								
R09008 - DEPUTY PROJECT DIRECTOR	#	0	0								
3 Employees	%	0.00	0.00								
R04110 - INFO SYS TECHNOLOGY SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R05642 - AVIATION PROGRAMS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R04067 - INFORMATION SYSTEMS SUPERVISOR	#	0	6								
8 Employees	%	0.00	75.00								
R04752 - RIGHT OF WAY MANAGER	#	0	3								
7 Employees	%	0.00	42.86								
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								
R04203 - MAINT MGT SYSTEM ADMINISTRATOR	#	0	0								
1 Employee	%	0.00	0.00								
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								
R04050 - FINANCIAL SERVICES ADMINISTRAT	#	0	3								
3 Employees	%	0.00	100.00								
R04142 - POLICY/INNOVATION PROGRAM MGR	#	0	1								
1 Employee	%	0.00	100.00								
R05822 - GEOTECHNICAL ENGINEER	#	0	0								
2 Employees	%	0.00	0.00								
R06689 - HISTORIC PRESERVATION MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R09999 - SECRETARY TO THE COMMISSION	#	0	1								
1 Employee	%	0.00	100.00								
R05667 - TRAFFIC OPERATIONS ENGINEER	#	0	2								
7 Employees	%	0.00	28.57								
R04099 - TRANSP MGT SYS ADMINISTRATOR	#	0	2								
4 Employees	%	0.00	50.00								
R04094 - CONSTR MANGMNT SYSTEMS ADMINIS	#	0	0								
1 Employee	%	0.00	0.00								
R05077 - ASST DIST MAINT & TRAFF ENGINE	#	0	0								
1 Employee	%	0.00	0.00								
R05078 - AST DISTRICT CONSTR & MATER EN	#	1	3								
5 Employees	%	20.00	60.00								
R05748 - TRANSP PROJECT DESIGNER	#	0	7								
31 Employees	%	0.00	22.58								
R05082 - ASSISTANT TO THE RESIDENT ENGI	#	1	0								
13 Employees	%	7.69	0.00								
R05076 - ASST DIST MAINTENANCE ENGINEER	#	2	3								
3 Employees	%	66.67	100.00								
R04255 - EMERGENCY MANAGEMT COORDINATOR	#	0	0								
1 Employee	%	0.00	0.00								
R04256 - STATE SAFETY COORDINATOR	#	0	0								
1 Employee	%	0.00	0.00								
R01053 - BRIDGE MAINTENANCE SUPERINTEND	#	1	0								
2 Employees	%	50.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R04021 - AVIATION OPERATIONS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R05459 - GEOLOGIST	#	0	3								
5 Employees	%	0.00	60.00								
R04728 - ASST RIGHT OF WAY MNGR-CERTIFI	#	0	0								
1 Employee	%	0.00	0.00								
R04633 - EMPLOYMENT MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R05013 - RESEARCH ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R05042 - ASST DISTRICT BRIDGE ENGINEER	#	0	0								
4 Employees	%	0.00	0.00								
R04089 - GENERAL SERVICES MANAGER	#	0	0								
6 Employees	%	0.00	0.00								
R04644 - CLAIMS ADMINISTRATION MGR	#	0	1								
1 Employee	%	0.00	100.00								
R04897 - HUMAN RESOURCES MANAGER	#	2	6								
7 Employees	%	28.57	85.71								
R04636 - SUPPORT SERVICES MANAGER	#	0	6								
7 Employees	%	0.00	85.71								
R04443 - CUSTOMER RELATIONS MANAGER	#	1	5								
8 Employees	%	12.50	62.50								
R04033 - RAILROAD OPERATIONS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R04459 - ASSISTANT MAINTENANCE LIAISON	#	0	0								
3 Employees	%	0.00	0.00								
R04082 - TRANSPORTATION PLANNING SPECIA	#	0	3								
7 Employees	%	0.00	42.86								
R04665 - ENVIRONMENTAL COMPLNC MANAGER	#	0	1								
2 Employees	%	0.00	50.00								
R02016 - DISTRICT LAND SURVEY MANAGER	#	0	0								
7 Employees	%	0.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R04132 - STORMWATER COMPLIANCE COORDINA	#	0	0								
1 Employee	%	0.00	0.00								
R04129 - SAFETY AND CLAIMS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R04426 - AUDIT MANAGER	#	0	1								
2 Employees	%	0.00	50.00								
R04051 - DISTRICT SFTY & HLTH MGR	#	0	1								
7 Employees	%	0.00	14.29								
R05461 - TRANSP PLANNING COORDINATOR	#	1	2								
3 Employees	%	33.33	66.67								
R04458 - DIST INFORMATION SYSTM MANAGER	#	0	1								
5 Employees	%	0.00	20.00								
R04060 - INF SYSTEMS PROJECT MANAGER	#	0	2								
3 Employees	%	0.00	66.67								
R04036 - TRANSPORTATION PROGRAM MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R04102 - BUSINESS SYST SUPPORT MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R04115 - EMPLOYEE BENEFITS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R04122 - COMMRCIAL MTR VEHICLE PROG MGR	#	0	1								
1 Employee	%	0.00	100.00								
R04431 - OUTDOOR ADVERTISING MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R04440 - CENTRAL OFFICE GENERAL SERV MG	#	0	1								
3 Employees	%	0.00	33.33								
R04724 - FINANCIAL SERVICES MANAGER	#	0	3								
3 Employees	%	0.00	100.00								
R01020 - INCIDENT MANAGEMENT COORDINATR	#	1	0								
3 Employees	%	33.33	0.00								
R01103 - URBAN TRAFFIC SUPERVISOR	#	0	0								
3 Employees	%	0.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R04016 - INVESTIGATION MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R01356 - CORE DRILL SUPERINTENDENT	#	0	0								
1 Employee	%	0.00	0.00								
R02582 - LAND SURVEY SUPERVISOR	#	0	0								
5 Employees	%	0.00	0.00								
R01330 - MAINT SUPERINTENDENT	#	4	2								
43 Employees	%	9.30	4.65								
R03586 - TRAFFIC OPERATIONS SUPERVISOR	#	0	0								
2 Employees	%	0.00	0.00								
R04042 - TRANS ENFORCEMENT INVESTI SUPV	#	0	0								
4 Employees	%	0.00	0.00								
R02009 - TRAFFIC SUPERVISOR	#	0	0								
9 Employees	%	0.00	0.00								
R04088 - LEGAL OFFICE MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R02020 - EQUIPMENT TECHNICIAN SUPERVISO	#	1	0								
16 Employees	%	6.25	0.00								
R01147 - DIV ADMIN SUPPORT SUPERVISOR	#	0	1								
1 Employee	%	0.00	100.00								
R01307 - MOTORIST ASSISTANCE OPER SUPER	#	1	0								
2 Employees	%	50.00	0.00								
R02005 - FACILITY OPERATIONS SUPERVISOR	#	0	0								
8 Employees	%	0.00	0.00								
R01054 - BR MAINTENANCE SUPERVISOR	#	0	0								
3 Employees	%	0.00	0.00								
R01379 - MAINTENANCE SUPERVISOR	#	8	7								
171 Employees	%	4.68	4.09								
R01109 - BRIDGE MAINTENANCE SUPERVISOR	#	0	0								
9 Employees	%	0.00	0.00								
R01370 - CORE DRILL SUPERVISOR	#	0	0								
1 Employee	%	0.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R03238 - MOTOR CARRIER COMPLIANCE SUPV	#	0	1								
2 Employees	%	0.00	50.00								
R01070 - MATERIALS TESTING SUPERVISOR	#	0	3								
3 Employees	%	0.00	100.00								
R04664 - ROADSIDE MANAGER	#	0	0								
5 Employees	%	0.00	0.00								
R01380 - ASST MAINTENANCE SUPERVISOR	#	7	3								
70 Employees	%	10.00	4.29								
R01108 - ASST BRIDGE MAINTENANCE SUPERV	#	1	1								
3 Employees	%	33.33	33.33								
R01393 - MOTOR ASSISTANCE SHIFT SUPV	#	2	1								
5 Employees	%	40.00	20.00								
R01082 - TRAFFIC SYSTEMS SUPERVISOR	#	1	4								
5 Employees	%	20.00	80.00								
R04123 - EXTERNAL CIVIL RIGHTS MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R04441 - TRANS SYSTEM ANALYSIS COORD	#	0	0								
1 Employee	%	0.00	0.00								
R04460 - MAINTENANCE LIAISON	#	0	0								
2 Employees	%	0.00	0.00								
R04613 - ASST IS DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R04730 - ASSISTANT RIGHT OF WAY MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R09915 - GENERAL SERVICES DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R09931 - CUSTOMER RELATIONS DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
821 Employees	#	46	165								
Totals	%	5.60	20.10								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R09969 - SENIOR ASSISTANT COUNSEL	#	0	1								
1 Employee	%	0.00	100.00								
R09037 - SENIOR ADMINISTRATIVE COUNSEL	#	0	2								
3 Employees	%	0.00	66.67								
R05044 - INNOVATIONS ENGINEER	#	0	1								
1 Employee	%	0.00	100.00								
R05025 - DESIGN SUPPORT ENGINEER	#	0	1								
1 Employee	%	0.00	100.00								
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								
R05034 - SENIOR PROJECT REVIEWER	#	0	0								
1 Employee	%	0.00	0.00								
R05056 - SR STRUCTURAL ENGINEER	#	1	0								
4 Employees	%	25.00	0.00								
R05816 - BRIDGE LOC & LAYOUT DESIGNER	#	1	1								
4 Employees	%	25.00	25.00								
R05755 - DISTRICT UTILITIES ENGINEER	#	1	1								
6 Employees	%	16.67	16.67								
R05026 - TRAFFIC MNGMNT & OPERATION ENG	#	0	0								
2 Employees	%	0.00	0.00								
R05446 - PAVEMENT ENGINEER	#	0	0								
2 Employees	%	0.00	0.00								
R04516 - TRAFFICE INCIDENT MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R05768 - FIELD MATERIALS ENGR	#	0	0								
3 Employees	%	0.00	0.00								
R04606 - CUSTOMER RELATIONS COORDINATO	#	1	1								
1 Employee	%	100.00	100.00								
R05105 - SENIOR MAINT ENGINEERING SPECI	#	1	0								
2 Employees	%	50.00	0.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05640 - CADD SUPPORT ANALYST	#	0	0								
2 Employees	%	0.00	0.00								
R05043 - STANDARDS SPECIALIST	#	0	0								
3 Employees	%	0.00	0.00								
R04600 - LEAD INFO SYSTEMS TECHNOLOGIST	#	0	7								
18 Employees	%	0.00	38.89								
R04107 - SENIOR DATA REPORT ANALYST	#	0	1								
2 Employees	%	0.00	50.00								
R04411 - ENVIRONMENTAL CHEMIST	#	0	1								
4 Employees	%	0.00	25.00								
R05039 - TRAFFIC SAFETY ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R05818 - SR STRUCTURAL DESIGNER	#	2	4								
11 Employees	%	18.18	36.36								
R05033 - SR TRAFFIC STUDIES SPECIAL-NSS	#	0	0								
2 Employees	%	0.00	0.00								
R05754 - SENIOR TRAFFIC STUDIES SPECIAL	#	3	6								
24 Employees	%	12.50	25.00								
R05037 - SENIOR ESTIMATOR	#	0	0								
3 Employees	%	0.00	0.00								
R04019 - MARKET ANALYSIS COORDINATOR	#	0	1								
1 Employee	%	0.00	100.00								
R05456 - ROADSIDE DESIGN SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R04890 - CERTIFIED APPRAISER	#	1	3								
8 Employees	%	12.50	37.50								
R04118 - MOTOR CARRIER PROJECT MANAGER	#	0	2								
2 Employees	%	0.00	100.00								
R04121 - RESOURCE MANAGEMENT SPECIALIST	#	0	1								
2 Employees	%	0.00	50.00								
R05023 - SENIOR PAVEMENT SPECIALIST	#	0	0								
4 Employees	%	0.00	0.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05814 - SENIOR HIGHWAY DESIGNER	#	10	21								
