

FY 20 Affirmative Action Plan Missouri Department of Transportation



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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

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Missouri Department of Transportation

Internal and External Affirmative Action Program for Minorities and Women

Section 1 – Internal Narrative

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

Introduction and Background

Equal Employment Opportunity (EEO) Policy Statement

Organizational Chart

Equal Opportunity and Diversity Division

EODD Staff

Establishment of Responsibility for Implementation

Designation of Responsibility of EEO Director

Responsibility of Management

Dissemination of Policy

Identification of Problem Areas

Development and Execution of Action-Oriented Programs

Internal Audit and Reporting System

Support of Community Action Programs

Recruitment Efforts

Affirmative Action Plan

Plan Effective Date: July 1, 2019

Plan Expiration Date: June 30, 2020

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 33,859 miles of highway and 10,385 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 2020 appropriations of \$2.9 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 33,859 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:

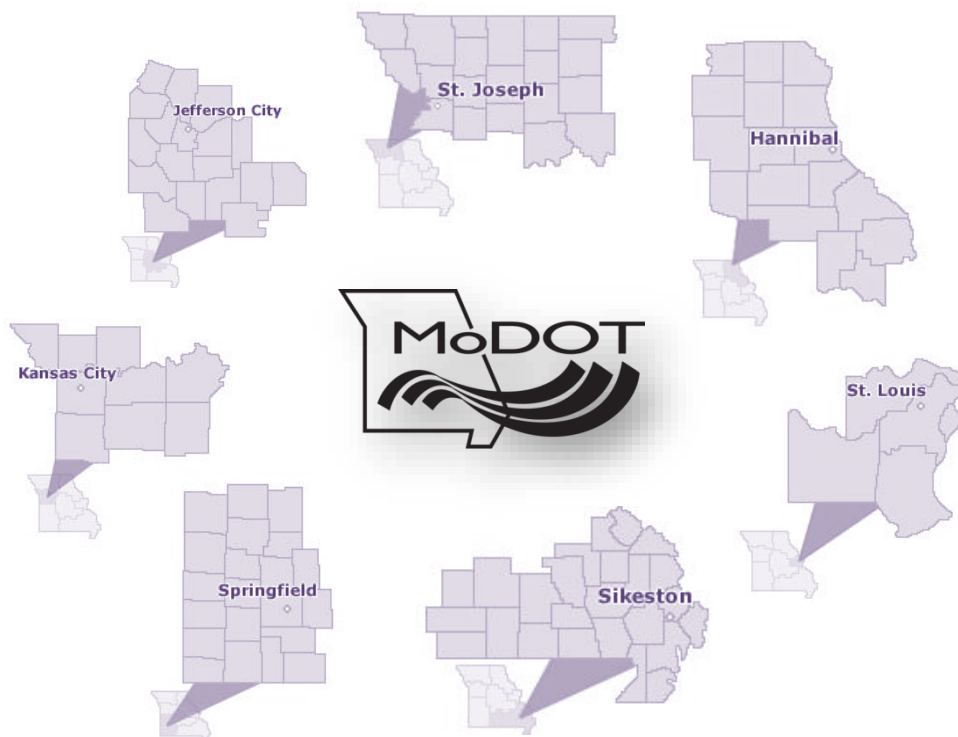
Audits and Investigations
Bridge
Chief Counsel Office
Communications
Construction and Materials
Design
Equal Opportunity and Diversity
External Civil Rights
Financial Services

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.

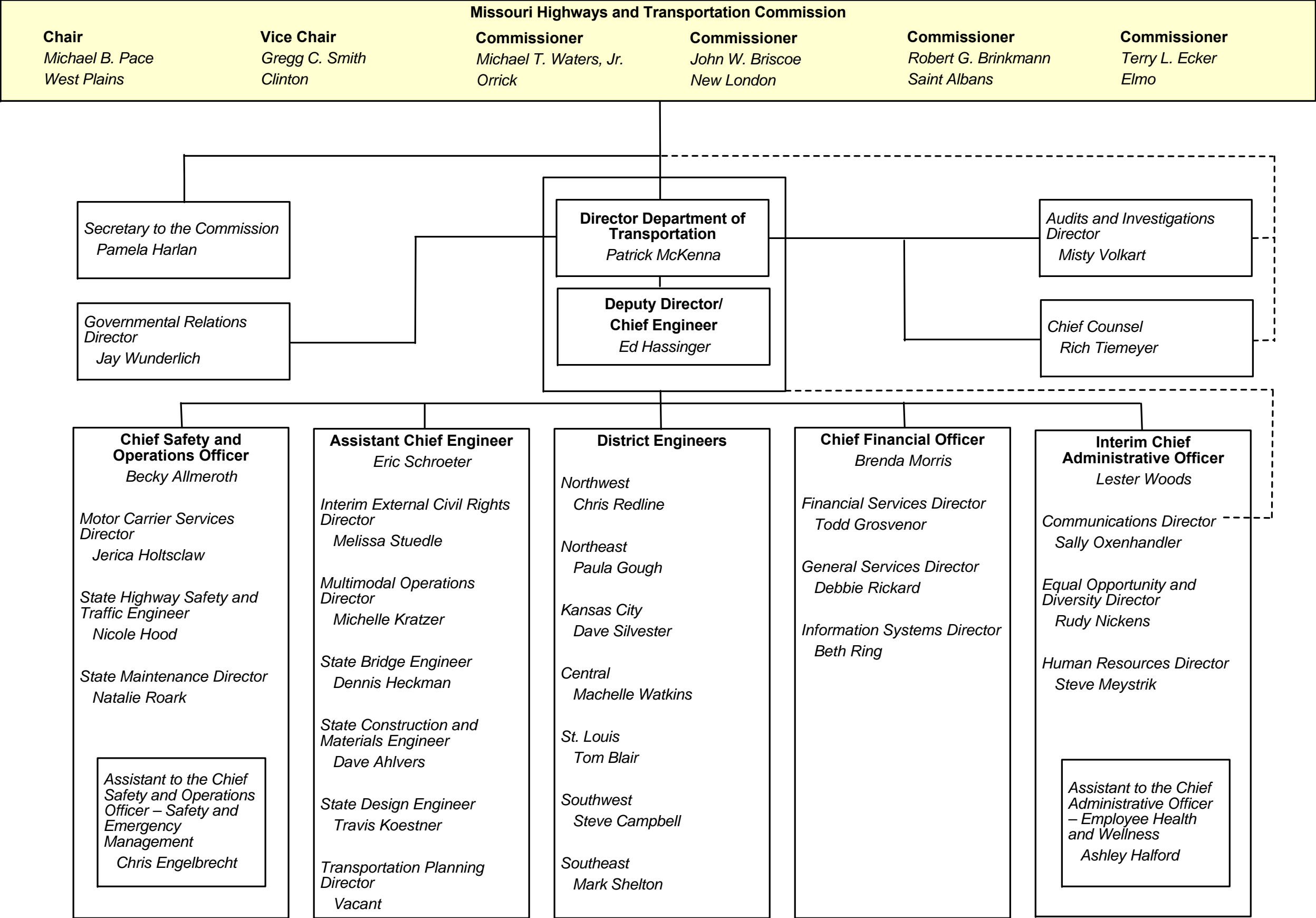
We pledge our continued support and commitment to achieve the goals within this plan in a fair and impartial manner. We expect all supervisory personnel to adhere to this policy by carrying out their affirmative action responsibilities with the same vigor and effectiveness as all of their other responsibilities.



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. During the fiscal year 2019, the department successfully held seven regional conferences.

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 also develops the Workforce Diversity Plan for the State Office of Administration and the Affirmative Action Plan for the Federal Highway Administration on an annual basis.

Diversity and Inclusion Education for Employees

The EODD staff 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 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 in order to foster a workplace that appreciates diversity and is inclusive of everyone. The programs are as follows:

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

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 two day 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.

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.

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.

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. 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, and the Missouri Mentoring Initiative.

Equal Opportunity and Diversity Staff

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

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

Elizabeth Reed, Special Projects Coordinator (Full-time)

Elizabeth is responsible for developing and coordinating the Statewide Employee Resource Groups (ERG’s). She is responsible for coordinating the dissemination of the statewide Employee Engagement Survey and reporting the results. Elizabeth is responsible for development of the EOD Division’s “Tool Kit” a handbook for supporting inclusive behavior. She oversees the Regional Diversity and Inclusion Conferences (RDIC’s) for Central District, Northeast, Southeast

and St. Louis. She also develops and conducts diversity training presentations and oversees the National Summer Transportation Institute program. Additionally, Elizabeth is responsible for coordinating college level outreach initiatives and recruiting opportunities.

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

Beckie is responsible for developing and coordinating diversity education events and Affirmative Action trainings. She prepares quarterly EEO reports for each of the districts and for central office. Beckie generates the State Workforce Diversity Plan and the federally mandated Affirmative Action Plan. She serves as the liaison for the Governor's Workforce Diversity Council. She also assists in coordinating the RDIC's for Northwest, Southwest, Central Office and Kansas City. Additionally, Beckie is responsible for developing and coordinating the Statewide Intern Conference and the annual MoDOT Youth Transportation Conference for high school students. Most recently she has developed and maintains the departments Diversity Evaluation program that is designed to measure the success of diversity, inclusion and equity initiatives in the department.

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

Cheryl is responsible for developing and coordinating diversity education events statewide as well as assisting in the coordination of the St. Louis RDIC. Cheryl is responsible for the development of the EOD Division's "Tool Kit" a handbook for supporting inclusive behavior. She is also responsible for conducting youth outreach initiatives in St. Louis and around the state. Additionally, Cheryl is responsible for the development of the EOD Division's internal communication strategy.

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

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

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

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

Adam Hoffman, Senior Administrative Technician (Full-time)

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

EODD Continuing Education

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

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

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

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

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

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

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

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

Dissemination of Policy

Internal

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

External

Recruiting sources are notified of the department's continuing commitment to EEO/AA. Application forms, job announcements and newspaper advertisements state the department is an equal opportunity/affirmative action employer. Job announcements are regularly mailed 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 in Office and Clerical (Job Group F)
 - b. Incumbency is less than availability by a statistically significant amount in; Officials and Administrators (Job Group A), Paraprofessionals (Job Group E), and Skilled Craft Workers (Job Group G)
- B. Our analysis indicates that for women:
 - a. Incumbency is less than availability by a statistically significant amount in job groups Officials and Administrators (Job Group A), Professionals (Job Group B), and Skilled Craft Workers (Job Group G)
- 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.
- ❑ Partner with high schools (Partners in Education Program) to increase minority and female interest in transportation related careers.
- ❑ 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 and minority 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 an in-house diversity evaluation tool for employees to assess their division and/or district to recognize progress and areas of improvement.
- ❑ Develop Employee Resource Group (ERG) called Helping Young Professionals Engage (HYPE) to focus on retaining new and younger employees.
- ❑ Develop additional Employee Resource Groups (ERG's) for employees of diverse demographics.

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, 2018 through June 30, 2019 the department participated in the following community events/meetings/programs:

- ❑ 270 North Public Meeting
- ❑ Arc of the Ozarks Program
- ❑ Build My Future Construction Trades Career Day
- ❑ Champ Clark Bridge Presentations
 - Hannibal High School
 - Louisiana High School
 - Pittsfield High School
- ❑ Chiefs Camp
- ❑ Community Partnership of the Ozarks
- ❑ Department of Labor Workforce Diversity Pilot Meeting
- ❑ Family Resources and Community Connections Engagement Series
- ❑ GO CAPS
 - Manufacturing and Engineering Program
 - Teacher Externship - Joplin Public School District
- ❑ Higbee Elementary Career Fair
- ❑ Hispanic Chamber of Commerce – Business After Hours Event
- ❑ Jefferson City High School – Mock Interview
- ❑ Mark Twain STEM Camp
- ❑ MOKAN Construction Contractors Assistance Center
 - Career Fairs
 - Pre-apprenticeship Class
- ❑ Monroe City Elementary School STEM Night
- ❑ Ozarks Area Community Action Council Head Start Program
- ❑ Parents as Teachers Program
- ❑ Partners in Education
 - Jefferson City Public School District
 - Springfield Public School District
- ❑ Project Lead the Way

- Joplin Public School District
- Springfield Public School District
- ❑ Rooney Elementary STEAM Night – Quincy Illinois Salute to Excellence in Business Luncheon
- ❑ Save Our Sisters’ Empowerment Summit
- ❑ Small Business Expo – St. Louis
- ❑ Springfield Multicultural Festival
- ❑ St. Louis Council of Construction Consumers Diversity (SLCCC) Committee Meeting
- ❑ St. Louis Council of Construction Consumers Engagement Workshop
- ❑ The Premier Networking Event for Veterans
- ❑ Urban League Expo 2020 Business Partner’s Meeting
- ❑ Urban League
 - Application Workshops
 - Employment Committee Meetings
- ❑ Vet2Vet 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 Information
American Association of State Highway and Transportation Officials (AASHTO)	202.624.5809
American Public Transportation Association	www.apta.com
Better Family Life	314.367.3440
Community Transportation of America	www.ctaa.org
Conference of Minority Transportation Officials	202.857.8064
Hispanic Chamber of Commerce (St. Louis)	314.664.4432
Human Resources Association of Central Missouri	www.hracmo.wildapricot.org
Jefferson City Chamber of Commerce	573.634.3646
Job Corps	Nelms.Emily@jobcorps.org
Job Point	johnnie@jobpoint.com
Meramec Region Career Center	bprigge@meramecregion.org

Mingo Job Corps	couch.Matthew@jobcorps.org
Missouri Bar Association	afenwick@mobar.org
Missouri Intern Connect	www.mointernconnect.com
Missouri Society of Professional Engineers (MSPE)	573.636.4861
MoKan Pre-apprenticeship Program	314.454.9675
National Society of Black Engineers (NSBE)	www.nsbe.org
Ozarks Chapter Institute of Transportation Engineers (OCITE)	417.864.1946
Society of Human Resource Management (SHRM), Missouri Chapter	866.376.0949
Society of Wetland Scientists	www.sws.org
Society of Women Engineers (SWE)	www.societyofwomenengineers-swe.org
St. Louis Agency on Training and Employment (SLATE)	314.589.8000
St. Louis Council of Construction Consumers	636.394.6200
State of Missouri Vocational Rehab	ronald.williams@vr.dese.mo.gov
Tennessee Bar	www.tba.org
Urban League of St. Louis	hwhiting@urbanleague-stl.org
Veterans Administration	ousman.diallo@va.gov
Youth Build St. Louis	314.261.0202
Youth Empowerment Zone	llawson.yez@gmail.com

Website Sources

Website	Contact
Craig's List	www.craigslist.com
Glass Door	www.glassdoor.com
Hire Veterans First	www.hireveteransfirst.com
IM Diversity	www.imdiversity.com
Indeed	www.indeed.com
Jefferson City Chamber of Commerce Job Board	
LinkedIn	www.linkedin.com
Mass Transit Online Magazine	www.masstransitmag.com
Mass Transit Online Magazine	www.masstransitmag.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

Media Sources

Newspaper	Phone Number
Ad Finder	573.581.4223
Albany Ledger	660.726.3998
Atchison County Mail	660.744.6245
Booneville Daily News	Erayna Martinez 660.882.5335