73 Employees	%	13.70	28.77								
R05041 - BRIDGE INSPECTOR	#	0	1								
3 Employees	%	0.00	33.33								
R06006 - ORGANIZATIONAL PERFORMANCE SPE	#	0	1								
1 Employee	%	0.00	100.00								
R09996 - ASSISTANT COUNSEL	#	0	0								
3 Employees	%	0.00	0.00								
R05623 - SENIOR MATERIALS SPECIALIST	#	0	1								
2 Employees	%	0.00	50.00								
R05813 - SR CONSTRUCTION INSPECTOR	#	7	14								
140 Employees	%	5.00	10.00								
R05697 - "COMPUTER LIAISON, DESIGN"	#	0	0								
1 Employee	%	0.00	0.00								
R04124 - SR HISTORIC PRESERV SPEC-NSS	#	0	2								
2 Employees	%	0.00	100.00								
R04870 - ROADSIDE MANAGEMENT SPEC	#	0	0								
2 Employees	%	0.00	0.00								
R05893 - DISTRICT DESIGN LIAISON	#	0	0								
1 Employee	%	0.00	0.00								
R05773 - SR GEOTECHNICAL SPECIALIST	#	1	0								
2 Employees	%	50.00	0.00								
R05772 - SENIOR MATERIALS INSPECTOR	#	3	3								
24 Employees	%	12.50	12.50								
R05649 - OFF-SYSTEM PLANS REVIEWER	#	0	0								
2 Employees	%	0.00	0.00								
R05630 - INTER STRUCTURAL DESIGNER	#	0	0								
1 Employee	%	0.00	0.00								
R05040 - INT TRAFFIC STUDIES SPEC-NSS	#	0	2								
2 Employees	%	0.00	100.00								
R04466 - SENIOR SAFETY OFFICER	#	0	3								
11 Employees	%	0.00	27.27								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05815 - SR TRANSPORTATION PLANNER	#	1	5								
16 Employees	%	6.25	31.25								
R05475 - INT TR STUDIES SPECIALIST	#	2	4								
8 Employees	%	25.00	50.00								
R04087 - SENIOR CHEMIST	#	0	3								
4 Employees	%	0.00	75.00								
R04101 - SENIOR PROCUREMENT AGENT	#	1	5								
6 Employees	%	16.67	83.33								
R04138 - SR DIVERSITY & INCLUSION SPEC	#	1	2								
2 Employees	%	50.00	100.00								
R04628 - SENIOR AUDITOR	#	0	4								
8 Employees	%	0.00	50.00								
R04059 - COMMUNITY LIAISON	#	1	1								
1 Employee	%	100.00	100.00								
R04128 - SR ENVIRNMENTAL SPEC-SS	#	0	4								
8 Employees	%	0.00	50.00								
R04698 - SR R/W SPECIALIST	#	1	10								
16 Employees	%	6.25	62.50								
R05629 - INTER HIGHWAY DESIGNER	#	4	4								
25 Employees	%	16.00	16.00								
R04696 - SR INFO SYSTEMS TECHNOLOGIST	#	4	8								
31 Employees	%	12.90	25.81								
R04079 - SR HISTORIC PRESERVATION SPECI	#	0	1								
6 Employees	%	0.00	16.67								
R04862 - SR HR SPECIALIST	#	9	14								
18 Employees	%	50.00	77.78								
R04007 - SR GENERAL SERVICES SPEC	#	3	10								
16 Employees	%	18.75	62.50								
R04054 - SR ENVIRNMENTAL SPECIALIST	#	0	1								
3 Employees	%	0.00	33.33								
R04080 - SR MULTIMODAL OPER SPECIALIST	#	0	4								
5 Employees	%	0.00	80.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04740 - SR FINANCIAL SERVICES SPECIALI	#	0	15								
22 Employees	%	0.00	68.18								
R04023 - BUS SYST SUPP SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R04712 - SR SYSTEM MANAGEMENT SPECIALIS	#	1	7								
9 Employees	%	11.11	77.78								
R04041 - SR CIVIL RIGHTS SPECIALIST	#	2	3								
3 Employees	%	66.67	100.00								
R04607 - SR CUSTOMER RELATIONS SPECIAL	#	3	11								
17 Employees	%	17.65	64.71								
R04045 - MC INVESTIGATIONS SPEC	#	0	2								
3 Employees	%	0.00	66.67								
R01004 - RAIL SAFETY SPECIALIST	#	0	0								
3 Employees	%	0.00	0.00								
R05651 - INTER MATERIALS SPEC	#	0	0								
1 Employee	%	0.00	0.00								
R04081 - SENIOR PARALEGAL	#	0	5								
6 Employees	%	0.00	83.33								
R04009 - SR EMPLOYEE DEVELOPMENT SPECIA	#	1	1								
1 Employee	%	100.00	100.00								
R04065 - SR BENEFITS SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R04542 - INTER MAINT OPERATIONS SPCLST	#	0	0								
1 Employee	%	0.00	0.00								
R04692 - SR RISK MGMT SPECIALIST	#	0	1								
2 Employees	%	0.00	50.00								
R05626 - INTER CONST INSPECTOR	#	5	5								
37 Employees	%	13.51	13.51								
R04078 - SENIOR GIS SPECIALIST	#	0	2								
5 Employees	%	0.00	40.00								
R05834 - STRUCTURAL DESIGNER	#	1	1								
4 Employees	%	25.00	25.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04001 - SENIOR INVESTIGATOR	#	0	1								
2 Employees	%	0.00	50.00								
R05771 - INTER MATERIALS INSPECTOR	#	4	3								
8 Employees	%	50.00	37.50								
R04010 - SR GOVT RELATIONS SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R04508 - SR EMERGENCY MGMNT SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R04905 - CONTRACT MONITORING SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R05798 - INTER TRANSPORTATION PLANNER	#	0	3								
5 Employees	%	0.00	60.00								
R04467 - OUTDOOR ADVERTISING SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R04639 - TRANSPORTATION DATA ANALYST	#	1	1								
1 Employee	%	100.00	100.00								
R05851 - TRAFFIC STUDIES SPECIALIST	#	1	4								
9 Employees	%	11.11	44.44								
R05776 - HIGHWAY DESIGNER	#	4	10								
22 Employees	%	18.18	45.45								
R05787 - MATERIALS INSPECTOR	#	0	0								
12 Employees	%	0.00	0.00								
R05736 - CONSTRUCTION INSPECTOR	#	6	3								
51 Employees	%	11.76	5.88								
R05824 - GEOTECHNICAL SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R04465 - INTERMEDIATE SAFETY OFFICER	#	0	1								
2 Employees	%	0.00	50.00								
R04779 - INTERMEDIATE AUDITOR	#	0	1								
1 Employee	%	0.00	100.00								
R04456 - INTER R/W SPECIALIST	#	0	3								
7 Employees	%	0.00	42.86								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04038 - SR TRNS ENFRCEMNT INVESTIGATOR	#	0	1								
12 Employees	%	0.00	8.33								
R04617 - INTERM FINANCIAL SERV SPECIALI	#	2	8								
9 Employees	%	22.22	88.89								
R04605 - INT HUMAN RESOURCES SPECLST	#	2	6								
7 Employees	%	28.57	85.71								
R04012 - INT EMPLOYEE DEVELOPMENT SPECI	#	0	1								
1 Employee	%	0.00	100.00								
R04066 - INTER BENEFITS SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R04085 - INTERMEDIATE PARALEGAL	#	0	4								
4 Employees	%	0.00	100.00								
R04127 - INT ENVIRONMENTAL SPEC-SS	#	0	0								
1 Employee	%	0.00	0.00								
R04585 - INTER SYSTEM MANAGEMENT SPECIA	#	0	2								
3 Employees	%	0.00	66.67								
R04477 - INTERM CUSTOMER RELATIONS SPE	#	0	2								
2 Employees	%	0.00	100.00								
R05103 - MAINTENANCE ENGINEERING SPCLST	#	0	2								
3 Employees	%	0.00	66.67								
R05036 - PROJECT REVIEWER	#	0	1								
2 Employees	%	0.00	50.00								
R04040 - INT CIVIL RIGHTS SPECIALIST	#	2	3								
3 Employees	%	66.67	100.00								
R04103 - INTERMEDIATE PROCUREMENT AGENT	#	0	2								
2 Employees	%	0.00	100.00								
R04029 - INT INFO SYSTEMS TECHNOLOGIST	#	2	5								
9 Employees	%	22.22	55.56								
R05856 - TRANSPORTATION PLANNER	#	0	2								
3 Employees	%	0.00	66.67								
R04113 - SR OUTDOOR ADVERTISING PERM SP	#	0	0								
3 Employees	%	0.00	0.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04409 - INT GIS SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R05021 - PAVEMENT SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R04445 - INTERM GEN SERV SPECIALIST	#	0	1								
2 Employees	%	0.00	50.00								
R04878 - INTER RISK MGT SPECIALIST	#	0	2								
2 Employees	%	0.00	100.00								
R04647 - INT GOVERNMENTAL RELATIONS SPE	#	0	1								
1 Employee	%	0.00	100.00								
R04427 - PROCUREMENT AGENT	#	0	0								
1 Employee	%	0.00	0.00								
R04008 - GENERAL SERVICES SPEC	#	0	2								
4 Employees	%	0.00	50.00								
R04073 - INTRM HISTORIC PRESERVATION SP	#	0	1								
1 Employee	%	0.00	100.00								
R04076 - MULTIMODAL OPERATIONS SPECIALI	#	0	0								
1 Employee	%	0.00	0.00								
R04828 - CUSTOMER RELATIONS SPECIALIST	#	0	1								
2 Employees	%	0.00	50.00								
R04062 - INT ORGANIZATIONAL PERFORM ANA	#	0	1								
1 Employee	%	0.00	100.00								
R04422 - RISK MANAGEMENT SPECIALIST	#	0	0								
2 Employees	%	0.00	0.00								
R04112 - OUTDOOR ADVERT PERMIT SPEC	#	1	1								
2 Employees	%	50.00	50.00								
R04003 - INVESTIGATOR	#	0	1								
2 Employees	%	0.00	50.00								
R04104 - DATA REPORT ANALYST	#	0	0								
1 Employee	%	0.00	0.00								
R04037 - TRANSP ENFRMNT INVESTIGATOR	#	0	3								
9 Employees	%	0.00	33.33								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04695 - INFO SYSTEMS TECHNOLOGIST	#	2	2								
7 Employees	%	28.57	28.57								
R04849 - HUMAN RESOURCES SPECIALIST	#	1	4								
4 Employees	%	25.00	100.00								
R04408 - GIS SPECIALIST	#	0	2								
3 Employees	%	0.00	66.67								
R04632 - FINANCIAL SERVICES SPECIALIST	#	0	5								
6 Employees	%	0.00	83.33								
R04838 - AUDITOR	#	1	3								
5 Employees	%	20.00	60.00								
R04084 - PARALEGAL	#	0	1								
1 Employee	%	0.00	100.00								
R04071 - HISTORIC PRESERVATION SPECIALI	#	0	1								
1 Employee	%	0.00	100.00								
R04136 - DIVERSITY & INCLUSION SPECIALI	#	1	0								
2 Employees	%	50.00	0.00								
R04039 - CIVIL RIGHTS SPECIALIST	#	1	1								
1 Employee	%	100.00	100.00								
R04780 - CHEMIST	#	0	1								
1 Employee	%	0.00	100.00								
R04135 - HISTORIC PRESERVATION SPEC-NSS	#	0	0								
1 Employee	%	0.00	0.00								
R04699 - RIGHT OF WAY SPECIALIST	#	1	3								
5 Employees	%	20.00	60.00								
R04011 - EMPLOYEE DEVELOPMENT SPECIALIS	#	0	2								
2 Employees	%	0.00	100.00								
R04063 - ORGANIZATIONAL PERFORMANCE ANA	#	0	1								
1 Employee	%	0.00	100.00								
R04137 - INT DIVERSITY & INCLUSION SPEC	#	1	0								
1 Employee	%	100.00	0.00								
R04543 - SENIOR MAINT OPERATIONS SPCLST	#	1	0								
3 Employees	%	33.33	0.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05015 - INTERMEDIATE RESEARCH ANALYST	#	0	0								
1 Employee	%	0.00	0.00								
R05027 - INTERMED GEOTECHNICAL SPECIA	#	0	0								
1 Employee	%	0.00	0.00								
R05104 - INTER MAINT ENGINEERING SPCLST	#	0	0								
1 Employee	%	0.00	0.00								
R09041 - TEMP ENGINEERING PROFESSIONAL	#	1	1								
1 Employee	%	100.00	100.00								
R09043 - TEMP ENGINEERING MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
954 Employees	Totals	#	107	334							
		%	11.22	35.01							