Bowling Green Times	573.324.2222
Cameron Shopper	816.632.6543
Canton Press - News Journal	573.288.5668
Carrollton Democrat	660.542.0881
Clinton County Leader	816.539.2111
Columbia Daily Tribune	Ruby Kuhler 573.815.1859
Columbia News Tribune	573.815.1523
Constitution Tribune	660.646.2411
Edina Sentinel	660.397.2226
Elsberry Democrat	573.898.2318
Gallatin Publishing	660.663.2154
Green Acres E-sells	816.271.8523
Hamilton L & L	816.583.2116
Hannibal Courier Post and Salt River Journal	573.221.2800
Jefferson City News Tribune	Brenda Perkins 573.761.0273
Kansas City Globe	Denise Jordan 816.531.5253
KC Hispanic News	Joe Arce 816.472.5246
Kirksville Daily Express	660.665.2808
Lathrop Publishing	816.740.4444
Lincoln County Journal	636.528.9550
Linn County Leader	660.258.7237
Maryville Daily Forum	660.562.2424
Memphis Democrat	660.465.7016
Mexico Ledger	Tara Oberlag 573.544.8930
Milan Standard	660.265.4244
Moberly Monitor Index & Shopper	660.263.4123
Monroe County Appeal	660.327.4538
Montgomery Standard	573.564.2339
Mound City News	660.442.5423
NEMO Trader	660.665.8300
Nodaway Co. News Leader	660.562.4747
Palmyra Spectator	573.769.3111
People's Tribune	573.324.6111
Platte County Landmark	816.858.0363
Princeton Post Telegraph	660.748.3266
Quincy Whig & Shop Ad	217.221.3388
Republican Clipper	660.425.6325
Republican Times	660.359.2212
Savannah Reporter	816.324.3149
Schuyler County Times	660.457.8555
Shelby County Herald	573.633.2261
Sikeston Standard Democrat	573-471-1137
Southeast Missourian	573.388.3680
Springfield News-Leader Newspaper	417.306.6291
St. Charles Suburban	www.stltoday.com/suburban-journals/stcharles/
St. Louis American Newspaper	314.289.5430
Tarkio Avalanche	660.736.4111

The Cattle Shop	660.641.9945
The Fulton Sun	Brenda Perkins 573.761.0273
The Hawkeye Trader	641.675.3971
The Media	660.727.3395
The Post	David Jordan 816.785.1100
The Rolla Daily News	Anna Torres 573.202.7622
Tri County News	660.783.2544
Unionville Republican	660.947.2222
Unterrified Democrat	Linn 573.437.7390
Warren County Record	636.456.6397

Radio	
KRES/KWIX	KMEM
KICK-FM	KMBZ Jim Cunningham 913.563.4074
KWWR Michael Daugherty 573-581-1800	KRXL
KWRE	KMKJ Eric Jewell
KIRX	

Social Media

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

Missouri Job and Career Centers

City	Phone Number
Barry County Career Center	417.235.7877
Bates County Career Center	660.885.5541
Benton County Career Center	660.438.5012
Cedar County Career Center	417.448.1177
Columbia Job Center	573.441.6361
Dade County Career Center	417.448.1177
Dallas County Career Center	417.752.3491
Greene County Career Center	417.887.4343
Henry County Career Center	770.960.2172
Hickory County Career Center	417.745.2138
Jefferson City – Nichols Center	573.659.3113
Jefferson City Job Center	573.526.2846
Lawrence County Career Center	417.235.7877

Lebanon Job Center	417.532.6146
Polk County Career Center	417.887.4343
Rolla	573.364.7030
St. Clair County Career Center	660.885.5541
Stone County Career Center	417.334.4156
Taney County Career Center	417.334.4156
Vernon County Career Center	417.448.1177
Webster County Career Center	417.887.4343

College and Universities

School	Phone Number
Bryan University	bwelch@bryanu.edu
Central Methodist University	Allisa Riegler 660.248.6986
College of the Ozarks	417.690.2559
Columbia College	Angu Pauley 573.875.7425
Crowder College	417.455.5618
Drury University	417.873.7879
Evangel University	417.865.2815
Iowa State University	
Kansas State University	785.532.6506
Lincoln University	573.681.5000
Metro Business College	573.635.6600
Missouri State University	414.836.4102
Missouri University of Science and Technology	573-341-4343
Missouri Western State University	816.271.4204
Northwest Missouri State University	career@nwmissouri.edu
Ozark Technical Community College	417.447.8862
Oklahoma State University	918.594.8404
Pittsburg State Career Center	620.235.4140
Ranken Technical College	
Southeast Missouri State	573.651.2000
Southern Illinois - Carbondale	618.453.2391
Southern Illinois - Edwardsville	618.650.3708
Southern University (HBCU)	225.771.2200
State Technical College of Missouri	573.893.1020
Truman State University	careers@truman.edu
University of Arkansas	479.575.2805
University of Central Missouri	660.543.4985
University of Illinois - School of Law	www.law-slu-csm.symplicity.com
University of Kansas	785.864.4517
University of Memphis – School of Law	memphis.edu/law/career-services
University of Missouri – Columbia	573.882.6801
University of Missouri – Columbia School of Law	law.missouri.edu/employment/job
University of Missouri – Kansas City School of Law	816.235.5520
University of Missouri – St. Louis	314.516.5111
University of Mississippi – School of Law	law.olemiss.edu/career-services/

University of Nebraska	402.472.7211
University of Southern Illinois School of Law	618.453.8763
Washington University School of Law	recruiting@wulaw.wustl.edu
William Woods University	Amy.dittmer@williamwoods.edu

Attended Career Fairs at the following schools/organizations:

- ☐ Algoa Correctional Center Resource Fair
- ☐ Bradley University
- ☐ Cameron High School
- ☐ Central Methodist University
- ☐ Champ Clark Bridge High School
- ☐ Choice Career Fair
- ☐ College of the Ozarks
- ☐ Columbia College Career Fair
- ☐ Columbia Daily Tribune
- ☐ Columbia Job Center Walk-in Wednesdays
- ☐ Columbia Parks and Recreation CARE Block Parties
- ☐ Community Engagement Conference
- ☐ Douglass High School
- ☐ Edina Career Fair
- ☐ Eldon Career Center
- ☐ Ferguson Unity Weekend Job Fair and Back to School Event
- ☐ Find Your Path – Mexico High School Career Fair
- ☐ Hannibal Career Fair
- ☐ Hillyard Technical School
- ☐ Iowa State Engineering
- ☐ Jefferson City Job Center Hiring Event
- ☐ Jefferson City News Tribune
- ☐ Kansas State Career Fair
 - ☐ Lincoln
 - ☐ Omaha
- ☐ Lancaster Career Fair
- ☐ Lebanon Area Technical Center
- ☐ Lincoln University
- ☐ Macon County Career Fair

- ❑ Mark Twain High School
- ❑ Memphis Career Fair
- ❑ Mexico Chamber of Commerce
- ❑ Missouri Career Center Career Fair – St. Joseph
- ❑ Missouri State Technical College
- ❑ Moberly Chamber of Commerce
- ❑ Morning Star
- ❑ NE R-IV Career Fair
- ❑ NEMO Career Fair
- ❑ Nichols Career Center
- ❑ Oklahoma State University
- ❑ Representative Bruce Franks Career Fair
- ❑ Rolla Job Center Career Fair
- ❑ Rolla Job Center Hiring Event
- ❑ Save our Sons' Career Fair
- ❑ Septagon Construction Career Day
- ❑ Southern University and A&M College Career Fair
- ❑ St. Charles County Career Fair
- ❑ State Technical College Career Expo
- ❑ University of Arkansas
- ❑ University of Central Missouri
- ❑ University of Central Missouri – Careers in Government
- ❑ University of Kansas Career Fair
- ❑ University of Missouri – Columbia
- ❑ University of Missouri – Science and Technology
- ❑ University of Nebraska Career Fair
- ❑ Urban League of St. Louis Annual Career Fair
- ❑ Warrenton Veterans and Community Career Expo

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, 2019 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
R01376	\$25,740.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR BUILDING CUSTODIAN	H	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01333	\$30,152.44	Total	80	Mal	76	72	3	0	0	1	0	0
MAINTENANCE WORKER	H	Tot Min	4	Fem	4	4	0	0	0	0	0	0
R01301	\$32,319.10	Total	40	Mal	36	35	0	0	1	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	1	Fem	4	4	0	0	0	0	0	0
R01391	\$34,606.50	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	\$36,001.19	Total	146	Mal	139	139	0	0	0	0	0	0
SENIOR MAINTENANCE WORKER	H	Tot Min	0	Fem	7	7	0	0	0	0	0	0
R01089	\$30,228.00	Total	2	Mal	2	2	0	0	0	0	0	0
ASSISTANT EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02017	\$34,118.00	Total	1	Mal	1	1	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02381	\$34,166.67	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
R02018	\$37,944.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01061	\$39,201.86	Total	56	Mal	56	56	0	0	0	0	0	0
MAINTENANCE CREW LEADER	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02007	\$42,944.25	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	\$43,895.57	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
R02008	\$44,759.72	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
R01101	\$31,960.24	Total	1	Mal	1	1	0	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01106	\$34,262.56	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
R01107	\$37,693.09	Total	2	Mal	2	1	1	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01102	\$41,165.25	Total	2	Mal	1	1	0	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01025	\$28,323.15	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R01272	\$31,138.43	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	\$34,719.57	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
R01027	\$29,868.00	Total	1	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01084	\$34,873.60	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	\$36,062.74	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01030	\$36,500.00	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
R01023	\$36,577.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01032	\$37,551.27	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
R01569	\$26,703.00	Total	1	Mal	1	0	0	0	1	0	0	0
ASSISTANT SURVEY TECHNICIAN	C	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01515	\$29,994.29	Total	5	Mal	3	3	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R02011	\$30,168.00	Total	1	Mal	0	0	0	0	0	0	0	0
SURVEY TECHNICIAN	C	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
R01589		\$34,296.00	Total	2	Mal	1	1	0	0	0	0	0
INTER CONSTRUCTION TECH	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01593		\$34,731.60	Total	2	Mal	2	2	0	0	0	0	0
INTER MATERIALS TECH	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01066		\$35,320.80	Total	1	Mal	1	1	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01516		\$38,600.06	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
R01591		\$38,962.80	Total	1	Mal	0	0	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01501		\$39,050.18	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
R01596		\$40,409.14	Total	1	Mal	1	1	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R03028		\$45,968.35	Total	2	Mal	2	1	0	0	1	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R02583		\$48,103.00	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R04828		\$40,137.00	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04849		\$40,000.94	Total	1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04103		\$43,620.00	Total	1	Mal	0	0	0	0	0	0	0
INTERMEDIATE PROCUREMENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04617		\$44,038.29	Total	1	Mal	0	0	0	0	0	0	0
INTERM FINANCIAL SERV	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05736		\$45,686.11	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		\$47,322.00	Total	2	Mal	2	2	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05626	\$49,594.64	Total	1	Mal	1	1	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05629	\$49,998.22	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
R04607	\$50,678.57	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
R04696	\$50,681.09	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
R04101	\$50,812.80	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
R04740	\$51,236.40	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
R04862	\$51,297.30	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
R05815	\$51,627.27	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
R05475	\$51,633.60	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
R05772	\$54,139.56	Total	3	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05813	\$54,298.66	Total	10	Mal	9	9	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	1	0	0	0	1	0	0	0
R05814	\$56,120.69	Total	3	Mal	2	2	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	1	Fem	1	0	0	0	1	0	0	0
R05023	\$56,751.00	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	\$57,131.37	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
R04699	\$39,975.43	Total	2	Mal	2	2	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B	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
R04465	\$44,368.00	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
R05755	\$65,694.00	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
R04466	\$50,628.00	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
R04698	\$51,585.75	Total	1	Mal	1	1	0	0	0	0	0	0
SR R/W SPECIALIST B		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01109	\$47,492.00	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
R01380	\$43,009.81	Total	8	Mal	7	7	0	0	0	0	0	0
ASST MAINTENANCE A		Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01379	\$47,478.52	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	\$48,436.50	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	\$49,318.50	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	\$53,596.74	Total	5	Mal	5	5	0	0	0	0	0	0
MAINT SUPERINTENDENT A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04051	\$57,913.71	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
R04636	\$59,934.00	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
R04089	\$60,138.86	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER A		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04897	\$61,260.00	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
R05077	\$61,836.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST DIST MAINT & TRAFF 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
R05459	\$63,820.80	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
R05667	\$64,982.67	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
R05078	\$65,331.43	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$65,466.38	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
R04752	\$68,158.29	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	\$70,375.03	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	\$70,529.45	Total	2	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05453	\$71,086.29	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$72,062.53	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
R05462	\$73,167.43	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,302.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT CONST & MATERIALS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05081	\$79,788.00	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	\$81,474.86	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	\$85,730.18	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	\$104,273.14	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 2ANW

Total 497

Tot Min 12

Mal	442	433	5	0	3	1	0	0
Fem	55	52	1	0	2	0	0	0

605 2BNE

NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05042	\$61,869.00	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
R01333	\$30,152.44	Total	57	Mal	54	51	1	0	1	1	0	0
MAINTENANCE WORKER	H	Tot Min	3	Fem	3	3	0	0	0	0	0	0
R01301	\$32,319.10	Total	27	Mal	26	26	0	0	0	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01335	\$36,001.19	Total	139	Mal	132	126	6	0	0	0	0	0
SENIOR MAINTENANCE WORKER	H	Tot Min	6	Fem	7	7	0	0	0	0	0	0
R01073	\$37,050.86	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR SUPPLY AGENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02018	\$37,944.00	Total	3	Mal	2	2	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02006	\$38,776.80	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
R01061	\$39,201.86	Total	52	Mal	51	51	0	0	0	0	0	0
MAINTENANCE CREW LEADER	G	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02007	\$42,944.25	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	\$43,895.57	Total	16	Mal	16	16	0	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02008	\$44,759.72	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01101	\$31,960.24	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01107	\$37,693.09	Total	4	Mal	4	4	0	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01102	\$41,165.25	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R01272	\$31,138.43	Total	1	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01026	\$34,719.57	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	\$31,608.00	Total	2	Mal	0	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01084	\$34,873.60	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	\$36,062.74	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
R01023	\$36,577.00	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
R03133	\$44,244.00	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	\$29,994.29	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
R01593	\$34,731.60	Total	1	Mal	1	1	0	0	0	0	0	0
INTER MATERIALS TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01516	\$38,600.06	Total	3	Mal	3	3	0	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01501	\$39,050.18	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01596	\$40,409.14	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
R03028	\$45,968.35	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02583	\$48,103.00	Total	2	Mal	2	2	0	0	0	0	0	0
LAND SURVEYOR	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04632	\$38,701.20	Total	1	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04477		\$43,620.00	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
R05736		\$45,686.11	Total	3	Mal	2	2	0	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05776		\$47,322.00	Total	1	Mal	0	0	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05851		\$47,950.80	Total	1	Mal	0	0	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05626		\$49,594.64	Total	3	Mal	3	3	0	0	0	0	0
INTER CONST INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05629		\$49,998.22	Total	3	Mal	3	3	0	0	0	0	0
INTER HIGHWAY DESIGNER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04607		\$50,678.57	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
R04696		\$50,681.09	Total	3	Mal	2	2	0	0	0	0	0
SR INFO SYSTEMS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04101		\$50,812.80	Total	1	Mal	1	1	0	0	0	0	0
SENIOR PROCUREMENT AGENT	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04740		\$51,236.40	Total	1	Mal	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04862		\$51,297.30	Total	2	Mal	0	0	0	0	0	0	0
SR HR SPECIALIST	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04007		\$51,457.60	Total	2	Mal	0	0	0	0	0	0	0
SR GENERAL SERVICES SPEC	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R05772		\$54,139.56	Total	4	Mal	3	3	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05813		\$54,298.66	Total	16	Mal	16	15	0	0	1	0	0
SR CONSTRUCTION INSPECTOR	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05893		\$55,356.00	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT DESIGN LIAISON	B		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
R05814	\$56,120.69	Total	6	Mal	5	5	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05754	\$57,131.37	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
R04890	\$57,465.33	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
R04699	\$39,975.43	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
R04465	\$44,368.00	Total	2	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE SAFETY OFFICER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04456	\$44,618.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTER R/W SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05755	\$65,694.00	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
R01109	\$47,492.00	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
R01380	\$43,009.81	Total	6	Mal	5	5	0	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01379	\$47,478.52	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
R04664	\$47,745.60	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
R02005	\$48,436.50	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	\$49,318.50	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	\$53,596.74	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
R02016	\$58,382.00	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 2BNE

NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R04051	\$57,913.71	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
R04443	\$58,995.00	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	\$59,934.00	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
R04089	\$60,138.86	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04897	\$61,260.00	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
R05667	\$64,982.67	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
R05078	\$65,331.43	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$65,466.38	Total	2	Mal	0	0	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04752	\$68,158.29	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	\$70,375.03	Total	2	Mal	2	2	0	0	0	0	0	0
RESIDENT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05449	\$70,529.45	Total	3	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05453	\$71,086.29	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT BRIDGE ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05444	\$72,062.53	Total	3	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05462	\$73,167.43	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT PLANNING MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,302.00	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 2BNE

NORTHEAST DISTRICT

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
R05081	\$79,788.00	Total	1	Mal	0	0	0	0	0	0	0
DISTRICT MAINT & TRAFFIC	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R05452	\$81,474.86	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R05751	\$85,730.18	Total	1	Mal	1	1	0	0	0	0	0
ASSISTANT DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R09911	\$104,273.14	Total	1	Mal	0	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 605 2BNE		Total	454	Mal	401	391	7	0	1	2	0
		Tot Min	10	Fem	53	53	0	0	0	0	0

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
R05042	\$61,869.00	Total	1	Mal	0	0	0	0	0	0	0
ASST DISTRICT BRIDGE	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R01306	\$30,108.00	Total	1	Mal	1	0	1	0	0	0	0
FACILITY OPERATIONS CREW	H	Tot Min	1	Fem	0	0	0	0	0	0	0
R01333	\$30,152.44	Total	120	Mal	109	72	33	1	3	0	0
MAINTENANCE WORKER	H	Tot Min	42	Fem	11	6	5	0	0	0	0
R01301	\$32,319.10	Total	39	Mal	36	26	7	0	2	1	0
INTERMEDIATE MAINTENANCE	H	Tot Min	10	Fem	3	3	0	0	0	0	0
R01391	\$34,606.50	Total	2	Mal	2	1	0	1	0	0	0
SR FACILITY OPERATIONS CREW	H	Tot Min	1	Fem	0	0	0	0	0	0	0
R01392	\$35,574.49	Total	14	Mal	12	6	4	0	2	0	0
MOTORIST ASSISTANCE	H	Tot Min	7	Fem	2	1	1	0	0	0	0
R01335	\$36,001.19	Total	72	Mal	70	56	6	0	6	2	0
SENIOR MAINTENANCE WORKER	H	Tot Min	14	Fem	2	2	0	0	0	0	0
R01089	\$30,228.00	Total	1	Mal	1	1	0	0	0	0	0
ASSISTANT EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02017	\$34,118.00	Total	1	Mal	1	1	0	0	0	0	0	0
EQUIPMENT TECHNICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02381	\$34,166.67	Total	7	Mal	7	5	2	0	0	0	0	0
ELECTRICIAN ASSISTANT	G	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R02018	\$37,944.00	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
R01061	\$39,201.86	Total	44	Mal	39	33	5	0	1	0	0	0
MAINTENANCE CREW LEADER	G	Tot Min	7	Fem	5	4	1	0	0	0	0	0
R02350	\$39,483.79	Total	3	Mal	3	2	1	0	0	0	0	0
ELECTRICIAN	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02007	\$42,944.25	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
R02019	\$43,895.57	Total	20	Mal	20	19	1	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R02008	\$44,759.72	Total	7	Mal	7	7	0	0	0	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01101	\$31,960.24	Total	10	Mal	9	4	4	0	1	0	0	0
BRIDGE MAINTENANCE WORKER	H	Tot Min	6	Fem	1	0	1	0	0	0	0	0
R01106	\$34,262.56	Total	2	Mal	2	0	2	0	0	0	0	0
INT BRIDGE MAINTENANCE	G	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R01107	\$37,693.09	Total	1	Mal	1	0	1	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01102	\$41,165.25	Total	2	Mal	2	1	1	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01025	\$28,323.15	Total	4	Mal	0	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R01272	\$31,138.43	Total	3	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01026	\$34,719.57	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

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R01027	\$29,868.00	Total	2	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES	E	Tot Min	1	Fem	2	1	0	1	0	0	0	0
R01029	\$30,486.00	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
R01098	\$30,744.00	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
R01022	\$31,608.00	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
R01019	\$33,024.00	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	\$34,873.60	Total	4	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	1	Fem	4	3	1	0	0	0	0	0
R01028	\$36,062.74	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
R01034	\$36,836.08	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
R01032	\$37,551.27	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	\$37,944.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR INF SYSTEMS	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03133	\$44,244.00	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	\$29,994.29	Total	4	Mal	1	1	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	1	Fem	3	2	1	0	0	0	0	0
R01589	\$34,296.00	Total	3	Mal	3	1	1	0	1	0	0	0
INTER CONSTRUCTION TECH	C	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R01593	\$34,731.60	Total	1	Mal	1	1	0	0	0	0	0	0
INTER MATERIALS TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02012	\$34,838.40	Total	2	Mal	2	2	0	0	0	0	0	0
INTERMEDIATE SURVEY	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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R01066		\$35,320.80	Total	3	Mal	2	2	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01516		\$38,600.06	Total	5	Mal	4	3	1	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	1	Fem	1	1	0	0	0	0	0
R02013		\$38,676.00	Total	2	Mal	2	1	1	0	0	0	0
SENIOR SURVEY TECHNICIAN	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R01591		\$38,962.80	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
R01501		\$39,050.18	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
R02014		\$41,565.00	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R03028		\$45,968.35	Total	4	Mal	4	3	1	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R02583		\$48,103.00	Total	2	Mal	2	2	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R04632		\$38,701.20	Total	1	Mal	1	0	0	0	1	0	0
FINANCIAL SERVICES	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04695		\$39,663.27	Total	1	Mal	1	1	0	0	0	0	0
INFO SYSTEMS TECHNOLOGIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04849		\$40,000.94	Total	2	Mal	1	0	1	0	0	0	0
HUMAN RESOURCES SPECIALIST	B		Tot Min	1	Fem	1	1	0	0	0	0	0
R04029		\$42,451.20	Total	1	Mal	0	0	0	0	0	0	0
INT INFO SYSTEMS	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04605		\$43,063.20	Total	2	Mal	1	0	0	1	0	0	0
INT HUMAN RESOURCES	B		Tot Min	2	Fem	1	0	1	0	0	0	0
R04477		\$43,620.00	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
R04103		\$43,620.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE PROCUREMENT	B		Tot Min	0	Fem	0	0	0	0	0	0	0

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R04617		\$44,038.29	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
R05787		\$45,438.00	Total	4	Mal	1	1	0	0	0	0	0
MATERIALS INSPECTOR	B		Tot Min	1	Fem	3	2	1	0	0	0	0
R05798		\$45,532.64	Total	2	Mal	0	0	0	0	0	0	0
INTER TRANSPORTATION	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R05736		\$45,686.11	Total	8	Mal	6	4	2	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	2	Fem	2	2	0	0	0	0	0
R05776		\$47,322.00	Total	6	Mal	5	5	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05851		\$47,950.80	Total	2	Mal	1	1	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	1	Fem	1	0	1	0	0	0	0
R05771		\$48,694.80	Total	3	Mal	1	1	0	0	0	0	0
INTER MATERIALS INSPECTOR	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R05626		\$49,594.64	Total	16	Mal	12	9	1	1	1	0	0
INTER CONST INSPECTOR	B		Tot Min	4	Fem	4	3	1	0	0	0	0
R05629		\$49,998.22	Total	3	Mal	2	1	0	1	0	0	0
INTER HIGHWAY DESIGNER	B		Tot Min	2	Fem	1	0	0	0	1	0	0
R04607		\$50,678.57	Total	2	Mal	1	0	1	0	0	0	0
SR CUSTOMER RELATIONS	B		Tot Min	1	Fem	1	1	0	0	0	0	0
R04696		\$50,681.09	Total	3	Mal	3	3	0	0	0	0	0
SR INFO SYSTEMS	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04740		\$51,236.40	Total	1	Mal	0	0	0	0	0	0	0
SR FINANCIAL SERVICES	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04862		\$51,297.30	Total	2	Mal	0	0	0	0	0	0	0
SR HR SPECIALIST	B		Tot Min	2	Fem	2	0	2	0	0	0	0
R04007		\$51,457.60	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
R05815		\$51,627.27	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

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R05772	\$54,139.56	Total	3	Mal	3	2	0	1	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05813	\$54,298.66	Total	24	Mal	21	19	2	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	2	Fem	3	3	0	0	0	0	0	0
R05814	\$56,120.69	Total	16	Mal	12	9	1	1	0	1	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	4	Fem	4	3	0	0	1	0	0	0
R05023	\$56,751.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR PAVEMENT SPECIALIST	B	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05754	\$57,131.37	Total	6	Mal	4	2	1	0	1	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	4	Fem	2	0	2	0	0	0	0	0
R04890	\$57,465.33	Total	1	Mal	0	0	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R04699	\$39,975.43	Total	1	Mal	0	0	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04465	\$44,368.00	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
R04456	\$44,618.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTER R/W SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05755	\$65,694.00	Total	2	Mal	1	1	0	0	0	0	0	0
DISTRICT UTILITIES ENGINEER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05105	\$61,436.00	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
R04466	\$50,628.00	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
R04698	\$51,585.75	Total	3	Mal	3	3	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01108	\$41,376.00	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
R01109	\$47,492.00	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

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R01082	\$42,787.20	Total	2	Mal	1	1	0	0	0	0	0	0
TRAFFIC SYSTEMS SUPERVISOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01380	\$43,009.81	Total	10	Mal	8	6	0	1	1	0	0	0
ASST MAINTENANCE	A	Tot Min	2	Fem	2	2	0	0	0	0	0	0
R01379	\$47,478.52	Total	19	Mal	17	15	2	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	2	2	0	0	0	0	0	0
R04664	\$47,745.60	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
R02005	\$48,436.50	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	\$49,318.50	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
R03586	\$51,720.00	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
R02582	\$53,402.40	Total	1	Mal	1	1	0	0	0	0	0	0
LAND SURVEY SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$53,596.74	Total	5	Mal	4	2	1	0	0	1	0	0
MAINT SUPERINTENDENT	A	Tot Min	2	Fem	1	1	0	0	0	0	0	0
R02016	\$58,382.00	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
R04051	\$57,913.71	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
R04458	\$58,096.80	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	\$58,168.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRANSP PLANNING	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04443	\$58,995.00	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	\$59,934.00	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

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R04089	\$60,138.86	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04897	\$61,260.00	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
R04728	\$62,454.00	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
R05076	\$63,609.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05459	\$63,820.80	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
R05667	\$64,982.67	Total	1	Mal	0	0	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05078	\$65,331.43	Total	1	Mal	0	0	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05748	\$65,466.38	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
R05082	\$65,600.00	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
R04752	\$68,158.29	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
R01393	\$42,505.71	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
R01307	\$46,836.00	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
R05809	\$70,375.03	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	\$70,529.45	Total	3	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05453	\$71,086.29	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

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R02009	\$50,420.57	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
R01103	\$56,192.00	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
R05444	\$72,062.53	Total	7	Mal	4	4	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	1	Fem	3	2	0	1	0	0	0	0
R01020	\$57,444.00	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
R05462	\$73,167.43	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	\$74,642.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05024	\$74,676.00	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	\$76,302.00	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
R05072	\$76,744.80	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$81,474.86	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	\$85,730.18	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
R04434	\$87,812.00	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
R09911	\$104,273.14	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 605 2CKC		Total	632	Mal	513	392	88	8	20	5	0	0
		Tot Min	148	Fem	119	92	21	4	2	0	0	0