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								
3 Employees	%	0.00	0.00								
R02583 - LAND SURVEYOR	#	0	0								
9 Employees	%	0.00	0.00								
R03028 - SENIOR TRAFFIC SPECIALIST	#	2	1								
17 Employees	%	11.76	5.88								
R01005 - SR RAILROAD SAFETY INSPECTOR	#	0	0								
4 Employees	%	0.00	0.00								
R02362 - LEAD FIELD ACQUISITION TECH	#	0	0								
2 Employees	%	0.00	0.00								
R03414 - STRUCTURAL SPECIALIST	#	0	2								
6 Employees	%	0.00	33.33								
R02014 - LAND SURVEYOR IN TRAINING	#	0	1								
4 Employees	%	0.00	25.00								
R01039 - SENIOR PLANNING TECHNICIAN	#	0	4								
7 Employees	%	0.00	57.14								
R03522 - TRAFFIC SPECIALIST	#	0	3								
8 Employees	%	0.00	37.50								
R01044 - AIRPORT PROJECT TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R01071 - MATERIALS TESTING SPECIALIST	#	1	0								
3 Employees	%	33.33	0.00								
R01596 - SENIOR TRAFFIC TECHNICIAN	#	1	7								
11 Employees	%	9.09	63.64								

Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem								
R01092 - RAILROAD SAFETY INSPECTOR	#	1	0								
2 Employees	%	50.00	0.00								
R01591 - SENIOR DESIGN TECHNICIAN	#	3	5								
12 Employees	%	25.00	41.67								
R02013 - SENIOR SURVEY TECHNICIAN	#	1	0								
11 Employees	%	9.09	0.00								
R01516 - SR CONSTRUCTION TECHNICIAN	#	7	10								
41 Employees	%	17.07	24.39								
R01501 - SENIOR MATERIALS TECHNICIAN	#	3	3								
16 Employees	%	18.75	18.75								
R03059 - SENIOR STRUCTURAL TECHNICIAN	#	0	0								
2 Employees	%	0.00	0.00								
R01038 - INTERMEDIATE PLANNING TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R01066 - SENIOR MAINTENANCE TECHNICIAN	#	0	3								
9 Employees	%	0.00	33.33								
R03543 - INTER STRUCTURAL TECHNICIAN	#	1	0								
3 Employees	%	33.33	0.00								
R01593 - INTER MATERIALS TECH	#	3	4								
11 Employees	%	27.27	36.36								
R02012 - INTERMEDIATE SURVEY TECHNICIAN	#	0	1								
5 Employees	%	0.00	20.00								
R01534 - INTERMEDIATE DESIGN TECHNICIAN	#	0	4								
5 Employees	%	0.00	80.00								
R01589 - INTER CONSTRUCTION TECH	#	3	4								
29 Employees	%	10.34	13.79								
R01595 - INTER TRAFFIC TECHNICIAN	#	1	0								
1 Employee	%	100.00	0.00								
R01517 - DESIGN TECHNICIAN	#	0	1								
2 Employees	%	0.00	50.00								
R02011 - SURVEY TECHNICIAN	#	1	0								
5 Employees	%	20.00	0.00								

Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem								
R01515 - CONSTRUCTION TECHNICIAN	#	0	2								
14 Employees	%	0.00	14.29								
R01592 - MATERIALS TECHNICIAN	#	1	1								
3 Employees	%	33.33	33.33								
R03544 - STRUCTURAL TECHNICIAN	#	0	1								
2 Employees	%	0.00	50.00								
R01569 - ASSISTANT SURVEY TECHNICIAN	#	0	0								
2 Employees	%	0.00	0.00								
R01064 - MAINTENANCE TECHNICIAN	#	1	0								
1 Employee	%	100.00	0.00								
257 Employees	Totals	#	30	60							
		%	11.67	23.35							

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	6								
7 Employees	%	14.29	85.71								
R03119 - CONSTRUCTION CONTRACT ADMINIST	#	0	1								
1 Employee	%	0.00	100.00								
R03018 - MCS SYSTEM & TRAINING ANALYST	#	1	3								
5 Employees	%	20.00	60.00								
R01046 - SENIOR RIGHT OF WAY TECHNICIAN	#	0	2								
2 Employees	%	0.00	100.00								
R03564 - BRIDGE INVENTORY ANALYST	#	0	2								
3 Employees	%	0.00	66.67								
R01289 - SENIOR PRINTING TECHNICIAN	#	0	0								
1 Employee	%	0.00	0.00								
R01075 - INTERMEDIATE IS TECHNICIAN	#	1	1								
3 Employees	%	33.33	33.33								
R01088 - SENIOR INF SYSTEMS TECHNICIAN	#	0	1								
2 Employees	%	0.00	50.00								
R01032 - SENIOR GENERAL SERVICES TECHN	#	1	9								
9 Employees	%	11.11	100.00								
R01023 - SR ADMINISTRATIVE TECHNICIAN	#	2	15								
15 Employees	%	13.33	100.00								
R01028 - SENIOR FINANCIAL SERVICES TECH	#	1	26								
29 Employees	%	3.45	89.66								
R01034 - SENIOR RISK MANAGEMENT TECHNIC	#	2	8								
9 Employees	%	22.22	88.89								
R01030 - SENIOR HUMAN RESOURCES TECHNIC	#	0	3								
3 Employees	%	0.00	100.00								
R01041 - SR MOTOR CARRIER TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R01083 - SENIOR OUTDOOR ADVERTISING TEC	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

E

PARAPROFESSIONALS

EEO Code: E

Job Code & Title		Min	Fem								
R01084 - SENIOR CUSTOMER SERVICE REP	#	3	11								
11 Employees	%	27.27	100.00								
R01019 - RIGHT OF WAY TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R01029 - HUMAN RESOURCES TECHNICIAN	#	0	4								
4 Employees	%	0.00	100.00								
R01022 - ADMINISTRATIVE TECHNICIAN	#	2	9								
9 Employees	%	22.22	100.00								
R01031 - GENERAL SERVICES TECHNICIAN	#	0	2								
2 Employees	%	0.00	100.00								
R01074 - INFORMATION SYSTEMS TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R01033 - RISK MANAGEMENT TECHNICIAN	#	1	1								
1 Employee	%	100.00	100.00								
R01098 - CUSTOMER SERVICE REP	#	0	5								
5 Employees	%	0.00	100.00								
R01027 - FINANCIAL SERVICES TECHNICIAN	#	2	6								
6 Employees	%	33.33	100.00								
R01193 - PRINTING TECHNICIAN	#	0	0								
1 Employee	%	0.00	0.00								
133 Employees	#	17	120								
Totals	%	12.78	90.23								

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								
R01015 - SR TRAFFIC SYSTEMS OPERATOR	#	0	1								
3 Employees	%	0.00	33.33								
R01287 - SR MOTOR CARRIER AGENT	#	0	14								
16 Employees	%	0.00	87.50								
R01026 - EXECUTIVE ASSISTANT	#	2	26								
27 Employees	%	7.41	96.30								
R01213 - INT MOTOR CARRIER AGENT	#	1	6								
8 Employees	%	12.50	75.00								
R03047 - LEGAL ASSISTANT	#	0	2								
2 Employees	%	0.00	100.00								
R01272 - CONST PROJECT OFFICE ASSISTANT	#	1	22								
23 Employees	%	4.35	95.65								
R01007 - MOTOR CARRIER AGENT	#	0	2								
2 Employees	%	0.00	100.00								
R01025 - SENIOR OFFICE ASSISTANT	#	1	9								
9 Employees	%	11.11	100.00								
R01024 - OFFICE ASSISTANT	#	0	1								
2 Employees	%	0.00	50.00								
96 Employees	#	5	86								
Totals	%	5.21	89.58								

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								
R02008 - SENIOR ELECTRICIAN	#	10	1								
41 Employees	%	24.39	2.44								
R02019 - SENIOR EQUIPMENT TECHNICIAN	#	5	1								
142 Employees	%	3.52	0.70								
R01058 - BRIDGE MT CREW LEADER	#	0	0								
3 Employees	%	0.00	0.00								
R02007 - SENIOR FACILITY OPERATIONS SPE	#	0	0								
17 Employees	%	0.00	0.00								
R01102 - BRIDGE MAINTENANCE CREW LEADER	#	2	0								
14 Employees	%	14.29	0.00								
R01319 - CORE DRILL OPERATOR	#	0	0								
3 Employees	%	0.00	0.00								
R02021 - SENIOR FIELD ACQUISITION TECHN	#	0	0								
6 Employees	%	0.00	0.00								
R01061 - MAINTENANCE CREW LEADER	#	31	15								
423 Employees	%	7.33	3.55								
R02350 - ELECTRICIAN	#	5	0								
23 Employees	%	21.74	0.00								
R02006 - FACILITY OPERATIONS SPECIALIST	#	0	0								
5 Employees	%	0.00	0.00								
R01107 - SR BRIDGE MAINTENANCE WORKER	#	1	0								
17 Employees	%	5.88	0.00								
R02018 - INTERMEDIATE EQUIPMENT TECH	#	1	1								
22 Employees	%	4.55	4.55								
R01073 - SENIOR SUPPLY AGENT	#	1	1								
5 Employees	%	20.00	20.00								
R01317 - SENIOR CORE DRILL ASSISTANT	#	0	0								
1 Employee	%	0.00	0.00								
R01106 - INT BRIDGE MAINTENANCE WORKER	#	2	1								
17 Employees	%	11.76	5.88								

Job Group Analysis

G

SKILLED CRAFT WORKERS

EEO Code: G

Job Code & Title		Min	Fem								
R02267 - INTER FLD ACQUISITION TECH	#	1	0								
1 Employee	%	100.00	0.00								
R02017 - EQUIPMENT TECHNICIAN	#	0	0								
7 Employees	%	0.00	0.00								
R02381 - ELECTRICIAN ASSISTANT	#	5	1								
24 Employees	%	20.83	4.17								
R01089 - ASSISTANT EQUIPMENT TECHNICIAN	#	1	0								
3 Employees	%	33.33	0.00								
R01042 - SUPPLY OFFICE ASSISTANT	#	1	0								
1 Employee	%	100.00	0.00								
R01056 - INTERMEDIATE BRIDGE MT WORKER	#	0	0								
2 Employees	%	0.00	0.00								
779 Employees	#	66	21								
Totals	%	8.47	2.70								

Job Group Analysis

H

SERVICE MAINTENANCE

EEO Code: H

Job Code & Title		Min	Fem								
R01392 - MOTORIST ASSISTANCE OPERATOR	#	16	2								
40 Employees	%	40.00	5.00								
R01335 - SENIOR MAINTENANCE WORKER	#	89	44								
942 Employees	%	9.45	4.67								
R01391 - SR FACILITY OPERATIONS CREW WO	#	1	0								
10 Employees	%	10.00	0.00								
R01057 - BRIDGE MAINTENANCE WORKER	#	0	0								
3 Employees	%	0.00	0.00								
R01301 - INTERMEDIATE MAINTENANCE WRKR	#	30	14								
345 Employees	%	8.70	4.06								
R01101 - BRIDGE MAINTENANCE WORKER	#	9	0								
30 Employees	%	30.00	0.00								
R01306 - FACILITY OPERATIONS CREW WORKE	#	0	0								
1 Employee	%	0.00	0.00								
R01333 - MAINTENANCE WORKER	#	47	22								
504 Employees	%	9.33	4.37								
R01318 - CORE DRILL ASSISTANT	#	0	0								
4 Employees	%	0.00	0.00								
R01099 - GENERAL LABORER	#	0	0								
3 Employees	%	0.00	0.00								
1882 Employees											
Totals		#	192	82							
		%	10.20	4.36							

Placement of Incumbents in Job Groups

41 C.F.R. 60-2.13

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

State of Missouri

June 30, 2021 Annual Affirmative Action Plan

Missouri Department of Transportation

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
A - OFFICIALS AND ADMINISTRATORS		#	46	165								
821 Employees	A	%	5.60	20.10								
B - PROFESSIONALS		#	107	334								
954 Employees	B	%	11.22	35.01								
C - TECHNICIANS		#	30	60								
257 Employees	C	%	11.67	23.35								
E - PARAPROFESSIONALS		#	17	120								
133 Employees	E	%	12.78	90.23								
F - OFFICE AND CLERICAL		#	5	86								
96 Employees	F	%	5.21	89.58								
G - SKILLED CRAFT WORKERS		#	66	21								
779 Employees	G	%	8.47	2.70								
H - SERVICE MAINTENANCE		#	192	82								
1882 Employees	H	%	10.20	4.36								
4922 Employees	Totals	#	463	868								
		%	9.41	17.64								

Determining Availabilities

41 C.F.R. 60-2.14

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

In determining availability, the department considers the following factors:

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

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

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

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

The Any Difference Rule

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

The 80% Rule

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

The Whole Person Rule

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

Significant Difference Rule

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

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

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

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

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

<i>EEO Code</i>	<i>EEO Title</i>	<i>External Factor</i>	<i>Internal Factors</i>	<i>External Weight</i>	<i>Internal Weight</i>
A	Officials and Administrators	Missouri	B, C, G	3.00	97.00
B	Professionals	Missouri	C, E, F	52.00	48.00
C	Technicians	Missouri	F, G, H	61.00	39.00
E	Paraprofessionals	Missouri	F	70.00	30.00
F	Office and Clerical	Missouri		100	0
G	Skilled Craft Workers	Missouri	H	22	78
H	Service Maintenance	Missouri		100	0

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

Comparing Incumbency to Availability

41 C.F.R. 60-2.15

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

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

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

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

State of Missouri

June 30, 2021 Annual Affirmative Action Plan

Missouri Department of Transportation

Incumbency vs. Estimated Availability

A		OFFICIALS AND ADMINISTRATORS	
Total Emp 821		Min	Fem
	Employment %	5.60	20.10
	Availability %	10.30	37.20
	Statistical Value	4.428	10.139
B		PROFESSIONALS	
Total Emp 954		Min	Fem
	Employment %	11.22	35.01
	Availability %	11.13	45.34
	Statistical Value		6.409
C		TECHNICIANS	
Total Emp 257		Min	Fem
	Employment %	11.67	23.35
	Availability %	11.08	21.99
	Statistical Value		
E		PARAPROFESSIONALS	
Total Emp 133		Min	Fem
	Employment %	12.78	90.23
	Availability %	13.69	79.20
	Statistical Value	0.305	
F		OFFICE AND CLERICAL	
Total Emp 96		Min	Fem
	Employment %	5.21	89.58
	Availability %	16.91	85.63
	Statistical Value	3.059	
G		SKILLED CRAFT WORKERS	
Total Emp 779		Min	Fem
	Employment %	8.47	2.70
	Availability %	18.44	3.40
	Statistical Value	7.174	1.085

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 1882		Min	Fem
	Employment %	10.20	4.36
	Availability %	14.54	5.02
	Statistical Value	5.339	1.317

Total Employment: 4922

E - Eighty Percent Rule

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

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

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

Placement Goals

41 C.F.R 60-2.16

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

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

The following outlines our specific action-oriented good faith efforts for fiscal year 2021 for those job groups where placement goals are set:

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

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

State of Missouri

June 30, 2021 Annual Affirmative Action Plan

Missouri Department of Transportation

Placement Goals

Job Group & Name	Min	Fem								
A - OFFICIALS AND ADMINISTRATORS	10.30	37.20								
B - PROFESSIONALS		45.34								
F - OFFICE AND CLERICAL	16.91									
G - SKILLED CRAFT WORKERS	18.44	3.40								
H - SERVICE MAINTENANCE	14.54									

Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 3 – Internal Support Data

The following section contains documentation from internal resources at MoDOT.