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05042		\$61,869.00	Total	1	Mal	1	1	0	0	0	0	0
ASST DISTRICT BRIDGE	A		Tot Min	0	Fem	0	0	0	0	0	0	0
R01306		\$30,108.00	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS CREW	H		Tot Min	0	Fem	0	0	0	0	0	0	0
R01333		\$30,152.44	Total	86	Mal	83	80	2	0	0	1	0
MAINTENANCE WORKER	H		Tot Min	3	Fem	3	3	0	0	0	0	0
R01301		\$32,319.10	Total	32	Mal	31	27	3	0	1	0	0
INTERMEDIATE MAINTENANCE	H		Tot Min	4	Fem	1	1	0	0	0	0	0
R01335		\$36,001.19	Total	176	Mal	163	160	1	0	0	2	0
SENIOR MAINTENANCE WORKER	H		Tot Min	3	Fem	13	13	0	0	0	0	0
R02381		\$34,166.67	Total	4	Mal	4	4	0	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01073		\$37,050.86	Total	2	Mal	2	2	0	0	0	0	0
SENIOR SUPPLY AGENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02018		\$37,944.00	Total	3	Mal	3	3	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02006		\$38,776.80	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		\$39,201.86	Total	65	Mal	64	61	0	1	1	1	0
MAINTENANCE CREW LEADER	G		Tot Min	3	Fem	1	1	0	0	0	0	0
R02007		\$42,944.25	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		\$43,895.57	Total	24	Mal	24	24	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02008		\$44,759.72	Total	5	Mal	5	5	0	0	0	0	0
SENIOR ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01101		\$31,960.24	Total	6	Mal	6	5	1	0	0	0	0
BRIDGE MAINTENANCE WORKER	H		Tot Min	1	Fem	0	0	0	0	0	0	0
R01106		\$34,262.56	Total	3	Mal	2	2	0	0	0	0	0
INT BRIDGE MAINTENANCE	G		Tot Min	0	Fem	1	1	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
R01107	\$37,693.09	Total	4	Mal	4	3	0	0	1	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01102	\$41,165.25	Total	2	Mal	2	2	0	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01272	\$31,138.43	Total	4	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R01026	\$34,719.57	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	\$30,744.00	Total	2	Mal	0	0	0	0	0	0	0	0
CUSTOMER SERVICE REP	E	Tot Min	1	Fem	2	1	1	0	0	0	0	0
R01084	\$34,873.60	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01028	\$36,062.74	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
R01030	\$36,500.00	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	\$36,836.08	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
R01032	\$37,551.27	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	\$44,244.00	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
R01569	\$26,703.00	Total	1	Mal	1	0	0	0	1	0	0	0
ASSISTANT SURVEY TECHNICIAN	C	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01515	\$29,994.29	Total	3	Mal	3	3	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02011	\$30,168.00	Total	2	Mal	1	1	0	0	0	0	0	0
SURVEY TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01595	\$33,636.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTER TRAFFIC TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01589		\$34,296.00	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
R01593		\$34,731.60	Total	1	Mal	1	1	0	0	0	0	0
INTER MATERIALS TECH	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01516		\$38,600.06	Total	8	Mal	8	8	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02013		\$38,676.00	Total	2	Mal	2	2	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01591		\$38,962.80	Total	3	Mal	2	2	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01501		\$39,050.18	Total	2	Mal	1	1	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R03028		\$45,968.35	Total	4	Mal	3	3	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02583		\$48,103.00	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R04477		\$43,620.00	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
R05787		\$45,438.00	Total	1	Mal	1	1	0	0	0	0	0
MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05736		\$45,686.11	Total	7	Mal	7	7	0	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05776		\$47,322.00	Total	1	Mal	1	0	1	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05103		\$44,513.52	Total	1	Mal	1	1	0	0	0	0	0
MAINTENANCE ENGINEERING	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05851		\$47,950.80	Total	2	Mal	1	1	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05771		\$48,694.80	Total	1	Mal	1	1	0	0	0	0	0
INTER MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05626	\$49,594.64	Total	8	Mal	7	7	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05629	\$49,998.22	Total	2	Mal	1	0	0	1	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R04696	\$50,681.09	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
R04101	\$50,812.80	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
R04740	\$51,236.40	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
R04862	\$51,297.30	Total	2	Mal	1	1	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04007	\$51,457.60	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
R05815	\$51,627.27	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
R05475	\$51,633.60	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
R05772	\$54,139.56	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05813	\$54,298.66	Total	16	Mal	15	15	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05814	\$56,120.69	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
R05019	\$47,676.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTERM PAVEMENT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05754	\$57,131.37	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
R04890	\$57,465.33	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

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04465	\$44,368.00	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
R04456	\$44,618.00	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
R05755	\$65,694.00	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
R04698	\$51,585.75	Total	2	Mal	0	0	0	0	0	0	0	0
SR R/W SPECIALIST	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01109	\$47,492.00	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
R01380	\$43,009.81	Total	11	Mal	10	9	0	0	1	0	0	0
ASST MAINTENANCE	A	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R01379	\$47,478.52	Total	24	Mal	23	23	0	0	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02005	\$48,436.50	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	\$49,318.50	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
R01330	\$53,596.74	Total	7	Mal	6	6	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R02016	\$58,382.00	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
R04051	\$57,913.71	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
R04458	\$58,096.80	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	\$58,168.00	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
R04443	\$58,995.00	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

Workforce Analysis

605 2DCD

CENTRAL DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04636	\$59,934.00	Total	2	Mal	1	1	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04089	\$60,138.86	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04897	\$61,260.00	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
R04728	\$62,454.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST RIGHT OF WAY MNGR-	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05076	\$63,609.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST DIST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05667	\$64,982.67	Total	1	Mal	0	0	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05078	\$65,331.43	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$65,466.38	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
R05082	\$65,600.00	Total	2	Mal	1	1	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04752	\$68,158.29	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	\$70,375.03	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	\$70,529.45	Total	3	Mal	3	3	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05453	\$71,086.29	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
R02009	\$50,420.57	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
R05444	\$72,062.53	Total	4	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	0	Fem	3	3	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
R05462	\$73,167.43	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	\$74,642.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,302.00	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
R05072	\$76,744.80	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05452	\$81,474.86	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	\$85,730.18	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	\$104,273.14	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 2DCD		Total	620	Mal	555	536	8	2	5	4	0	0
		Tot Min	22	Fem	65	62	3	0	0	0	0	0

605 2FSL

ST. LOUIS DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05042	\$61,869.00	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
R01333	\$30,152.44	Total	87	Mal	76	43	33	0	0	0	0	0
MAINTENANCE WORKER	H	Tot Min	39	Fem	11	5	6	0	0	0	0	0
R01301	\$32,319.10	Total	40	Mal	37	30	7	0	0	0	0	0
INTERMEDIATE MAINTENANCE	H	Tot Min	8	Fem	3	2	1	0	0	0	0	0
R01392	\$35,574.49	Total	18	Mal	18	15	3	0	0	0	0	0
MOTORIST ASSISTANCE	H	Tot Min	3	Fem	0	0	0	0	0	0	0	0
R01335	\$36,001.19	Total	99	Mal	93	70	20	1	0	2	0	0
SENIOR MAINTENANCE WORKER	H	Tot Min	24	Fem	6	5	1	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
R02017	\$34,118.00	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
R02381	\$34,166.67	Total	10	Mal	10	4	6	0	0	0	0	0
ELECTRICIAN ASSISTANT	G	Tot Min	6	Fem	0	0	0	0	0	0	0	0
R02018	\$37,944.00	Total	3	Mal	3	3	0	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02006	\$38,776.80	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
R01061	\$39,201.86	Total	45	Mal	42	32	9	0	0	1	0	0
MAINTENANCE CREW LEADER	G	Tot Min	11	Fem	3	2	1	0	0	0	0	0
R02350	\$39,483.79	Total	13	Mal	13	8	5	0	0	0	0	0
ELECTRICIAN	G	Tot Min	5	Fem	0	0	0	0	0	0	0	0
R02007	\$42,944.25	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
R02019	\$43,895.57	Total	14	Mal	13	11	2	0	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G	Tot Min	2	Fem	1	1	0	0	0	0	0	0
R02008	\$44,759.72	Total	15	Mal	15	11	3	0	1	0	0	0
SENIOR ELECTRICIAN	G	Tot Min	4	Fem	0	0	0	0	0	0	0	0
R01101	\$31,960.24	Total	9	Mal	9	6	2	0	0	0	0	1
BRIDGE MAINTENANCE WORKER	H	Tot Min	3	Fem	0	0	0	0	0	0	0	0
R01106	\$34,262.56	Total	2	Mal	2	1	1	0	0	0	0	0
INT BRIDGE MAINTENANCE	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01107	\$37,693.09	Total	4	Mal	4	4	0	0	0	0	0	0
SR BRIDGE MAINTENANCE	G	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01102	\$41,165.25	Total	3	Mal	3	2	1	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01024	\$24,447.20	Total	3	Mal	0	0	0	0	0	0	0	0
OFFICE ASSISTANT	F	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01025	\$28,323.15	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

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R01272	\$31,138.43	Total	5	Mal	0	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F	Tot Min	0	Fem	5	5	0	0	0	0	0	0
R01026	\$34,719.57	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
R01081	\$31,962.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRAFFIC SYSTEMS OPERATOR	F	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R01027	\$29,868.00	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
R01084	\$34,873.60	Total	2	Mal	0	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E	Tot Min	1	Fem	2	1	1	0	0	0	0	0
R01028	\$36,062.74	Total	2	Mal	1	1	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01034	\$36,836.08	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
R01032	\$37,551.27	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
R01046	\$39,414.00	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	\$44,244.00	Total	1	Mal	1	1	0	0	0	0	0	0
DIST FINAL PLANS & REP PROC	E	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01074	\$31,446.00	Total	1	Mal	1	0	1	0	0	0	0	0
INFORMATION SYSTEMS	E	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R01569	\$26,703.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01515	\$29,994.29	Total	1	Mal	1	1	0	0	0	0	0	0
CONSTRUCTION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02011	\$30,168.00	Total	1	Mal	1	1	0	0	0	0	0	0
SURVEY TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01592	\$30,744.00	Total	1	Mal	0	0	0	0	0	0	0	0
MATERIALS TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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R01589		\$34,296.00	Total	5	Mal	4	3	1	0	0	0	0
INTER CONSTRUCTION TECH	C		Tot Min	1	Fem	1	1	0	0	0	0	0
R01593		\$34,731.60	Total	3	Mal	3	0	2	0	1	0	0
INTER MATERIALS TECH	C		Tot Min	3	Fem	0	0	0	0	0	0	0
R01066		\$35,320.80	Total	5	Mal	3	3	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	2	2	0	0	0	0	0
R01516		\$38,600.06	Total	12	Mal	11	8	3	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	3	Fem	1	1	0	0	0	0	0
R02013		\$38,676.00	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		\$38,962.80	Total	4	Mal	2	1	1	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	1	Fem	2	2	0	0	0	0	0
R01501		\$39,050.18	Total	1	Mal	0	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01596		\$40,409.14	Total	7	Mal	4	4	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C		Tot Min	0	Fem	3	3	0	0	0	0	0
R02014		\$41,565.00	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		\$45,968.35	Total	5	Mal	5	3	0	0	1	1	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	2	Fem	0	0	0	0	0	0	0
R04632		\$38,701.20	Total	1	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04828		\$40,137.00	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	B		Tot Min	1	Fem	1	0	1	0	0	0	0
R04849		\$40,000.94	Total	2	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES SPECIALIST	B		Tot Min	2	Fem	2	0	2	0	0	0	0
R04029		\$42,451.20	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
R05856		\$43,063.20	Total	1	Mal	1	1	0	0	0	0	0
TRANSPORTATION PLANNER	B		Tot Min	0	Fem	0	0	0	0	0	0	0

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R04445	\$43,113.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM GEN SERV SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05787	\$45,438.00	Total	5	Mal	5	2	3	0	0	0	0	0
MATERIALS INSPECTOR	B	Tot Min	3	Fem	0	0	0	0	0	0	0	0
R05736	\$45,686.11	Total	11	Mal	10	9	1	0	0	0	0	0
CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R05776	\$47,322.00	Total	4	Mal	3	3	0	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05851	\$47,950.80	Total	3	Mal	2	2	0	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B	Tot Min	1	Fem	1	0	1	0	0	0	0	0
R05771	\$48,694.80	Total	4	Mal	3	3	0	0	0	0	0	0
INTER MATERIALS INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05626	\$49,594.64	Total	11	Mal	11	11	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05629	\$49,998.22	Total	7	Mal	6	4	2	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	2	Fem	1	1	0	0	0	0	0	0
R04059	\$50,508.00	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
R04607	\$50,678.57	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
R04696	\$50,681.09	Total	3	Mal	3	2	1	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04101	\$50,812.80	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
R04740	\$51,236.40	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
R04862	\$51,297.30	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04007	\$51,457.60	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

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R05475	\$51,633.60	Total	6	Mal	2	2	0	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	1	Fem	4	3	1	0	0	0	0	0
R05772	\$54,139.56	Total	3	Mal	2	1	1	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	2	Fem	1	0	1	0	0	0	0	0
R05813	\$54,298.66	Total	30	Mal	25	25	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	5	4	0	1	0	0	0	0
R05814	\$56,120.69	Total	13	Mal	8	7	1	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	2	Fem	5	4	0	1	0	0	0	0
R05023	\$56,751.00	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	\$57,131.37	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
R04890	\$57,465.33	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
R05659	\$58,512.00	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT CONSTRUCTION	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04606	\$60,720.00	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
R04699	\$39,975.43	Total	2	Mal	1	1	0	0	0	0	0	0
RIGHT OF WAY SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05041	\$55,686.00	Total	2	Mal	1	1	0	0	0	0	0	0
BRIDGE INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04465	\$44,368.00	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
R04456	\$44,618.00	Total	2	Mal	1	1	0	0	0	0	0	0
INTER R/W SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04698	\$51,585.75	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
R01109	\$47,492.00	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

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Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
R01082	\$42,787.20	Total	3	Mal	0	0	0	0	0	0	0
TRAFFIC SYSTEMS SUPERVISOR	A	Tot Min	1	Fem	3	2	1	0	0	0	0
R01380	\$43,009.81	Total	16	Mal	16	13	3	0	0	0	0
ASST MAINTENANCE	A	Tot Min	3	Fem	0	0	0	0	0	0	0
R01379	\$47,478.52	Total	16	Mal	13	12	1	0	0	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	1	Fem	3	3	0	0	0	0	0
R04664	\$47,745.60	Total	1	Mal	1	1	0	0	0	0	0
ROADSIDE MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R02005	\$48,436.50	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R02020	\$49,318.50	Total	2	Mal	2	2	0	0	0	0	0
EQUIPMENT TECHNICIAN	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R03586	\$51,720.00	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R02582	\$53,402.40	Total	3	Mal	3	3	0	0	0	0	0
LAND SURVEY SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R01330	\$53,596.74	Total	6	Mal	6	6	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R02016	\$58,382.00	Total	1	Mal	1	1	0	0	0	0	0
DISTRICT LAND SURVEY	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04051	\$57,913.71	Total	1	Mal	0	0	0	0	0	0	0
DISTRICT SFTY & HLTH MGR	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04458	\$58,096.80	Total	1	Mal	0	0	0	0	0	0	0
DIST INFORMATION SYSTM	A	Tot Min	0	Fem	1	1	0	0	0	0	0
R04082	\$58,731.00	Total	2	Mal	2	2	0	0	0	0	0
TRANSPORTATION PLANNING	A	Tot Min	0	Fem	0	0	0	0	0	0	0
R04443	\$58,995.00	Total	1	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	A	Tot Min	1	Fem	1	0	1	0	0	0	0
R04636	\$59,934.00	Total	1	Mal	0	0	0	0	0	0	0
SUPPORT SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0

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R04089	\$60,138.86	Total	1	Mal	0	0	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04897	\$61,260.00	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
R05076	\$63,609.00	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
R05459	\$63,820.80	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
R05667	\$64,982.67	Total	3	Mal	1	1	0	0	0	0	0	0
TRAFFIC OPERATIONS	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05078	\$65,331.43	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$65,466.38	Total	8	Mal	8	8	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05082	\$65,600.00	Total	5	Mal	4	4	0	0	0	0	0	0
ASSISTANT TO THE RESIDENT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04752	\$68,158.29	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
R01393	\$42,505.71	Total	5	Mal	4	3	1	0	0	0	0	0
MOTOR ASSISTANCE SHIFT SUPV A		Tot Min	1	Fem	1	1	0	0	0	0	0	0
R01307	\$46,836.00	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
R05809	\$70,375.03	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	\$70,529.45	Total	5	Mal	1	1	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	1	Fem	4	3	1	0	0	0	0	0
R05453	\$71,086.29	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
R02009	\$50,420.57	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

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Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01103	\$56,192.00	Total	1	Mal	1	0	1	0	0	0	0	0
URBAN TRAFFIC SUPERVISOR	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05444	\$72,062.53	Total	7	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	1	Fem	5	4	0	1	0	0	0	0
R01020	\$57,444.00	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
R05462	\$73,167.43	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	\$74,642.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,302.00	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
R05072	\$76,744.80	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	\$77,448.00	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
R05452	\$81,474.86	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	\$85,730.18	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
R04434	\$87,812.00	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
R09911	\$104,273.14	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	701	Mal	574	447	118	1	3	4	0	1
		Tot Min	158	Fem	127	96	26	5	0	0	0	0