Accomplishments of Prior Year's Goal

FY 2021 Diversity Training Conducted

Separation Summary Report

Promotion Summary Report

Applicant Summary Report

Disciplinary Action Summary

Analysis of Hires & Offers v. Applicants

Grievances and Complaints

Census Codes

Accomplishments of Prior Year's Placement Goals

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

At the beginning of the last plan year (July 1, 2020), placement rate goals were set for those job groups where the utilization analysis determined it was necessary. The following is an account of the results as of June 30, 2021.

Goal Attainment Report

Only job groups that were assigned placement goals are listed.

Job Group		Minority Percent	
	Employment 6.30.20	Placement Goal	Employment 6.30.21
A-Officials and Administrators	6.04	10.51	↓ 5.60
F-Office and Clerical	7.22	13.31	↓ 5.21
G-Skilled Craft Workers	9.36	12.86	↓ 8.47

Job Group		Female Percent	
	Employment 6.30.20	Placement Goal	Employment 6.30.21
A-Officials and Administrators	19.98	34.28	↑ 20.10

FY 2020 Diversity Training Conducted

EEO Training

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

Diversity and Inclusion Training Conducted

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

Conducted by EODD:

- Understanding Affirmative Action
- Understanding Deaf Culture
- History of African American Engineers
- Bias in the Workplace
- Gathering of Nations
- Inclusive Practices for Meetings and Trainings
- Women in the Military
- Real Talk with Rudy: "The Legacy of our Unknown History"
- Feminism and the Women's Movement

Other:

- 2020 Your Time to Shine: Combatting Bias in the Legal Workplace
- 2021 Government Alliance on Race and Equity
- A Conversation About Diversity, Equity and Inclusion in the Anti-Fraud Field by ACFE
- Adding Value Through Diversity
- Addressing Bias in the Workplace
- Adopting an Inclusion Mindset at Work
- Advancing Archaeology by Embracing Racial and Gender Equity and Inclusion

- Advocating for Change in Your Organization
- Anti-Harassment in the Workplace
- Body Language and Women at Work
- Bridging the Diversity Gap
- Communicating about Culturally Sensitive Issues
- Confronting Bias: Thriving Across Our Differences
- Creating Psychological Safety for Diverse Teams
- Cultivating Cultural Competence and Inclusion
- Defensive Strategies for Preventing Charges and Other Fouls
- Developing a Diversity, Inclusion and Belonging Program
- Developing Cross-Cultural Intelligence
- Difficult Conversations: Talking about Race at Work
- Discussion Across Difference:
 - Reading Between the Lines
 - Teaching for Inclusion
 - The Psychology of Race
 - What is Possible
 - What Respect Looks Like
- Diversity and Inclusion in a global Enterprise
- Diversity Recruiting
- Diversity, Inclusion and Belonging
- Ethical Considerations When Conducting Fair and Unbiased Workplace
- Fighting Gender Bias at Work
- Gender and Leadership
- How to Speak up Against Racism at Work
- Human Trafficking and Mobility of Missing and Murdered Indigenous Women
- Humanize Diversity and Inclusion
- Inclusion During Difficult Times
- Inclusive Leadership
- Inclusive Meeting Design
- Inclusive Mindset
- Leading Inclusive Teams
- Leading with a Growth Mindset
- MAC and Equity and Inclusion
- Maintaining a Cohesive Multigenerational Workforce
- Managing a Diverse Team
- Managing Multigenerational Employees
- Midwest Archaeological Conference Webinar on Equity and Inclusion
- Professional Development for Busy Women
- Skills for Inclusive Conversations
- Succeeding as an LGBT Professional
- Supporting Allyship and Anti-Racism at Work

- Supporting the Whole Self at Work – A Diversity and Inclusion Imperative
- Supporting Workers with Disabilities
- Strength and Adaptability Through Diversity
- The Mapping Inequality Project
- The Six Biases of Decision – Making
- There is No One Alive who is ‘Youer’ than You! – The Mental Health Challenges Affecting Our Women Lawyers
- Unconscious Bias
- Uncovering Unconscious
- Uncovering Unconscious Bias in Recruiting and Interviewing
- Understanding Bias in Law – A 360-degree View – National Business Review
- Understanding Unconscious Bias
- Women Helping Women Succeed in the Workplace
- Women Transforming Tech: Voices from the Field
- Workplace Diversity, Equity and Inclusion in Action
- Your Role in Workplace Diversity
-

Recurring Training

- Core Workforce Values – Employee Level
- Core Workforce Values – Supervisor Level
- Gear-up Training

Regional Diversity and Inclusion Webinar (1 hour)

- St. Louis

Separation Summary

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



MoDOT Separations by EEO Job Category

Reporting Target Date Jul 1, 2020 to Jun 30, 2021

Run Date: 11/03/21

EEO Job Category Cd	Total Male Separations	Male A	Male B	Male H	Male I	Male P	Male W	Male 2	Male Unknown	Total Female Separations	Female A	Female B	Female H	Female I	Female P	Female W	Female 2	Female Unknown	Gender Unknown	Total Separations
OFFICIALS AND ADMINISTRATORS	53	0	3	0	1	0	49	0	0	7	0	0	0	0	0	7	0	0	0	60
PROFESSIONALS	62	1	4	1	0	0	56	0	0	33	3	6	1	0	0	23	0	0	0	95
TECHNICIANS	27	0	3	0	0	0	24	0	0	5	0	0	0	0	0	5	0	0	0	32
PARAPROFESSIONALS	1	0	0	0	0	0	1	0	0	13	0	0	0	0	0	13	0	0	0	14
OFFICE AND CLERICAL	1	0	0	0	0	0	1	0	0	11	0	2	0	0	0	9	0	0	0	12
SKILLED CRAFT WORKERS	77	0	10	0	1	0	66	0	0	3	0	0	0	0	0	3	0	0	0	80
SERVICE MAINTENANCE	367	1	53	2	1	0	305	0	5	27	0	6	0	0	0	21	0	0	0	394
MoDOT Total Separations	588	2	73	3	3	0	502	0	5	99	3	14	1	0	0	81	0	0	0	687

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

Promotion Summary

A review of promotion data indicates that these practices represent an area of substantial employment opportunity for minority and female employees. Promotion practices are not problem areas for minorities and women in any job group. Our analysis reveals that neither minorities nor women are being treated disparately in promotions.



MoDOT Total Promotions by EEO Job Category

Reporting Target Date Jul 1, 2020 to Jun 30, 2021

Run Date: 11/03/21

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	104	0	3	1	2	0	98	0	0	19	1	2	0	0	0	16	0	0	0	123
PROFESSIONALS	112	2	7	2	1	0	98	0	2	82	2	8	1	2	0	69	0	0	0	194
TECHNICIANS	28	0	1	0	0	1	26	0	0	7	0	0	0	0	0	7	0	0	0	35
PARAPROFESSIONALS	5	0	1	0	0	0	4	0	0	7	1	1	1	0	0	4	0	0	0	12
OFFICE AND CLERICAL	3	0	1	0	0	0	2	0	0	3	0	0	0	0	0	3	0	0	0	6
SKILLED CRAFT WORKERS	149	0	15	2	2	0	130	0	0	3	0	1	0	0	0	2	0	0	0	152
SERVICE MAINTENANCE	332	1	20	9	3	0	296	0	3	9	0	3	0	0	0	6	0	0	0	341
MoDOT Total Promotions	733	3	48	14	8	1	654	0	5	130	4	15	2	2	0	107	0	0	0	863

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

Applicant Summary

During the plan year, July 1, 2020 to June 30, 2021, MoDOT posted the majority of all open positions on the department's internet site. All persons interested in obtaining employment with MoDOT were advised to apply according to our current policy. The Human Resources Division accepted applications for all open positions posted. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

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

Applicant Summary

July 1, 2020 – June 30, 2021

Job Group	Qualified Applicants				Interviewed				Hired			Filled	
	Total	Min	Fem	Unk	Total	Min	Fem	Unk	Total	Min	Fem	Internal	External
A – Official & Administrator	663	56	90	36	485	40	59	12	128	9	19	123	5
B – Professionals	1053	170	445	85	413	64	177	26	124	18	54	60	64
C – Technician	405	47	53	25	204	19	33	7	59	8	13	27	32
E – Paraprofessionals	483	73	361	47	111	17	88	4	22	1	19	4	18
F – Office Clerical	225	13	176	26	69	1	52	8	16	1	13	0	16
G – Skilled Craft	516	44	19	6	409	32	11	4	135	11	4	116	19
H – Maintenance	5368	575	369	303	1870	205	96	87	529	43	16	131	398
Total	8713	978	1513	525	3561	378	516	148	1013	91	137	461	552

Disciplinary Action

July 1, 2020 through June 30, 2021

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

Total number of employees who received disciplinary action by race and gender

Type	Asian	Black	Hispanic	Native American	Two or more	Unknown	White	Male	Female	Total
Coaching & Counseling	0	0	0	0	0	0	8	5	3	8
Verbal Warning	0	18	1	1	0	1	121	125	17	142
Written Warning	0	17	1	0	0	1	50	59	10	69
Probation	0	5	0	0	0	0	15	16	4	20
Suspension	0	0	0	0	0	0	6	6	0	6
Probation and Suspension	0	2	0	0	0	0	1	3	0	3
Demotion	0	0	0	0	0	0	1	1	0	1
Termination	0	19	0	0	0	1	41	54	7	61
Extended Initial Probationary Period	0	1	0	0	0	0	0	1	0	1
Total	0	62	2	1	0	3	243	270	41	311

Total number employees who received disciplinary action by job group

Type	A (101,102,104)	B (204,207,217)	C (303)	E (501)	F (601)	G (701)	H (804)	Total
Coaching and Counseling	3	2	0	0	1	0	2	8
Verbal Warning	12	8	1	1	1	19	100	142
Written Warning	6	3	2	1	2	17	38	69
Probation	5	2	1	2	1	2	7	20
Suspension	5	0	0	0	0	0	1	6
Probation and Suspension	0	0	0	0	0	1	2	3
Demotion	0	0	0	0	0	1	0	1
Termination	2	7	1	0	1	9	41	61
Extended Initial Probationary Period	0	0	0	0	0	0	1	1
Total	33	22	5	4	6	49	192	311

Adverse Impact for Applicants

For Period: 7/1/2020 to 6/30/2021

by Total Minorities vs. Whites

A			OFFICIALS/ADMINISTRATORS	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.77			
Statistical Value	0.850			
Significant?	NO			
Shortfall	2			
B			OTHER PROFESSIONALS	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.78			
Statistical Value	1.077			
Significant?	NO			
Shortfall	4			
C			OTHER TECHNICIANS	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.95			
Statistical Value				
Significant?	NO			
Shortfall	0			
E			PARAPROFESSIONALS	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.23			
Statistical Value	1.639			
Significant?	NO			
Shortfall	2			
F			CLERICAL SUPPORT/KEYBOARD	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.95			
Statistical Value				
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 7/1/2020 to 6/30/2021

by Total Minorities vs. Whites

G			SKILLED CRAFT WORKERS	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.96			
Statistical Value				
Significant?	NO			
Shortfall	0			

H			LABORERS	Favored Group: Wht
	Min	Wht		
Adverse IRA?	NO			
Selection Ratio	0.98			
Statistical Value				
Significant?	NO			
Shortfall	1			

Adverse Impact for Applicants

For Period: 7/1/2020 to 6/30/2021

by Gender

A			OFFICIALS/ADMINISTRATORS	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.77		
Statistical Value		1.216		
Significant?		NO		
Shortfall		4		
B			OTHER PROFESSIONALS	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.91			
Statistical Value				
Significant?	NO			
Shortfall	3			
C			OTHER TECHNICIANS	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.60		
Statistical Value		1.864		
Significant?		NO		
Shortfall		4		
E			PARAPROFESSIONALS	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.54		
Statistical Value		1.051		
Significant?		NO		
Shortfall		2		
F			CLERICAL SUPPORT/KEYBOARD	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.98			
Statistical Value				
Significant?	NO			
Shortfall	0			

Adverse Impact for Applicants

For Period: 7/1/2020 to 6/30/2021

by Gender

G		SKILLED CRAFT WORKERS		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	NO			
Selection Ratio	0.93			
Statistical Value				
Significant?	NO			
Shortfall	0			

H		LABORERS		Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.44			
Statistical Value	4.241			
Significant?	YES			
Shortfall	26			

Infin - indicates that the denominator was zero

"--" indicates that the result could not be calculated

^ Standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups under 30, scores are marked with "F" and use Fisher's Exact test. "F" scores of .025 or less are generally regarded as statistically significant.

**indicates that another group had less than 5 applicants and therefore could not be considered as the favored group.

*** indicates that favored group could not be determined.

Applicants with missing race information are included in calculations by gender.

Applicants with missing gender information are included in calculations by race.

Grievances and Complaints

7/1/2020 - 6/30/2021

<i>Grievance/ Complaint Filed With</i>	<i>Sex</i>	<i>Race</i>	<i>Complaint</i>	<i>Basis</i>	<i>Status</i>
	Male	White	Treatment	Disability	Closed
MCHR/EEOC	Female	White	Termination	Retaliation Gender	Report submitted to MCHR/EEOC
MCHR/EEOC	Male	White	Hostile Work Environment	Gender Retaliation Age	Report submitted to MCHR/EEOC
AI	Male	White	Treatment	Gender Age	Closed
AI	Male	White	Termination	Grievance	Closed
MCHR/EEOC	Male	White	Termination	Age	Report submitted to MCHR/EEOC
AI	Male	White	Disciplinary	Grievance	Closed
AI	Male	White	Termination	Grievance	Closed
AI	Male	White	Termination	Grievance	Closed
AI	Female	White	Conditions	Grievance	Closed
	Male	Black	Termination	Grievance	Closed
AI	Male	White	Promotion	Age	Closed
AI	Male	Black	Treatment	Race	Completed/Under Review
AI	Male	White	Termination	Grievance	Closed
MCHR/EEOC	Male	Black	Disciplinary	Retaliation Disability Race	Report submitted to MCHR/EEOC
MCHR/EEOC	Male	Black	Retaliation	Disability Race	Report submitted to MCHR/EEOC
	Male	Black	Treatment	Disability	Under Review by CCO

<i>Grievance/ Complaint Filed With</i>	<i>Sex</i>	<i>Race</i>	<i>Complaint</i>	<i>Basis</i>	<i>Status</i>
AI	Female	White	Disciplinary	Grievance	Completed/Under Review
EEOC	Female	Black	Termination	Retaliation Gender Age Race	Closed
	Male	White	Termination	Grievance	Closed
	Male	Black	Termination	Disciplinary	Closed
	Male	Black	Disciplinary	Grievance	Closed
MCHR/EEOC	Female	White	Termination	Retaliation Gender	Closed
	Male	Black	Disciplinary	Grievance	Closed
MCHR/EEOC	Male	Black	Disciplinary	Retaliation Race	Closed
AI	Male	White	Harassment	Sexual Harassment	Investigation Underway
AI	Male	Black	Disciplinary	Retaliation Harassment Disability	Investigation Underway
AI	Male	White	Disciplinary	Race Gender Disability Retaliation	Under Review by CCO
MCHR/EEOC	Male	Black	Disciplinary	Retaliation Disability Race	Report submitted to MCHR/EEOC

Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 4 – External Narrative and Statistics

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

AFFIRMATIVE ACTION PROGRAMS

Plan Effective Date: July 1, 2021

Plan Expiration Date: June 30, 2022

Prepared by: Missy Stuedle
External Civil Rights Director

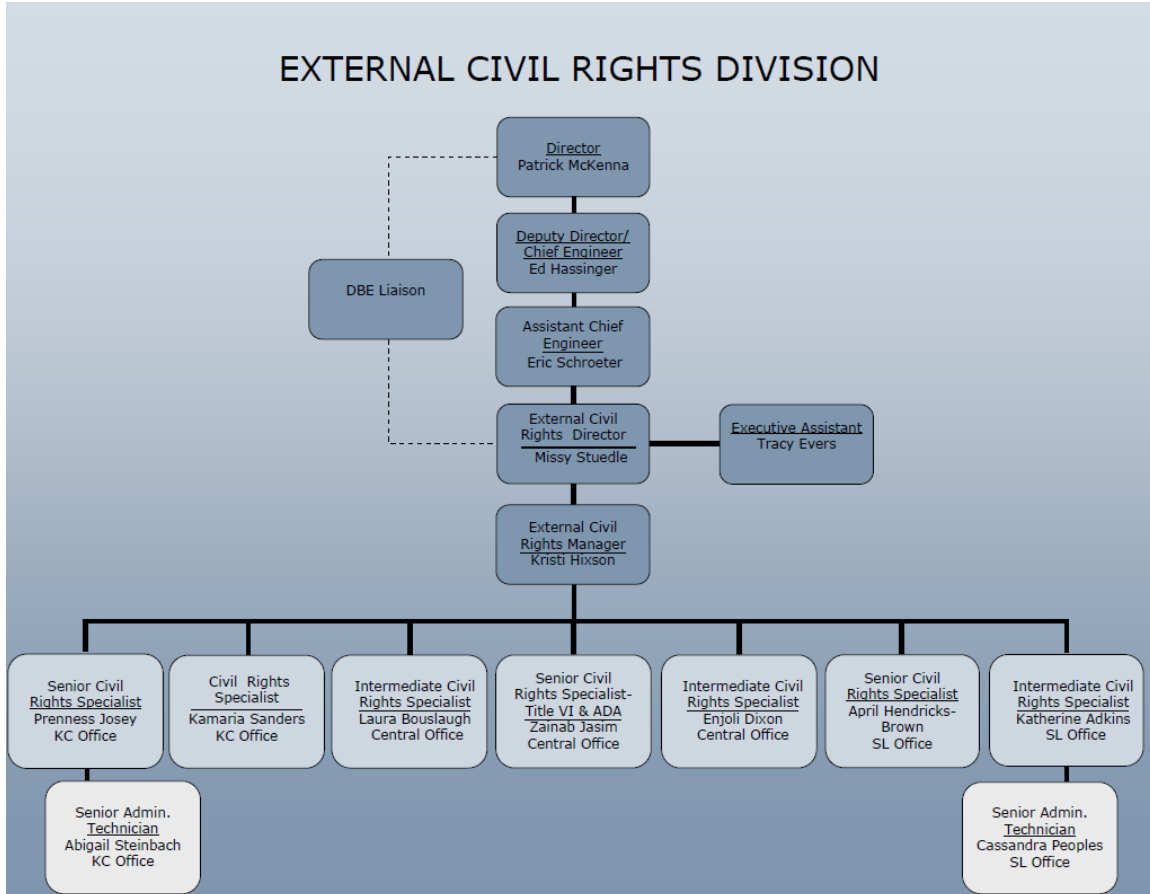
ECR Director: Missy Stuedle
External Civil Rights Director

Approved by: Brenda Morris
Chief Financial Officer

Establishment Name: Missouri Department of Transportation

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

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



2. Designate the staffing which is accountable for implementing the external EEO section/department by position.
 - (1) External Civil Rights Director
 - (1) External Civil Rights Manager
 - (7) Civil Rights Specialist – 2 Kansas City, 2 St. Louis, 3 Jefferson City
 - (2) Senior Administrative Technician – 1 Kansas City and 1 St. Louis
 - (1) Executive Assistant

MoDOT has two Civil Rights Specialist assigned to the Kansas City area and two Civil Rights Specialists in the St. Louis area. These specialists are responsible for all phases of external civil rights in those areas. The External Civil Rights (ECR) staff reports to the External Civil Rights Manager. The External Civil Rights Manager reports to the External Civil Rights Director. The External Civil Rights Director

reports directly to the Assistant Chief Engineer and has independent access to the Director and other members of the Director's staff.