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SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01333		\$30,152.44	Total	84	Mal	83	82	0	0	0	0	1
MAINTENANCE WORKER	H		Tot Min	1	Fem	1	1	0	0	0	0	0
R01301		\$32,319.10	Total	49	Mal	49	46	0	0	1	2	0
INTERMEDIATE MAINTENANCE	H		Tot Min	3	Fem	0	0	0	0	0	0	0
R01391		\$34,606.50	Total	2	Mal	2	2	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H		Tot Min	0	Fem	0	0	0	0	0	0	0
R01392		\$35,574.49	Total	5	Mal	5	4	0	0	1	0	0
MOTORIST ASSISTANCE	H		Tot Min	1	Fem	0	0	0	0	0	0	0
R01335		\$36,001.19	Total	228	Mal	211	198	2	0	5	6	0
SENIOR MAINTENANCE WORKER	H		Tot Min	17	Fem	17	13	0	0	1	2	1
R01089		\$30,228.00	Total	1	Mal	1	0	0	0	1	0	0
ASSISTANT EQUIPMENT	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R02381		\$34,166.67	Total	3	Mal	3	3	0	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02018		\$37,944.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01061		\$39,201.86	Total	79	Mal	73	69	0	0	0	4	0
MAINTENANCE CREW LEADER	G		Tot Min	4	Fem	6	6	0	0	0	0	0
R02350		\$39,483.79	Total	2	Mal	2	2	0	0	0	0	0
ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02007		\$42,944.25	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		\$43,895.57	Total	28	Mal	28	27	1	0	0	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R02008		\$44,759.72	Total	8	Mal	8	6	1	0	1	0	0
SENIOR ELECTRICIAN	G		Tot Min	2	Fem	0	0	0	0	0	0	0
R01101		\$31,960.24	Total	6	Mal	6	6	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H		Tot Min	0	Fem	0	0	0	0	0	0	0
R01107		\$37,693.09	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

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01102		\$41,165.25	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
R01272		\$31,138.43	Total	5	Mal	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F		Tot Min	0	Fem	5	5	0	0	0	0	0
R01026		\$34,719.57	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		\$38,928.00	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
R01033		\$29,868.00	Total	1	Mal	0	0	0	0	0	0	0
RISK MANAGEMENT TECHNICIAN	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01084		\$34,873.60	Total	3	Mal	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E		Tot Min	0	Fem	3	3	0	0	0	0	0
R01028		\$36,062.74	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
R01034		\$36,836.08	Total	1	Mal	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01032		\$37,551.27	Total	2	Mal	0	0	0	0	0	0	0
SENIOR GENERAL SERVICES	E		Tot Min	0	Fem	2	2	0	0	0	0	0
R03133		\$44,244.00	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
R01515		\$29,994.29	Total	6	Mal	6	4	0	0	1	1	0
CONSTRUCTION TECHNICIAN	C		Tot Min	2	Fem	0	0	0	0	0	0	0
R01589		\$34,296.00	Total	6	Mal	6	4	0	0	2	0	0
INTER CONSTRUCTION TECH	C		Tot Min	2	Fem	0	0	0	0	0	0	0
R01534		\$34,512.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE DESIGN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01065		\$37,284.00	Total	1	Mal	1	1	0	0	0	0	0
INTER MAINTENANCE	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01516		\$38,600.06	Total	4	Mal	3	3	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

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SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R02013		\$38,676.00	Total	2	Mal	2	2	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01591		\$38,962.80	Total	4	Mal	3	3	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01596		\$40,409.14	Total	3	Mal	0	0	0	0	0	0	0
SENIOR TRAFFIC TECHNICIAN	C		Tot Min	0	Fem	3	3	0	0	0	0	0
R03522		\$41,376.00	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC SPECIALIST	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02014		\$41,565.00	Total	1	Mal	1	1	0	0	0	0	0
LAND SURVEYOR IN TRAINING	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R03028		\$45,968.35	Total	5	Mal	4	4	0	0	0	0	0
SENIOR TRAFFIC SPECIALIST	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R02583		\$48,103.00	Total	6	Mal	6	6	0	0	0	0	0
LAND SURVEYOR	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R01039		\$41,398.80	Total	1	Mal	0	0	0	0	0	0	0
SENIOR PLANNING TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R04849		\$40,000.94	Total	1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04029		\$42,451.20	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
R05856		\$43,063.20	Total	1	Mal	1	1	0	0	0	0	0
TRANSPORTATION PLANNER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04605		\$43,063.20	Total	1	Mal	0	0	0	0	0	0	0
INT HUMAN RESOURCES	B		Tot Min	1	Fem	1	0	0	0	1	0	0
R04103		\$43,620.00	Total	1	Mal	0	0	0	0	0	0	0
INTERMEDIATE PROCUREMENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05787		\$45,438.00	Total	2	Mal	2	2	0	0	0	0	0
MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05736		\$45,686.11	Total	6	Mal	6	6	0	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05776	\$47,322.00	Total	4	Mal	3	3	0	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05103	\$44,513.52	Total	1	Mal	0	0	0	0	0	0	0	0
MAINTENANCE ENGINEERING	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05851	\$47,950.80	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
R05626	\$49,594.64	Total	6	Mal	6	4	2	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R05629	\$49,998.22	Total	9	Mal	8	8	0	0	0	0	0	0
INTER HIGHWAY DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04607	\$50,678.57	Total	2	Mal	1	1	0	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04696	\$50,681.09	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
R04101	\$50,812.80	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
R04740	\$51,236.40	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	\$51,297.30	Total	2	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	2	Fem	2	0	0	0	1	1	0	0
R04007	\$51,457.60	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
R05815	\$51,627.27	Total	1	Mal	0	0	0	0	0	0	0	0
SR TRANSPORTATION PLANNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05772	\$54,139.56	Total	6	Mal	6	6	0	0	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05813	\$54,298.66	Total	19	Mal	18	18	0	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05814	\$56,120.69	Total	11	Mal	5	5	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	0	Fem	6	6	0	0	0	0	0	0

Workforce Analysis

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SOUTHWEST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05023	\$56,751.00	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	\$57,131.37	Total	5	Mal	3	3	0	0	0	0	0	0
SENIOR TRAFFIC STUDIES	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04890	\$57,465.33	Total	3	Mal	1	1	0	0	0	0	0	0
CERTIFIED APPRAISER	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R05755	\$65,694.00	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
R04466	\$50,628.00	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
R04698	\$51,585.75	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
R01109	\$47,492.00	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
R01380	\$43,009.81	Total	14	Mal	14	14	0	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01379	\$47,478.52	Total	31	Mal	31	29	0	1	0	1	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R04664	\$47,745.60	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
R02005	\$48,436.50	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	\$49,318.50	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
R01330	\$53,596.74	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
R02016	\$58,382.00	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
R04051	\$57,913.71	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

Workforce Analysis

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SOUTHWEST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R04458	\$58,096.80	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
R04443	\$58,995.00	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	\$59,934.00	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
R04089	\$60,138.86	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04897	\$61,260.00	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
R05459	\$63,820.80	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
R05667	\$64,982.67	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
R05078	\$65,331.43	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$65,466.38	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
R05082	\$65,600.00	Total	2	Mal	2	1	0	0	0	0	0	1
ASSISTANT TO THE RESIDENT	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04752	\$68,158.29	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	\$70,375.03	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	\$70,529.45	Total	3	Mal	2	2	0	0	0	0	0	0
AREA ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05453	\$71,086.29	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
R02009	\$50,420.57	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

Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R01103	\$56,192.00	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
R05444	\$72,062.53	Total	6	Mal	4	3	0	0	1	0	0	0
TRANSPORTATION PROJECT	A	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R01020	\$57,444.00	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
R05462	\$73,167.43	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	\$74,642.40	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05024	\$74,676.00	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
R05072	\$76,744.80	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05452	\$81,474.86	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT DESIGN ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05751	\$85,730.18	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
R04434	\$87,812.00	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
R09911	\$104,273.14	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	760	Mal	675	637	6	1	14	15	0	2
		Tot Min	46	Fem	85	77	0	0	2	5	0	1

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R01333	\$30,152.44	Total	79	Mal	76	72	2	0	1	1	0	0
MAINTENANCE WORKER	H	Tot Min	4	Fem	3	3	0	0	0	0	0	0

Workforce Analysis

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SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01301		\$32,319.10	Total	52	Mal	51	50	1	0	0	0	0
INTERMEDIATE MAINTENANCE	H		Tot Min	1	Fem	1	1	0	0	0	0	0
R01391		\$34,606.50	Total	1	Mal	1	0	1	0	0	0	0
SR FACILITY OPERATIONS CREW	H		Tot Min	1	Fem	0	0	0	0	0	0	0
R01335		\$36,001.19	Total	236	Mal	224	196	17	1	3	7	0
SENIOR MAINTENANCE WORKER	H		Tot Min	29	Fem	12	11	1	0	0	0	0
R02017		\$34,118.00	Total	2	Mal	2	2	0	0	0	0	0
EQUIPMENT TECHNICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02381		\$34,166.67	Total	2	Mal	2	2	0	0	0	0	0
ELECTRICIAN ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02018		\$37,944.00	Total	2	Mal	2	2	0	0	0	0	0
INTERMEDIATE EQUIPMENT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02006		\$38,776.80	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		\$39,201.86	Total	80	Mal	80	73	5	0	2	0	0
MAINTENANCE CREW LEADER	G		Tot Min	7	Fem	0	0	0	0	0	0	0
R02350		\$39,483.79	Total	1	Mal	1	1	0	0	0	0	0
ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02019		\$43,895.57	Total	22	Mal	22	21	0	0	1	0	0
SENIOR EQUIPMENT TECHNICIAN	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R02008		\$44,759.72	Total	4	Mal	4	4	0	0	0	0	0
SENIOR ELECTRICIAN	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01106		\$34,262.56	Total	2	Mal	2	2	0	0	0	0	0
INT BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01107		\$37,693.09	Total	6	Mal	6	6	0	0	0	0	0
SR BRIDGE MAINTENANCE	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01102		\$41,165.25	Total	3	Mal	3	3	0	0	0	0	0
BRIDGE MAINTENANCE CREW	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01272		\$31,138.43	Total	3	Mal	0	0	0	0	0	0	0
CONST PROJECT OFFICE	F		Tot Min	1	Fem	3	2	0	0	0	1	0

Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01026		\$34,719.57	Total	1	Mal	0	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F		Tot Min	0	Fem	1	1	0	0	0	0	0
R01029		\$30,486.00	Total	1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01022		\$31,608.00	Total	1	Mal	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01031		\$33,024.00	Total	1	Mal	0	0	0	0	0	0	0
GENERAL SERVICES TECHNICIAN	E		Tot Min	1	Fem	1	0	0	1	0	0	0
R01084		\$34,873.60	Total	3	Mal	0	0	0	0	0	0	0
SENIOR CUSTOMER SERVICE	E		Tot Min	0	Fem	3	3	0	0	0	0	0
R01023		\$36,577.00	Total	5	Mal	0	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E		Tot Min	0	Fem	5	5	0	0	0	0	0
R01034		\$36,836.08	Total	1	Mal	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E		Tot Min	0	Fem	1	1	0	0	0	0	0
R01046		\$39,414.00	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		\$44,244.00	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
R01075		\$34,256.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE IS TECHNICIAN	E		Tot Min	0	Fem	0	0	0	0	0	0	0
R01569		\$26,703.00	Total	1	Mal	1	1	0	0	0	0	0
ASSISTANT SURVEY TECHNICIAN	C		Tot Min	0	Fem	0	0	0	0	0	0	0
R02011		\$30,168.00	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		\$34,296.00	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		\$34,512.00	Total	1	Mal	1	0	0	0	1	0	0
INTERMEDIATE DESIGN	C		Tot Min	1	Fem	0	0	0	0	0	0	0
R02012		\$34,838.40	Total	3	Mal	3	3	0	0	0	0	0
INTERMEDIATE SURVEY	C		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01066		\$35,320.80	Total	1	Mal	0	0	0	0	0	0	0
SENIOR MAINTENANCE	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01516		\$38,600.06	Total	10	Mal	6	6	0	0	0	0	0
SR CONSTRUCTION TECHNICIAN	C		Tot Min	1	Fem	4	3	0	0	1	0	0
R02013		\$38,676.00	Total	1	Mal	0	0	0	0	0	0	0
SENIOR SURVEY TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01591		\$38,962.80	Total	2	Mal	1	1	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C		Tot Min	0	Fem	1	1	0	0	0	0	0
R01596		\$40,409.14	Total	2	Mal	1	0	0	1	0	0	0
SENIOR TRAFFIC TECHNICIAN	C		Tot Min	1	Fem	1	1	0	0	0	0	0
R01039		\$41,398.80	Total	2	Mal	1	1	0	0	0	0	0
SENIOR PLANNING TECHNICIAN	C		Tot Min	1	Fem	1	0	0	0	1	0	0
R04632		\$38,701.20	Total	1	Mal	0	0	0	0	0	0	0
FINANCIAL SERVICES	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04849		\$40,000.94	Total	1	Mal	0	0	0	0	0	0	0
HUMAN RESOURCES SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04427		\$42,132.00	Total	1	Mal	0	0	0	0	0	0	0
PROCUREMENT AGENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04103		\$43,620.00	Total	1	Mal	0	0	0	0	0	0	0
INTERMEDIATE PROCUREMENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04617		\$44,038.29	Total	1	Mal	1	1	0	0	0	0	0
INTERM FINANCIAL SERV	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05736		\$45,686.11	Total	4	Mal	3	3	0	0	0	0	0
CONSTRUCTION INSPECTOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05776		\$47,322.00	Total	1	Mal	1	1	0	0	0	0	0
HIGHWAY DESIGNER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05851		\$47,950.80	Total	1	Mal	1	1	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05771		\$48,694.80	Total	2	Mal	2	2	0	0	0	0	0
INTER MATERIALS INSPECTOR	B		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05626	\$49,594.64	Total	8	Mal	5	5	0	0	0	0	0	0
INTER CONST INSPECTOR	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R05629	\$49,998.22	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
R04607	\$50,678.57	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
R04696	\$50,681.09	Total	1	Mal	1	1	0	0	0	0	0	0
SR INFO SYSTEMS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04740	\$51,236.40	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	\$51,297.30	Total	1	Mal	0	0	0	0	0	0	0	0
SR HR SPECIALIST	B	Tot Min	1	Fem	1	0	0	0	0	1	0	0
R04007	\$51,457.60	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
R05815	\$51,627.27	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
R05475	\$51,633.60	Total	3	Mal	3	2	1	0	0	0	0	0
INT TR STUDIES SPECIALIST	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05772	\$54,139.56	Total	5	Mal	5	4	0	1	0	0	0	0
SENIOR MATERIALS INSPECTOR	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05813	\$54,298.66	Total	17	Mal	15	14	1	0	0	0	0	0
SR CONSTRUCTION INSPECTOR	B	Tot Min	1	Fem	2	2	0	0	0	0	0	0
R05814	\$56,120.69	Total	11	Mal	6	6	0	0	0	0	0	0
SENIOR HIGHWAY DESIGNER	B	Tot Min	1	Fem	5	4	1	0	0	0	0	0
R05754	\$57,131.37	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
R04890	\$57,465.33	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
R05105	\$61,436.00	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