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

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

- External Civil Rights Director – Full Time – Missy Stuedle
- External Civil Rights Manager – Full Time – Kristi Hixson
- Executive Assistant – Full Time – Tracy Evers
- 3 Senior Civil Rights Specialists – Full Time – Prenness Josey, April Hendricks-Brown and Zainab Jasim
- 3 Intermediate Civil Rights Specialists – Full Time – Katherine Adkins, Enjoli Dixon and Laura Bouslaugh
- Civil Rights Specialist – Full Time – Kamaria Sanders
- 2 Senior Administrative Technicians – Full Time – Abigail Steinbach and Cassandra Peoples

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

The External Civil Rights Director Missy Stuedle participated in several events, including but not limited to the following: 2020 Missouri Regional Certification Committee annual workshop, 2021 Civil Rights Contractor Compliance/DBE Training Symposium. In addition, she attended Federal Highway Administration (FHWA) Commercial Useful Function (CUF) training in April 2021 and the Southern Transportation Civil Rights Executive Council Training Symposium in May 2021.

External Civil Rights Specialist Zainab Jasim attended ADA Toolkit Overview webinar in July 2020, Missouri Regional Certification Committee annual workshop in October 2020, a public involvement webinar in February 2021, the annual MoDOT Civil Rights Compliance Symposium in March 2021, FHWA CUF training in April 2021, the Southern Transportation Civil Rights Executive Council Training Symposium in May 2021, the 2021 AASHTO Virtual Spring Meeting on Workforce Diversity in May 2021, and the FHWA ADA Webinar: State DOT Support of LPA Transition Plan Implementation in June 2021. She has been working on obtaining her ADA Coordinator Certification.

External Civil Rights Specialist Laura Bouslaugh attended the virtual 2020 Missouri Regional Certification Committee training in October 2020. For 2021, she participated in the annual MoDOT Civil Rights Contractor Compliance/DBE Training

Symposium in March and the Southern Transportation Civil Rights Executive Council Training Symposium in May.

April Hendricks-Brown, External Civil Rights Specialist attended the MoDOT Civil Rights Compliance Symposium in March 2021, Critical Human Resources Topics for Small Business provided by Philips & Associates, and FHWA CUF training in April 2021.

Abigail Steinbach, ECR Sr. Administrative Technician, attended the virtual Buck O'Neil Bridge DBE and Prime Mixer in October 2020, the virtual MRCC Annual Workshop October 2020, the Project Office Virtual CUF Review Training November 2020, the virtual Annual MoDOT Civil Rights Compliance Symposium March 2021, Bellwether Virtual Triple Play conference June 2021.

External Civil Rights Specialist Prenness Josey attended, Missouri Regional Certification Committee annual workshop in October 2020, the annual MoDOT Civil Rights Compliance Symposium in March 2021, and FHWA CUF training in April 2021.

Cassandra Peoples, ECR Sr. Administrative Technician, virtually attended Missouri Regional Certification Committee annual workshop in October 2020, and the annual MoDOT Civil Rights Compliance Symposium in March 2021.

Katherine Adkins and Kamaria Sanders completed the Federal Highway Administration DBE/ACDBE Certification training in June 2021.

External Civil Rights Specialist Enjoli Dixon completed the Federal Highway Administration DBE/ACDBE Certification 2020, attended the National Transit Institute Title VI and Public Transit Course February 2021, annual MoDOT Civil Rights Compliance Symposium in March 2021, and the Southern Transportation Civil Rights Executive Council Training Symposium in May 2021.

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

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

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

Contract compliance

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

On-the-Job Training

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

Supportive services

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

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

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

MoDOT has an EEO Manual that is the written source of procedures and processes for enforcement and monitoring all phases of the external program. Recent changes to unit structure, how to investigate complaints, DBE regulations, and processes are outlined in the updated manual. FHWA has a copy of the EEO Manual.

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

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

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

The procedures are modeled after the FHWA guidelines.

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

The procedures have not been revised since the last assessment.

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

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

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

As of June 30, 2021, MoDOT has issued 2 Voluntary Corrective Action Plans (VCAP) as a result of contract compliance reviews.

No liquidated damages were assessed during the reporting period.

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

MoDOT hosted the Civil Rights Contractor Compliance/DBE Training Symposium virtually in March 2021 due to COVID19 pandemic.

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

- a. Form FHWA 1273 (Required Contract Provisions).

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

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

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

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

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

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

None.

13. Indicate the total number of OJT slots or hours approved in calendar year 2021 as of June 30, 2021.

Fifteen trainee slots have been assigned to MoDOT federally-funded projects as of June 30, 2021. This includes OJT goals set for MoDOT and LPA projects.

14. Indicate the total number of individuals by race, gender and job category that participated as OJT trainees in state year 2021 as of June 30, 2021. In addition, designate the number by race, gender and job category:

A. New trainees during the year as of June 30, 2021

Craft	Non-minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals
Carpenter			1		1
Laborer	2	1	11	1	15
Equipment Operator		1	1		2
Ironworker					0
Cement Mason					0
Painter	0				0
Total	2	2	13	1	18

B. Graduated during the year as of June 30, 2021

Craft	Non-Minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals
Laborer			2	1	3
Equipment Operator			2		2
Carpenter					
Electrician					
Total			4	1	5

C. Were still in training as of June 30, 2021

Craft	Non-Minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals
Carpenter		3	3	1	7
Ironworker					
Laborer	1	2	21	2	26
Equipment Operator		2	2	0	4
Painter			2		2
Cement Mason					
Total	1	7	28	3	39

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

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

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

While there are no written evaluations available, the OJT SS program has benefited several people throughout the State of Missouri. In speaking to contractors that have hired past graduates, the contractors have reported satisfaction with graduated students hired from OJT SS programs. Missouri has received the following OJT SS funding allotments from FHWA during the construction season:

FY 2020


Organization	Amount Funded
To be awarded – pending RFP	\$190,670.99

16. Describe any planned DBE or OJT supportive services agenda initiatives.

MoDOT will respond to FHWA's 2022 OJT SS and DBE solicitations during the fall of 2021. In addition, we will continue to provide prime and subcontractor contract compliance training and guidance through our DBE Symposium. Additionally, the ECR office plans to sponsor training sessions with resident engineer offices regarding the monitoring of civil rights issues.

Appendix 1

Policy 0505: Equal Employment Opportunity

<p>MISSOURI DEPARTMENT OF TRANSPORTATION</p>  <p>PERSONNEL POLICY MANUAL</p>	Chapter Title Employment		
	Policy Title Equal Employment Opportunity		
	Policy Number 0505	Page 1 of 3	Effective Date June 1, 2021
Approved By Steve Meystrik, Human Resources Director Signature on File	Supersedes Policy Number 0505	Page 1 of 3	Prior Effective Date October 1, 2018

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

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, disability, or genetic information.

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 their line of authority. See Personnel Policy 2513, "Workplace Relationships."
3. The Missouri Department of Transportation's Diversity Plan is the Affirmative Action Plan. The plan is a set of results-oriented policies, programs, and procedures designed to prevent discrimination and to promote employment opportunities for minorities and females. The procedures included in the plan, coupled with good faith efforts, are designated to ensure equal employment opportunity. The Diversity Plan serves as a directive to all supervisory and administrative personnel, who are accountable for familiarity with the contents of the plan, for carrying out their responsibilities in accordance with the plan, and ensuring that all employees and applicants are provided with their right to be free

from unlawful discrimination in the hiring and promoting process. Employees can contact their local Human Resources Manager if they would like to view the plan.

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

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

CROSS REFERENCES

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


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

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

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

Appendix 2

Policy 2101: Equal Employment Opportunity Complaint Procedure

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Grievances and Complaints		
	Policy Title Equal Employment Opportunity Complaint Procedure		
	Policy Number 2101	Page 1 of 3	Effective Date October 1, 2020
Approved By Steve Meystrik, Human Resources Director, Signature on File	Supersedes Policy Number 2101	Page 1 of 3	Prior Effective Date October 1, 2018

PURPOSE

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

POLICY

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

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

While AI or EOD is interviewing the employee who filed the complaint, the employee will have the option of requesting another person be present. However, this person will not be allowed to represent the employee, including providing legal counsel, or participate in the interview. Advance notice of the name of the person must be provided to the AI or EOD director at least two business days prior to the scheduled interview. Should the AI or EOD director determine the person's presence at the interview would cause disruption to department operations (such as a conflict of interest or safety concern), the person will not be permitted to attend or remain at the interview.

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


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

CROSS REFERENCES

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

Appendix 3

Policy 2100: Grievance Procedure

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Grievances and Complaints		
	Policy Title Grievance Procedure		
	Policy Number 2100	Page 1 of 5	Effective Date August 1, 2021
Approved By: Steve Meystrik, Human Resources Director Signature on File	Supersedes Policy Number 2100	Page 1 of 5	Prior Effective Date January 1, 2020

POLICY STATEMENT

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

PROCEDURES

1. Except for those employees listed in paragraph 10, any full-time or permanent part-time employee who has completed his/her initial probationary period and feels unfairly treated by an action taken or omitted by the department may file a grievance. A grievance must be filed in writing and received by the appropriate department representative noted in this policy, no later than 30 calendar days after the act, occurrence, or omission leading to the grievance. The grievance will be denied if it is not received by the appropriate department representative within 30 calendar days of the act, occurrence, or omission leading to the grievance, unless a determination is made that the act, occurrence, or omission could not reasonably be detected by the employee until a later date. In such circumstances, the grievance must be filed in writing and received within 30 calendar days from the date the act, occurrence, or omission could have reasonably been detected by the employee.