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Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04466	\$50,628.00	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
R04698	\$51,585.75	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
R01109	\$47,492.00	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
R01380	\$43,009.81	Total	8	Mal	8	8	0	0	0	0	0	0
ASST MAINTENANCE	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01379	\$47,478.52	Total	39	Mal	39	38	0	0	0	1	0	0
MAINTENANCE SUPERVISOR	A	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04664	\$47,745.60	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
R02005	\$48,436.50	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	\$49,318.50	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
R02582	\$53,402.40	Total	1	Mal	1	1	0	0	0	0	0	0
LAND SURVEY SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01330	\$53,596.74	Total	7	Mal	7	7	0	0	0	0	0	0
MAINT SUPERINTENDENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R02016	\$58,382.00	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
R04051	\$57,913.71	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
R04458	\$58,096.80	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
R04082	\$58,731.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRANSPORTATION PLANNING	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04443	\$58,995.00	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

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SOUTHEAST DISTRICT

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R04636	\$59,934.00	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
R04089	\$60,138.86	Total	1	Mal	1	1	0	0	0	0	0	0
GENERAL SERVICES MANAGER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04897	\$61,260.00	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
R05076	\$63,609.00	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
R05667	\$64,982.67	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
R05078	\$65,331.43	Total	1	Mal	1	1	0	0	0	0	0	0
AST DISTRICT CONSTR & MATER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05748	\$65,466.38	Total	4	Mal	4	4	0	0	0	0	0	0
TRANSP PROJECT DESIGNER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05082	\$65,600.00	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
R04752	\$68,158.29	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	\$70,375.03	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	\$70,529.45	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
R05453	\$71,086.29	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
R02009	\$50,420.57	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
R05444	\$72,062.53	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
R05462	\$73,167.43	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

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SOUTHEAST DISTRICT

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05450	\$74,642.40	Total	1	Mal	1	1	0	0	0	0	0	0
DISTRICT TRAFFIC ENGINEER	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05080	\$76,302.00	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
R05072	\$76,744.80	Total	1	Mal	0	0	0	0	0	0	0	0
DISTRICT MAINTENANCE	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05452	\$81,474.86	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	\$85,730.18	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	\$104,273.14	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 2HSE		Total	707	Mal	635	585	28	3	8	11	0	0
		Tot Min	58	Fem	72	64	2	0	2	4	0	0

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CENTRAL OFFICE

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R05649	\$53,364.00	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
R04129	\$57,444.00	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
R05031	\$48,540.00	Total	2	Mal	1	1	0	0	0	0	0	0
TRAFFIC STUDIES SPECIALIST-	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04141	\$80,412.00	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
R04136	\$39,264.00	Total	1	Mal	1	1	0	0	0	0	0	0
DIVERSITY & INCLUSION	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01318	\$28,404.00	Total	1	Mal	1	1	0	0	0	0	0	0
CORE DRILL ASSISTANT	H	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01391		\$34,606.50	Total	2	Mal	2	2	0	0	0	0	0
SR FACILITY OPERATIONS CREW	H		Tot Min	0	Fem	0	0	0	0	0	0	0
R01369		\$31,590.00	Total	2	Mal	2	2	0	0	0	0	0
INTER CORE DRILL ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02267		\$33,636.00	Total	1	Mal	1	1	0	0	0	0	0
INTER FLD ACQUISITION TECH	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01317		\$35,388.00	Total	3	Mal	3	3	0	0	0	0	0
SENIOR CORE DRILL ASSISTANT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01073		\$37,050.86	Total	4	Mal	3	2	1	0	0	0	0
SENIOR SUPPLY AGENT	G		Tot Min	1	Fem	1	1	0	0	0	0	0
R02006		\$38,776.80	Total	1	Mal	1	1	0	0	0	0	0
FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01319		\$41,388.00	Total	2	Mal	2	2	0	0	0	0	0
CORE DRILL OPERATOR	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R02007		\$42,944.25	Total	1	Mal	1	1	0	0	0	0	0
SENIOR FACILITY OPERATIONS	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R03514		\$50,430.00	Total	2	Mal	2	2	0	0	0	0	0
EQUIP TECH SUPPORT	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01057		\$32,328.00	Total	4	Mal	4	4	0	0	0	0	0
BRIDGE MAINTENANCE WORKER	H		Tot Min	0	Fem	0	0	0	0	0	0	0
R02363		\$30,108.00	Total	2	Mal	2	1	1	0	0	0	0
FIELD ACQUISITION TECHNICIAN	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R01042		\$26,592.00	Total	1	Mal	1	0	1	0	0	0	0
SUPPLY OFFICE ASSISTANT	G		Tot Min	1	Fem	0	0	0	0	0	0	0
R02021		\$38,799.00	Total	4	Mal	4	4	0	0	0	0	0
SENIOR FIELD ACQUISITION	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01055		\$39,772.00	Total	3	Mal	3	3	0	0	0	0	0
SENIOR BRIDGE MT WORKER	G		Tot Min	0	Fem	0	0	0	0	0	0	0
R01058		\$45,996.00	Total	1	Mal	1	1	0	0	0	0	0
BRIDGE MT CREW LEADER	G		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R01024	\$24,447.20	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	\$28,323.15	Total	8	Mal	0	0	0	0	0	0	0	0
SENIOR OFFICE ASSISTANT	F	Tot Min	1	Fem	8	7	1	0	0	0	0	0
R01007	\$28,566.00	Total	6	Mal	4	2	2	0	0	0	0	0
MOTOR CARRIER AGENT	F	Tot Min	2	Fem	2	2	0	0	0	0	0	0
R01213	\$31,813.71	Total	7	Mal	3	3	0	0	0	0	0	0
INT MOTOR CARRIER AGENT	F	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R01026	\$34,719.57	Total	21	Mal	1	1	0	0	0	0	0	0
EXECUTIVE ASSISTANT	F	Tot Min	1	Fem	20	19	1	0	0	0	0	0
R01287	\$38,173.71	Total	14	Mal	3	2	0	0	1	0	0	0
SR MOTOR CARRIER AGENT	F	Tot Min	1	Fem	11	11	0	0	0	0	0	0
R01146	\$40,424.00	Total	3	Mal	0	0	0	0	0	0	0	0
SENIOR EXECUTIVE ASSISTANT	F	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01085	\$52,392.00	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
R03047	\$31,428.00	Total	1	Mal	0	0	0	0	0	0	0	0
LEGAL ASSISTANT	F	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03398	\$55,356.00	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
R01027	\$29,868.00	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
R01022	\$31,608.00	Total	3	Mal	0	0	0	0	0	0	0	0
ADMINISTRATIVE TECHNICIAN	E	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R01083	\$33,636.00	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	\$33,636.00	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
R01028	\$36,062.74	Total	13	Mal	2	2	0	0	0	0	0	0
SENIOR FINANCIAL SERVICES	E	Tot Min	0	Fem	11	11	0	0	0	0	0	0

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R01030	\$36,500.00	Total	4	Mal	0	0	0	0	0	0	0	0
SENIOR HUMAN RESOURCES	E	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R01023	\$36,577.00	Total	4	Mal	1	1	0	0	0	0	0	0
SR ADMINISTRATIVE TECHNICIAN	E	Tot Min	2	Fem	3	1	1	0	0	1	0	0
R01034	\$36,836.08	Total	4	Mal	0	0	0	0	0	0	0	0
SENIOR RISK MANAGEMENT	E	Tot Min	1	Fem	4	3	0	0	1	0	0	0
R01032	\$37,551.27	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
R03564	\$40,362.00	Total	2	Mal	1	1	0	0	0	0	0	0
BRIDGE INVENTORY ANALYST	E	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01289	\$40,362.00	Total	2	Mal	2	2	0	0	0	0	0	0
SENIOR PRINTING TECHNICIAN	E	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03119	\$41,376.00	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	\$50,508.00	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
R01075	\$34,256.00	Total	2	Mal	0	0	0	0	0	0	0	0
INTERMEDIATE IS TECHNICIAN	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01074	\$31,446.00	Total	1	Mal	1	1	0	0	0	0	0	0
INFORMATION SYSTEMS	E	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03018	\$41,376.00	Total	3	Mal	1	1	0	0	0	0	0	0
MCS SYSTEM & TRAINING	E	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R01592	\$30,744.00	Total	2	Mal	1	1	0	0	0	0	0	0
MATERIALS TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R03544	\$32,252.00	Total	3	Mal	3	1	2	0	0	0	0	0
STRUCTURAL TECHNICIAN	C	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R03543	\$33,636.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTER STRUCTURAL TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01593	\$34,731.60	Total	2	Mal	2	2	0	0	0	0	0	0
INTER MATERIALS TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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R03059	\$38,608.00	Total	3	Mal	3	3	0	0	0	0	0	0
SENIOR STRUCTURAL	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01591	\$38,962.80	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR DESIGN TECHNICIAN	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01501	\$39,050.18	Total	5	Mal	3	3	0	0	0	0	0	0
SENIOR MATERIALS TECHNICIAN	C	Tot Min	1	Fem	2	1	0	0	0	1	0	0
R03014	\$40,644.00	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR CARTOGRAPHER	C	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01071	\$41,376.00	Total	2	Mal	2	2	0	0	0	0	0	0
MATERIALS TESTING SPECIALIST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03414	\$42,128.00	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	\$43,998.00	Total	2	Mal	2	2	0	0	0	0	0	0
LEAD FIELD ACQUISITION TECH	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01044	\$45,192.00	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
R01005	\$46,128.00	Total	5	Mal	5	5	0	0	0	0	0	0
SR RAILROAD SAFETY	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03058	\$48,654.00	Total	2	Mal	2	2	0	0	0	0	0	0
STRUCTURAL ANALYST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03020	\$49,404.00	Total	1	Mal	1	1	0	0	0	0	0	0
TR COMMUNICATION SPECIALIST	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03012	\$49,404.00	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
R03057	\$51,456.00	Total	1	Mal	1	1	0	0	0	0	0	0
FABRICATION TECHNICIAN	C	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03536	\$55,878.00	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	\$56,400.00	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

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R02015		\$58,512.00	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
R01039		\$41,398.80	Total	7	Mal	3	3	0	0	0	0	0
SENIOR PLANNING TECHNICIAN	C		Tot Min	0	Fem	4	4	0	0	0	0	0
R05040		\$51,456.00	Total	1	Mal	1	1	0	0	0	0	0
INT TRAFFIC STUDIES SPEC-NSS	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05017		\$42,132.00	Total	1	Mal	1	1	0	0	0	0	0
RESEARCH ANALYST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04632		\$38,701.20	Total	6	Mal	1	1	0	0	0	0	0
FINANCIAL SERVICES	B		Tot Min	0	Fem	5	5	0	0	0	0	0
R04106		\$39,264.00	Total	1	Mal	1	1	0	0	0	0	0
INT DATA REPORT ANALYST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04084		\$39,264.00	Total	2	Mal	0	0	0	0	0	0	0
PARALEGAL	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04011		\$39,264.00	Total	1	Mal	0	0	0	0	0	0	0
EMPLOYEE DEVELOPMENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04037		\$39,402.00	Total	10	Mal	8	7	1	0	0	0	0
TRANSP ENFRMNT	B		Tot Min	1	Fem	2	2	0	0	0	0	0
R04112		\$39,606.00	Total	2	Mal	2	2	0	0	0	0	0
OUTDOOR ADVERT PERMIT SPEC	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04695		\$39,663.27	Total	10	Mal	4	3	1	0	0	0	0
INFO SYSTEMS TECHNOLOGIST	B		Tot Min	4	Fem	6	3	0	3	0	0	0
R04008		\$39,948.00	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
R04422		\$39,954.00	Total	2	Mal	1	1	0	0	0	0	0
RISK MANAGEMENT SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04408		\$39,954.00	Total	2	Mal	2	2	0	0	0	0	0
GIS SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04071		\$39,954.00	Total	2	Mal	0	0	0	0	0	0	0
HISTORIC PRESERVATION	B		Tot Min	0	Fem	2	2	0	0	0	0	0

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R04828		\$40,137.00	Total	2	Mal	0	0	0	0	0	0	0
CUSTOMER RELATIONS	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04063		\$39,264.00	Total	2	Mal	1	1	0	0	0	0	0
ORGANIZATIONAL	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04838		\$40,542.00	Total	4	Mal	2	2	0	0	0	0	0
AUDITOR	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04038		\$41,187.43	Total	14	Mal	13	13	0	0	0	0	0
SR TRNS ENFRCEMNT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04135		\$39,264.00	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
R04126		\$39,264.00	Total	1	Mal	1	1	0	0	0	0	0
ENVIRONMENTAL SPECIALIST-SS	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04039		\$39,264.00	Total	1	Mal	0	0	0	0	0	0	0
CIVIL RIGHTS SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04003		\$39,264.00	Total	1	Mal	0	0	0	0	0	0	0
INVESTIGATOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04076		\$42,132.00	Total	1	Mal	0	0	0	0	0	0	0
MULTIMODAL OPERATIONS	B		Tot Min	1	Fem	1	0	1	0	0	0	0
R04040		\$42,168.00	Total	3	Mal	0	0	0	0	0	0	0
INT CIVIL RIGHTS SPECIALIST	B		Tot Min	1	Fem	3	2	1	0	0	0	0
R04029		\$42,451.20	Total	7	Mal	7	6	0	0	1	0	0
INT INFO SYSTEMS	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R05856		\$43,063.20	Total	3	Mal	1	0	0	0	1	0	0
TRANSPORTATION PLANNER	B		Tot Min	1	Fem	2	2	0	0	0	0	0
R04605		\$43,063.20	Total	2	Mal	1	0	1	0	0	0	0
INT HUMAN RESOURCES	B		Tot Min	1	Fem	1	1	0	0	0	0	0
R04445		\$43,113.00	Total	3	Mal	1	1	0	0	0	0	0
INTERM GEN SERV SPECIALIST	B		Tot Min	1	Fem	2	1	0	0	1	0	0
R04372		\$43,132.00	Total	3	Mal	1	1	0	0	0	0	0
SYSTEM MANAGEMENT	B		Tot Min	0	Fem	2	2	0	0	0	0	0

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R04878	\$43,620.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTER RISK MGT SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04647	\$43,620.00	Total	1	Mal	1	1	0	0	0	0	0	0
INT GOVERNMENTAL RELATIONS	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04585	\$43,620.00	Total	3	Mal	0	0	0	0	0	0	0	0
INTER SYSTEM MANAGEMENT	B	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R04477	\$43,620.00	Total	1	Mal	1	0	0	0	1	0	0	0
INTERM CUSTOMER RELATIONS	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R04409	\$43,620.00	Total	1	Mal	0	0	0	0	0	0	0	0
INT GIS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04085	\$43,620.00	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
R04074	\$43,620.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTERM MULTIMODAL OPER	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04073	\$43,620.00	Total	2	Mal	2	2	0	0	0	0	0	0
INTRM HISTORIC PRESERVATION	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04617	\$44,038.29	Total	4	Mal	0	0	0	0	0	0	0	0
INTERM FINANCIAL SERV	B	Tot Min	1	Fem	4	3	1	0	0	0	0	0
R04133	\$43,620.00	Total	1	Mal	0	0	0	0	0	0	0	0
INT HISTORIC PRESERV SPEC-	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04072	\$44,406.00	Total	2	Mal	1	0	1	0	0	0	0	0
INTERMEDIATE CHEMIST	B	Tot Min	1	Fem	1	1	0	0	0	0	0	0
R04779	\$45,192.00	Total	1	Mal	1	1	0	0	0	0	0	0
INTERMEDIATE AUDITOR	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04012	\$45,192.00	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
R05798	\$45,532.64	Total	4	Mal	4	4	0	0	0	0	0	0
INTER TRANSPORTATION	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04137	\$43,620.00	Total	1	Mal	1	0	1	0	0	0	0	0
INT DIVERSITY & INCLUSION	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0

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R04639	\$45,996.00	Total	1	Mal	0	0	0	0	0	0	0
TRANSPORTATION DATA	B	Tot Min	1	Fem	1	0	1	0	0	0	0
R04113	\$46,072.00	Total	3	Mal	2	2	0	0	0	0	0
SR OUTDOOR ADVERTISING	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R05776	\$47,322.00	Total	1	Mal	1	1	0	0	0	0	0
HIGHWAY DESIGNER	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R05781	\$47,676.00	Total	1	Mal	1	1	0	0	0	0	0
MATERIALS SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R04467	\$48,528.00	Total	1	Mal	0	0	0	0	0	0	0
OUTDOOR ADVERTISING	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04065	\$48,528.00	Total	2	Mal	1	1	0	0	0	0	0
SR BENEFITS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04023	\$48,528.00	Total	1	Mal	0	0	0	0	0	0	0
BUS SYST SUPP SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04009	\$48,528.00	Total	3	Mal	1	1	0	0	0	0	0
SR EMPLOYEE DEVELOPMENT	B	Tot Min	1	Fem	2	1	1	0	0	0	0
R04078	\$48,703.20	Total	5	Mal	4	4	0	0	0	0	0
SENIOR GIS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R04712	\$48,998.00	Total	6	Mal	2	1	0	0	0	1	0
SR SYSTEM MANAGEMENT	B	Tot Min	1	Fem	4	4	0	0	0	0	0
R04081	\$49,639.20	Total	5	Mal	1	1	0	0	0	0	0
SENIOR PARALEGAL	B	Tot Min	0	Fem	4	4	0	0	0	0	0
R05834	\$48,966.00	Total	2	Mal	1	1	0	0	0	0	0
STRUCTURAL DESIGNER	B	Tot Min	0	Fem	1	1	0	0	0	0	0
R05824	\$45,996.00	Total	1	Mal	1	1	0	0	0	0	0
GEOTECHNICAL SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0
R04607	\$50,678.57	Total	5	Mal	2	2	0	0	0	0	0
SR CUSTOMER RELATIONS	B	Tot Min	0	Fem	3	3	0	0	0	0	0
R04696	\$50,681.09	Total	16	Mal	10	9	0	1	0	0	0
SR INFO SYSTEMS	B	Tot Min	4	Fem	6	3	3	0	0	0	0

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R04127		\$45,192.00	Total	1	Mal	1	0	1	0	0	0	0
INT ENVIRONMENTAL SPEC-SS	B		Tot Min	1	Fem	0	0	0	0	0	0	0
R04080		\$50,946.00	Total	4	Mal	1	1	0	0	0	0	0
SR MULTIMODAL OPER	B		Tot Min	0	Fem	3	3	0	0	0	0	0
R04628		\$51,116.00	Total	9	Mal	3	3	0	0	0	0	0
SENIOR AUDITOR	B		Tot Min	0	Fem	6	6	0	0	0	0	0
R04041		\$51,116.00	Total	3	Mal	0	0	0	0	0	0	0
SR CIVIL RIGHTS SPECIALIST	B		Tot Min	2	Fem	3	1	2	0	0	0	0
R04740		\$51,236.40	Total	9	Mal	4	4	0	0	0	0	0
SR FINANCIAL SERVICES	B		Tot Min	0	Fem	5	5	0	0	0	0	0
R04862		\$51,297.30	Total	5	Mal	2	2	0	0	0	0	0
SR HR SPECIALIST	B		Tot Min	1	Fem	3	2	1	0	0	0	0
R04007		\$51,457.60	Total	7	Mal	5	5	0	0	0	0	0
SR GENERAL SERVICES SPEC	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04001		\$48,528.00	Total	2	Mal	1	1	0	0	0	0	0
SENIOR INVESTIGATOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05815		\$51,627.27	Total	6	Mal	4	3	0	0	1	0	0
SR TRANSPORTATION PLANNER	B		Tot Min	1	Fem	2	2	0	0	0	0	0
R05630		\$51,812.00	Total	6	Mal	2	2	0	0	0	0	0
INTER STRUCTURAL DESIGNER	B		Tot Min	1	Fem	4	3	1	0	0	0	0
R04087		\$52,092.00	Total	3	Mal	1	1	0	0	0	0	0
SENIOR CHEMIST	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04045		\$52,160.00	Total	3	Mal	1	1	0	0	0	0	0
MC INVESTIGATIONS SPEC	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04054		\$52,808.00	Total	3	Mal	2	2	0	0	0	0	0
SR ENVIRNMENTAL SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05035		\$45,996.00	Total	1	Mal	1	1	0	0	0	0	0
INTERMEDIATE PROJECT	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04692		\$53,253.00	Total	4	Mal	1	1	0	0	0	0	0
SR RISK MGMT SPECIALIST	B		Tot Min	0	Fem	3	3	0	0	0	0	0

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Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05697	\$53,364.00	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
R04079	\$53,414.40	Total	5	Mal	4	4	0	0	0	0	0	0
SR HISTORIC PRESERVATION	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05773	\$53,874.00	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
R05813	\$54,298.66	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
R05623	\$54,360.00	Total	1	Mal	1	1	0	0	0	0	0	0
SENIOR MATERIALS SPECIALIST	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04138	\$50,460.00	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
R04010	\$55,356.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR GOVT RELATIONS SPECIALIST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04128	\$50,947.60	Total	6	Mal	4	4	0	0	0	0	0	0
SR ENVIRNMENTAL SPEC-SS	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04019	\$56,400.00	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
R05033	\$56,490.00	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
R05651	\$51,456.00	Total	1	Mal	0	0	0	0	0	0	0	0
INTER MATERIALS SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04121	\$56,748.00	Total	3	Mal	1	1	0	0	0	0	0	0
RESOURCE MANAGEMENT	B	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R09996	\$56,934.00	Total	4	Mal	3	3	0	0	0	0	0	0
ASSISTANT COUNSEL	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05037	\$57,452.00	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
R04870	\$59,190.00	Total	2	Mal	1	1	0	0	0	0	0	0
ROADSIDE MANAGEMENT SPEC	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R04124	\$55,356.00	Total	1	Mal	0	0	0	0	0	0	0	0
SR HISTORIC PRESERV SPEC-	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04107	\$59,612.80	Total	1	Mal	0	0	0	0	0	0	0	0
SENIOR DATA REPORT ANALYST	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04600	\$59,761.89	Total	19	Mal	8	8	0	0	0	0	0	0
LEAD INFO SYSTEMS	B	Tot Min	1	Fem	11	10	1	0	0	0	0	0
R05043	\$60,048.00	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	\$60,168.00	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
R05039	\$60,720.00	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	\$61,047.00	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
R05768	\$62,442.00	Total	4	Mal	3	3	0	0	0	0	0	0
FIELD MATERIALS ENGR	B	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05446	\$63,012.00	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
R05818	\$63,328.50	Total	8	Mal	8	7	1	0	0	0	0	0
SR STRUCTURAL DESIGNER	B	Tot Min	1	Fem	0	0	0	0	0	0	0	0
R05041	\$55,686.00	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
R05026	\$63,678.00	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	\$64,605.00	Total	4	Mal	4	4	0	0	0	0	0	0
BRIDGE LOC & LAYOUT	B	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05056	\$65,088.00	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
R05105	\$61,436.00	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

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R09969		\$66,786.00	Total	2	Mal	0	0	0	0	0	0	0
SENIOR ASSISTANT COUNSEL	B		Tot Min	0	Fem	2	2	0	0	0	0	0
R04005		\$43,620.00	Total	1	Mal	0	0	0	0	0	0	0
INTERMEDIATE INVESTIGATOR	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05084		\$67,884.00	Total	1	Mal	0	0	0	0	0	0	0
STATEWIDE INCIDENT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04861		\$67,890.00	Total	2	Mal	1	1	0	0	0	0	0
RIGHT OF WAY LIAISON	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05044		\$70,440.00	Total	1	Mal	0	0	0	0	0	0	0
INNOVATIONS ENGINEER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R05034		\$70,440.00	Total	1	Mal	1	1	0	0	0	0	0
SENIOR PROJECT REVIEWER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R05025		\$70,440.00	Total	1	Mal	0	0	0	0	0	0	0
DESIGN SUPPORT ENGINEER	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R01004		\$49,698.00	Total	4	Mal	4	4	0	0	0	0	0
RAIL SAFETY SPECIALIST	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R04466		\$50,628.00	Total	2	Mal	2	2	0	0	0	0	0
SENIOR SAFETY OFFICER	B		Tot Min	0	Fem	0	0	0	0	0	0	0
R09037		\$78,336.00	Total	2	Mal	1	1	0	0	0	0	0
SENIOR ADMINISTRATIVE	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04698		\$51,585.75	Total	1	Mal	0	0	0	0	0	0	0
SR R/W SPECIALIST	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R06006		\$57,444.00	Total	1	Mal	0	0	0	0	0	0	0
ORGANIZATIONAL	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R04118		\$60,720.00	Total	1	Mal	0	0	0	0	0	0	0
MOTOR CARRIER PROJECT	B		Tot Min	0	Fem	1	1	0	0	0	0	0
R09750		\$116,478.00	Total	2	Mal	1	0	1	0	0	0	0
CHIEF ADMINISTRATIVE OFFICER A			Tot Min	1	Fem	1	1	0	0	0	0	0
R09749		\$130,896.00	Total	1	Mal	0	0	0	0	0	0	0
CHIEF SAFETY & OPERATIONS	A		Tot Min	0	Fem	1	1	0	0	0	0	0

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R09748	\$168,217.92	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
R05288	\$71,772.00	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
R04755	\$59,616.00	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	\$70,440.00	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
R04203	\$69,144.00	Total	1	Mal	0	0	0	0	0	0	0	0
MAINT MGT SYSTEM	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04173	\$77,448.00	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
R01370	\$45,996.00	Total	1	Mal	1	1	0	0	0	0	0	0
CORE DRILL SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R03238	\$46,308.00	Total	4	Mal	0	0	0	0	0	0	0	0
MOTOR CARRIER COMPLIANCE	A	Tot Min	0	Fem	4	4	0	0	0	0	0	0
R01070	\$46,532.00	Total	3	Mal	0	0	0	0	0	0	0	0
MATERIALS TESTING	A	Tot Min	0	Fem	3	3	0	0	0	0	0	0
R02005	\$48,436.50	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
R04088	\$48,528.00	Total	1	Mal	0	0	0	0	0	0	0	0
LEGAL OFFICE MANAGER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01147	\$48,528.00	Total	1	Mal	0	0	0	0	0	0	0	0
DIV ADMIN SUPPORT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R01054	\$49,848.00	Total	3	Mal	3	3	0	0	0	0	0	0
BR MAINTENANCE SUPERVISOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04042	\$50,211.00	Total	4	Mal	4	4	0	0	0	0	0	0
TRANS ENFORCEMENT INVESTI	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R01356	\$53,364.00	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

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R04442	\$56,400.00	Total	1	Mal	1	1	0	0	0	0	0	0
EMPLOYEE DEVELOPMENT	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04440	\$56,400.00	Total	3	Mal	2	2	0	0	0	0	0	0
CENTRAL OFFICE GENERAL	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04122	\$56,400.00	Total	1	Mal	0	0	0	0	0	0	0	0
COMMRCIAL MTR VEHICLE PROG	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04102	\$56,400.00	Total	1	Mal	0	0	0	0	0	0	0	0
BUSINESS SYST SUPPORT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04724	\$56,922.00	Total	2	Mal	0	0	0	0	0	0	0	0
FINANCIAL SERVICES MANAGER	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R09977	\$57,444.00	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
R04132	\$60,720.00	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
R04033	\$58,512.00	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
R04016	\$58,656.00	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
R04082	\$58,731.00	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
R04443	\$58,995.00	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	\$59,616.00	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	\$60,720.00	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	\$60,720.00	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	\$63,820.80	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

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R04094	\$64,188.00	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
R04050	\$65,388.00	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
R04067	\$65,628.00	Total	7	Mal	2	2	0	0	0	0	0	0
INFORMATION SYSTEMS	A	Tot Min	0	Fem	5	5	0	0	0	0	0	0
R04099	\$66,288.00	Total	3	Mal	1	1	0	0	0	0	0	0
TRANSP MGT SYS	A	Tot Min	0	Fem	2	2	0	0	0	0	0	0
R04120	\$66,636.00	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	\$66,636.00	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
R05010	\$67,884.00	Total	1	Mal	1	1	0	0	0	0	0	0
ESTIMATE AND REVIEW	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04142	\$65,388.00	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
R05822	\$68,580.00	Total	2	Mal	1	1	0	0	0	0	0	0
GEOTECHNICAL ENGINEER	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04727	\$69,144.00	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
R05797	\$73,152.00	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
R04032	\$70,344.00	Total	4	Mal	3	3	0	0	0	0	0	0
SPECIAL PROJECTS COORD	A	Tot Min	1	Fem	1	0	0	1	0	0	0	0
R05944	\$70,440.00	Total	1	Mal	0	0	0	0	0	0	0	0
LONG RANGE TRANS PLANNING	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05083	\$70,440.00	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
R05018	\$71,106.00	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

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Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R05831	\$71,772.00	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
R04882	\$71,772.00	Total	1	Mal	0	0	0	0	0	0	0	0
ADMINISTRATOR OF TRANSIT	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R04880	\$71,772.00	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
R04035	\$71,772.00	Total	1	Mal	0	0	0	0	0	0	0	0
MC INVESTIGATIONS	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05614	\$73,152.00	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
R05412	\$73,152.00	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
R04060	\$57,104.00	Total	3	Mal	1	1	0	0	0	0	0	0
INF SYSTEMS PROJECT	A	Tot Min	1	Fem	2	1	1	0	0	0	0	0
R04665	\$58,512.00	Total	1	Mal	0	0	0	0	0	0	0	0
ENVIRONMENTAL COMPLNC	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09035	\$73,608.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT REGIONAL COUNSEL	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05476	\$73,899.00	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
R04431	\$56,400.00	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
R04881	\$74,568.00	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
R04426	\$57,444.00	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
R05800	\$76,020.00	Total	1	Mal	1	1	0	0	0	0	0	0
TRANSPORT SYSTEM ANALYSIS	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R04036	\$59,118.00	Total	2	Mal	2	2	0	0	0	0	0	0
TRANSPORTATION PROGRAM	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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R05471	\$76,020.00	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
R04021	\$61,836.00	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
R05430	\$76,020.00	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
R01053	\$63,024.00	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
R04024	\$78,912.00	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
R05032	\$77,448.00	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
R04613	\$77,448.00	Total	1	Mal	0	0	0	0	0	0	0	0
ASST IS DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R05003	\$77,631.00	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
R05858	\$78,912.00	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
R05757	\$78,912.00	Total	1	Mal	1	1	0	0	0	0	0	0
BID & CONTRACT SERVICE ENGR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R06689	\$67,884.00	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
R05737	\$79,437.00	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
R05642	\$67,884.00	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
R05046	\$80,412.00	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
R05009	\$80,412.00	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