2. Appeals of verbal and written warnings must be filed in writing with the local Human Resources (HR) manager for review by the relevant district engineer or division leader/state engineer (Step 2 of the process defined in paragraph 5 below). Such appeals must be received by the local HR manager within 30 calendar days of the disciplinary action. Review of appeals of verbal warnings will be resolved by the district engineer or division leader/state engineer. Employees appealing written warnings who are not satisfied after the first review can further appeal to the AI Division for resolution pursuant to Steps 3 and 4 of paragraph 5 below. Appeals of higher level discipline, such as suspension, probation, demotion, or termination, must be filed in writing and received by the AI Director within 30 calendar days of the disciplinary action. Such appeals are to be filed in writing directly with the AI Director, Missouri Department of Transportation, P. O. Box 270, Jefferson City, Missouri 65102 (start at Step 3 of the process defined in paragraph 5 below). When employees in the AI Division want to file an appeal regarding discipline of a written warning or higher level discipline, they should file the appeal in writing to the Equal Opportunity and Diversity Division (EODD) Director at P.O. Box 270, Jefferson City, Missouri 65102. The EODD Director will follow the same procedures as identified for the AI Director throughout the remainder of this policy. Except as provided in paragraph 3, discipline resulting from findings of an investigation by the AI Division is not grievable to the AI or EODD Director.
3. A termination that results from findings of an investigation by the AI Division may be appealed by timely filing a grievance initially with the AI Director (must be received within 30 days of termination), who will forward such grievance to the EODD Director, who will review and respond to such grievance consistent with this policy.
4. The following items are not grievable:
 - A. The result or method of implementation of a job evaluation study.
 - B. Salary inequity issues and performance-based pay decisions.
 - C. Alcohol and drug test results under Personnel Policies 2508 "Drug Testing Program" and 2511 "Alcohol Testing Program".
 - D. Being required to complete an alcohol or drug test under Personnel Policy 2508 or 2511 is not grievable, except that employees may grieve being required to submit to a reasonable suspicion test.
 - E. Discipline for a violation of Personnel Policy 2508 or 2511 is not grievable, except that employees may grieve the termination of employment for such violations.

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

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

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

The employee will have the option of requesting another person be present at Steps 1 and 2; however, this person will not be allowed to represent the employee, including providing legal counsel, or participate in the meetings. Advance notice of the name of the person must be provided to the local HR manager at least two business days prior to the scheduled meeting. Should the local HR manager, district engineer, or division leader/state engineer determine the person's presence at the meeting would cause disruption to department operations (such as a conflict of interest or safety concern), the person will not be permitted to attend or remain at the meeting.

Step 2 If the grievance is not resolved to the employee's satisfaction at Step 1, the employee may, within five workdays after receiving the written reply, choose to have the grievance reviewed further.

The employee must file the grievance in writing with the district engineer in the case of district employees, or their division leader/state engineer in the case of Central Office employees. Another meeting of those involved may be scheduled to obtain more information about the grievance. A written reply to the employee will be made within ten workdays following receipt of the grievance by the district engineer or division leader/state engineer.

Step 3 If the employee is dissatisfied with the written reply from Step 2, the employee may file an appeal in writing with the AI Director, Missouri Department of Transportation, P. O. Box 270, Jefferson City, Missouri 65102, within five workdays after receiving the reply. If the grievance pertains to a termination resulting from an investigation by the AI Director, such grievance shall be forwarded to the EODD Director.

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

The AI Director (or EODD Director) will make a recommendation to the department director for final disposition. The AI Director (or EODD Director) will notify the appropriate parties (e.g., employee, district engineer/division leadership) in writing of the final disposition and any corrective action that will be taken as soon as practical.

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

Job Titles Exempt From Personnel Policy 2100


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

CROSS REFERENCES

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

Appendix 4

Policy 0517: Staffing of Department Vacancies

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Employment		
	Policy Title Staffing of Department Vacancies		
	Policy Number 0517	Page 1 of 9	Effective Date April 1, 2018
Approved By Micki Knudsen, Human Resources Director, Signature on File	Supersedes Policy Number 0517	Page 1 of 9	Prior Effective Date February 1, 2017

POLICY STATEMENT

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

DEFINITIONS

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

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

PROCEDURES

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

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

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

2. Applications:

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

3. Interview Process:

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

- 2) Interview questions must be directly related to the job tasks, performance skills, and preferred employee qualities of the position being filled.
 - 3) All standard questions must be asked of each candidate interviewed.
- C. The selection of candidates to be interviewed will be based on the applicants' education, experience, and preferred employee qualities relative to the position as provided in the job specification and Form P-20, "Applicant Evaluation Worksheet," or other HR Division approved form.
- 1) The HR representative will assist the hiring supervisor in reviewing Personnel Policy 0503, "Employment of Relatives," to determine if there is a conflict.
 - 2) Interviews should be scheduled by the hiring supervisor or the HR representative at a time and place when all panel members can be present.
- D. The interview questions form should contain the name of the person interviewed, the date and time of interview, and the name and job title of all panel members.
4. Panel Interviews:
- A. Panel interviews are required for all vacancies unless waived by the district engineer or division leader/state engineer.
- 1) The size of, and specific members to serve on, each panel will be determined by the district engineer or division leader/state engineer or designee.
 - a. Diversity of the panel should be considered when selecting the composition of the panel.
 - b. For all supervisory and management level positions, consideration will be given to include a direct report to the vacant supervisory level position on the interview panel. However, there will be instances when it is either not appropriate or a direct report of the supervisory position being filled is not available to serve on the panel.
 - (1) If included, the hiring supervisor will determine which direct report will serve on the selection panel. This individual should be in good standing and should not have received any disciplinary actions of a written warning or higher within the past 12 months for either performance or conduct issues.

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

5. Selection Process:

- A. When all interviews are completed and the panel has completed the Form P-20, or other HR Division approved form, each panel member should review the application, his or her interview notes, the P-20, or other HR Division approved form and any other relevant information that has been provided for each applicant in order to select his/her top candidates.
- B. The panel members should then discuss all top candidates and attempt to reach a consensus on their choice. If there is no consensus, the final decision is up to the hiring supervisor. If there is no consensus, the hiring supervisor must discuss the hiring decision with his/her supervisor(s) to determine who will be offered the position.
- C. Once a candidate has been selected, the supervisor should discuss his/her hiring decision with an HR representative. The decision should be based on all relevant job-related information obtained about the candidate relative to the position as demonstrated by his/her job application, resume, answers to interview questions, and other information available for consideration. Documentation supporting the decision to select the specific candidate should be included in the job fill file.
- D. For external candidates, an HR representative will work with the hiring supervisor to determine what employment references are needed for those who are seriously being considered for the vacant position. References from the current employer of external candidates who are seriously being considered for the vacant position should be secured only after the candidate has given authorization to do so. Form P-15, "Reference Questionnaire," must be used when obtaining references for external candidates who are seriously being considered for the vacant position.

For internal candidates, an HR representative and hiring supervisor will work together to obtain employment references for those who are seriously being considered for the vacant position. Form P-15, "Reference Questionnaire," must be used when obtaining references for internal candidates. Documentation contained in the internal candidate's performance management file that is related to the position being filled should be discussed with the hiring supervisor or HR representative.

Other HR Division approved forms and guidelines may be used to obtain employment references. The same approved form must be used for all candidates being considered for that job. Any reference information obtained must be included in the job fill file.

- E. When the applicant selected does not meet the minimum job requirements, a waiver from the district engineer or division leader/state engineer is necessary prior to making an offer. The district engineer or division leader/state engineer has the discretion to waive minimum job qualifications after

consultation with the HR director or his/her designee. The hiring supervisor cannot make a conditional offer of employment until the waiver is reviewed and approved by the district engineer or division leader/state engineer. All waiver documentation must be included in the job fill file.

When waiver of the minimum requirements as stated on the job specification requires approval from the HR director (see job description for whether waiver by HR director is required), a waiver request should be submitted to the HR director along with the documentation of the other candidates prior to final selection and an offer being made. (Refer to Personnel Policy 0522, "Waiver of Job Specification Minimum Requirements.")

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

6. Offers of Employment:

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

well as a physical examination (physically demanding jobs only), and a criminal background check. In addition to full-time and permanent part-time, the following positions are required to go through a pre-employment drug screening:

- Temporary part-time
- Seasonal
- Summer employment
- Internship
- Emergency snow removal
- Retirees
- Rehires

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

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

2) For internal hires:

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

will be contacted to confirm the offer and establish a start date.

- E. After the final offer has been accepted, the HR representative, with input from the hiring supervisor, will generate the ESMT. (Refer to the Financial Policy and Procedure Manual.)

7. Miscellaneous Provisions:

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

8. Job Fill Files:

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

- Job Opportunity Announcement
- Advertising/recruiting efforts
- All documentation forms (forms/spreadsheets/etc.)
- Interview questions and notes from all panel members who took notes

- Form P-20, "Applicant Evaluation Worksheet," or other HR Division approved form used to evaluate candidates
- Copies of notifications to applicants who applied for a specific position but were not interviewed, or a copy of the notification and list of the applicants receiving it
- Staffing announcement
- Hiring and salary justification for candidate selected, if required
- Conditional offer letters^{1, 2}
- Confirmation letters, if used
- Any employment references obtained for all candidates seriously considered
- Indication that selected candidate met minimum qualifications for the job or a waiver of minimum qualifications
- Notation of notification to each interviewed candidate they were not selected

CROSS REFERENCES

[Personnel Policy 0503, "Employment of Relatives"](#)

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

[Personnel Policy 0510, "Commercial Driver's License"](#)

[Personnel Policy 0519, "Background Checks"](#)

[Personnel Policy 0521, "Substitution of Education or Experience"](#)

[Personnel Policy 0522, "Waiver of Job Specification Minimum Requirements"](#)

[Personnel Policy 0600, "Examinations and Physicals"](#)

[Personnel Policy 1016, "Salary Increases"](#)

[Personnel Policy 1021, "Demotion"](#)

[Personnel Policy 2508, "Drug Testing Program"](#)

[Financial Policy and Procedure Manual](#)

["Employment Types and Categories" Reference Sheet](#)

FORMS

[Create/View Employee Profile \(Employment Application\)](#)

[Form P-15, Reference Questionnaire](#)

[Form P-20, Applicant Evaluation Worksheet](#)

[New Hire Checklist](#)

[Reference Sheet for Interview Panel](#)

[Reference Sheet for Interviewee](#)

[Separation Checklist](#)

[Separation Supplement](#)

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

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