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
R04110	\$68,514.00	Total	2	Mal	1	1	0	0	0	0	0	0
INFO SYS TECHNOLOGY	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09999	\$69,144.00	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
R04139	\$77,448.00	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
R05765	\$81,285.60	Total	5	Mal	5	3	0	0	0	2	0	0
MAINTENANCE LIAISON	A	Tot Min	2	Fem	0	0	0	0	0	0	0	0
R05875	\$83,556.00	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	\$83,556.00	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
R04116	\$83,556.00	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	\$85,188.00	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
R05823	\$73,152.00	Total	1	Mal	1	1	0	0	0	0	0	0
GEOTECHNICAL DIRECTOR	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05029	\$86,980.00	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
R04621	\$77,448.00	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
R05852	\$88,476.00	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	\$88,476.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASSISTANT STATE DESIGN ENGINA		Tot Min	0	Fem	0	0	0	0	0	0	0	0
R05711	\$90,180.00	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
R06608	\$70,440.00	Total	1	Mal	1	1	0	0	0	0	0	0
ENVIRONMENTAL & HIST PRESV	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
R09931	\$102,060.00	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
R09930	\$102,060.00	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
R09993	\$104,988.00	Total	4	Mal	1	1	0	0	0	0	0	0
REGIONAL COUNSEL	A	Tot Min	1	Fem	3	2	1	0	0	0	0	0
R09984	\$107,076.00	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	\$107,076.00	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	\$107,076.00	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	\$107,076.00	Total	1	Mal	0	0	0	0	0	0	0	0
TRANSPORTATION PLANNING DIRA	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09980	\$102,060.00	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
R09918	\$107,076.00	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	\$107,076.00	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
R09915	\$107,076.00	Total	1	Mal	0	0	0	0	0	0	0	0
GENERAL SERVICES DIRECTOR	A	Tot Min	0	Fem	1	1	0	0	0	0	0	0
R09914	\$107,076.00	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
R09908	\$107,076.00	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
R09920	\$102,060.00	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
R09912	\$111,288.00	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

Workforce Analysis

605 COFF

CENTRAL OFFICE

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
R09909	\$111,359.04	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
R09997	\$121,368.00	Total	1	Mal	1	1	0	0	0	0	0	0
ASST CHIEF COUNSEL - ADMIN	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
R09994	\$121,368.00	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	\$121,368.00	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	\$121,368.00	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
R09905	\$76,020.00	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
R09998	\$130,896.00	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
R09922	\$130,896.00	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
R09939	\$130,896.00	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
R09940	\$213,942.00	Total	1	Mal	1	1	0	0	0	0	0	0
DIR, DEPT OF TRANSPORTATION	A	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 605 COFF		Total	726	Mal	393	365	17	3	4	4	0	0
		Tot Min	56	Fem	333	305	20	4	1	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, 2019 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								
R09939 - CHIEF FINANCIAL OFFICER	#	0	1								
1 Employee	%	0.00	100.00								
R09922 - ASSISTANT CHIEF ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R09998 - CHIEF COUNSEL	#	0	0								
1 Employee	%	0.00	0.00								
R09905 - MOTOR CARRIER SERVICES DIRECTR	#	0	1								
1 Employee	%	0.00	100.00								
R09910 - ASST CHIEF COUNSEL-HUMAN RSRCS	#	1	1								
1 Employee	%	100.00	100.00								
R09967 - ASST CHIEF COUNSEL-RISK MNGMNT	#	0	0								
1 Employee	%	0.00	0.00								
R09994 - ASST CHIEF COUNSEL-PROJ DEVEL	#	0	1								
1 Employee	%	0.00	100.00								
R09997 - ASST CHIEF COUNSEL - ADMIN	#	0	0								
1 Employee	%	0.00	0.00								
R09909 - STATE DESIGN ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R09912 - STATE CO & MA ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R09920 - AUDITS & INVESTIGATIONS DIR	#	0	1								
1 Employee	%	0.00	100.00								
R09908 - STATE BRIDGE ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R09914 - STATE MAINTENANCE ENGINEER	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R09915 - GENERAL SERVICES DIRECTOR	#	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								
R09980 - EQUAL OP & DIVERSITY DIRECTOR	#	1	0								
1 Employee	%	100.00	0.00								
R09947 - TRANSPORTATION PLANNING DIR	#	0	1								
1 Employee	%	0.00	100.00								
R09951 - MULTIMODAL OPRATNS DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R09981 - FINANCIAL SERVICES DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R09984 - STATE TRAFFIC&HWY SAFTY ENGR	#	0	1								
1 Employee	%	0.00	100.00								
R09993 - REGIONAL COUNSEL	#	1	3								
4 Employees	%	25.00	75.00								
R09911 - DISTRICT ENGINEER	#	0	1								
7 Employees	%	0.00	14.29								
R09930 - GOVERNMENTAL RELATIONS DIRECTO	#	0	0								
1 Employee	%	0.00	0.00								
R09931 - CUSTOMER RELATIONS DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R06608 - ENVIRONMENTAL & HIST PRESV MGR	#	0	0								
1 Employee	%	0.00	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								
R04434 - ASST TO THE DIST ENGINEER	#	0	1								
3 Employees	%	0.00	33.33								
R04621 - ASST FINANCIAL SERVCS DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R05029 - CONST & MATERIALS LIAISON ENGR	#	0	0								
3 Employees	%	0.00	0.00								
R05823 - GEOTECHNICAL DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R05751 - ASSISTANT DISTRICT ENGINEER	#	0	2								
11 Employees	%	0.00	18.18								
R05610 - CADD SERVICES ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R04116 - ADMINISTRATOR OF FREIGHT DEVEL	#	0	1								
1 Employee	%	0.00	100.00								
R05865 - FABRICATION OPERATIONS ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R05875 - STRUCTURAL SERVICES ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R05452 - DISTRICT DESIGN ENGINEER	#	0	1								
7 Employees	%	0.00	14.29								
R05765 - MAINTENANCE LIAISON ENGINEER	#	2	0								
5 Employees	%	40.00	0.00								
R04139 - ASST TO STATE DESIGN ENGR - RW	#	0	1								
1 Employee	%	0.00	100.00								
R09999 - SECRETARY TO THE COMMISSION	#	0	1								
1 Employee	%	0.00	100.00								
R04110 - INFO SYS TECHNOLOGY SPECIALIST	#	0	1								
2 Employees	%	0.00	50.00								
R05009 - SPRVING BRIDGE INSPECTION EN	#	0	0								
1 Employee	%	0.00	0.00								
R05046 - LOCAL PROGRAMS ADMINISTRATOR	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R05081 - DISTRICT MAINT & TRAFFIC ENGIN	#	0	2								
2 Employees	%	0.00	100.00								
R05642 - AVIATION PROGRAMS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R05737 - STRUCTURAL LIAISON ENGINEER	#	0	1								
4 Employees	%	0.00	25.00								
R06689 - HISTORIC PRESERVATION MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R05757 - BID & CONTRACT SERVICE ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R05858 - BRIDGE INSPECTION ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R05003 - DESIGN LIAISON ENGINEER	#	0	1								
4 Employees	%	0.00	25.00								
R04613 - ASST IS DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R05032 - STRCTURAL PRELIM & REVIEW ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R09968 - PROJECT DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R05072 - DISTRICT MAINTENANCE ENGINEER	#	0	2								
5 Employees	%	0.00	40.00								
R04024 - ASST CUSTOMER RELATIONS DIREC	#	0	0								
1 Employee	%	0.00	0.00								
R01053 - BRIDGE MAINTENANCE SUPERINTEND	#	0	0								
1 Employee	%	0.00	0.00								
R05080 - DISTRICT CONST & MATERIALS ENG	#	0	1								
6 Employees	%	0.00	16.67								
R05430 - STRUCTURAL HYDRAULICS ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R04021 - AVIATION OPERATIONS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R05471 - STRUCTURAL RESOURCE MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R04036 - TRANSPORTATION PROGRAM MANAGER	#	0	0								
2 Employees	%	0.00	0.00								
R05800 - TRANSPORT SYSTEM ANALYSIS ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R04426 - AUDIT MANAGER	#	0	1								
2 Employees	%	0.00	50.00								
R05024 - TRAFFIC CENTER MANAGER	#	0	0								
2 Employees	%	0.00	0.00								
R05450 - DISTRICT TRAFFIC ENGINEER	#	0	1								
5 Employees	%	0.00	20.00								
R04881 - ADMINISTRATOR OF RAILROADS	#	0	0								
1 Employee	%	0.00	0.00								
R04431 - OUTDOOR ADVERTISING MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R05476 - STRUCTURAL PROJECT MANAGER	#	1	0								
4 Employees	%	25.00	0.00								
R09035 - ASSISTANT REGIONAL COUNSEL	#	0	0								
1 Employee	%	0.00	0.00								
R04665 - ENVIRONMENTAL COMPLNC MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R04060 - INF SYSTEMS PROJECT MANAGER	#	1	2								
3 Employees	%	33.33	66.67								
R05462 - DISTRICT PLANNING MANAGER	#	1	0								
7 Employees	%	14.29	0.00								
R05412 - BRIDGE RATING & INVENT ENGR	#	0	0								
1 Employee	%	0.00	0.00								
R01020 - INCIDENT MANAGEMENT COORDINATR	#	1	0								
3 Employees	%	33.33	0.00								
R05614 - RAILROAD PROJECTS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R05444 - TRANSPORTATION PROJECT MGR	#	3	15								
32 Employees	%	9.38	46.88								
R04035 - MC INVESTIGATIONS ADMINISTRATR	#	0	1								
1 Employee	%	0.00	100.00								
R01103 - URBAN TRAFFIC SUPERVISOR	#	1	0								
3 Employees	%	33.33	0.00								
R04880 - ADMINISTRATOR OF AVIATION	#	0	1								
1 Employee	%	0.00	100.00								
R04882 - ADMINISTRATOR OF TRANSIT	#	0	1								
1 Employee	%	0.00	100.00								
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								
R02009 - TRAFFIC SUPERVISOR	#	0	0								
7 Employees	%	0.00	0.00								
R05453 - DISTRICT BRIDGE ENGINEER	#	0	0								
7 Employees	%	0.00	0.00								
R05449 - AREA ENGINEER	#	2	8								
22 Employees	%	9.09	36.36								
R05083 - COMPUTER AIDED DRFT SUPPRT ENG	#	0	0								
1 Employee	%	0.00	0.00								
R05944 - LONG RANGE TRANS PLANNING CO	#	0	1								
1 Employee	%	0.00	100.00								
R05809 - RESIDENT ENGINEER	#	0	1								
29 Employees	%	0.00	3.45								
R04032 - SPECIAL PROJECTS COORD	#	1	1								
4 Employees	%	25.00	25.00								
R05797 - PHYSICAL LABORATORY DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R01307 - MOTORIST ASSISTANCE OPER SUPER	#	0	0								
2 Employees	%	0.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R04727 - CHEMICAL LABORATORY DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R01393 - MOTOR ASSISTANCE SHIFT SUPV	#	2	1								
7 Employees	%	28.57	14.29								
R05822 - GEOTECHNICAL ENGINEER	#	0	1								
2 Employees	%	0.00	50.00								
R04142 - POLICY/INNOVATION PROGRAM MGR	#	0	1								
1 Employee	%	0.00	100.00								
R04752 - RIGHT OF WAY MANAGER	#	0	3								
7 Employees	%	0.00	42.86								
R05010 - ESTIMATE AND REVIEW ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R04047 - HWY SAFETY PROG ADMINISTRATOR	#	0	0								
1 Employee	%	0.00	0.00								
R04120 - DESIGN MGT SYSTEMS ADMINISTRAT	#	0	0								
1 Employee	%	0.00	0.00								
R04099 - TRANSP MGT SYS ADMINISTRATOR	#	0	2								
3 Employees	%	0.00	66.67								
R04067 - INFORMATION SYSTEMS SUPERVISOR	#	0	5								
7 Employees	%	0.00	71.43								
R05082 - ASSISTANT TO THE RESIDENT ENGI	#	1	2								
12 Employees	%	8.33	16.67								
R05748 - TRANSP PROJECT DESIGNER	#	0	6								
32 Employees	%	0.00	18.75								
R04050 - FINANCIAL SERVICES ADMINISTRAT	#	0	3								
3 Employees	%	0.00	100.00								
R05078 - AST DISTRICT CONSTR & MATER EN	#	1	1								
7 Employees	%	14.29	14.29								
R05667 - TRAFFIC OPERATIONS ENGINEER	#	0	4								
9 Employees	%	0.00	44.44								
R04094 - CONSTR MANGMNT SYSTEMS ADMINIS	#	0	0								
1 Employee	%	0.00	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R05459 - GEOLOGIST	#	0	3								
5 Employees	%	0.00	60.00								
R05076 - ASST DIST MAINTENANCE ENGINEER	#	1	2								
4 Employees	%	25.00	50.00								
R04728 - ASST RIGHT OF WAY MNGR-CERTIFI	#	0	1								
2 Employees	%	0.00	50.00								
R05077 - ASST DIST MAINT & TRAFF ENGINE	#	0	1								
1 Employee	%	0.00	100.00								
R04897 - HUMAN RESOURCES MANAGER	#	2	7								
7 Employees	%	28.57	100.00								
R04633 - EMPLOYMENT MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R05013 - RESEARCH ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
R04089 - GENERAL SERVICES MANAGER	#	0	1								
7 Employees	%	0.00	14.29								
R04636 - SUPPORT SERVICES MANAGER	#	0	6								
8 Employees	%	0.00	75.00								
R04644 - CLAIMS ADMINISTRATION MGR	#	0	1								
1 Employee	%	0.00	100.00								
R04443 - CUSTOMER RELATIONS MANAGER	#	1	5								
8 Employees	%	12.50	62.50								
R04082 - TRANSPORTATION PLANNING SPECIA	#	0	3								
8 Employees	%	0.00	37.50								
R04016 - INVESTIGATION MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R04033 - RAILROAD OPERATIONS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R05461 - TRANSP PLANNING COORDINATOR	#	0	2								
3 Employees	%	0.00	66.67								
R04458 - DIST INFORMATION SYSTM MANAGER	#	0	1								
5 Employees	%	0.00	20.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R04051 - DISTRICT SFTY & HLTH MGR	#	0	1								
7 Employees	%	0.00	14.29								
R04132 - STORMWATER COMPLIANCE COORDINA	#	0	0								
1 Employee	%	0.00	0.00								
R09977 - EXTERNAL CIVIL RIGHTS DIRECTOR	#	0	1								
1 Employee	%	0.00	100.00								
R02016 - DISTRICT LAND SURVEY MANAGER	#	0	0								
6 Employees	%	0.00	0.00								
R04724 - FINANCIAL SERVICES MANAGER	#	0	2								
2 Employees	%	0.00	100.00								
R04102 - BUSINESS SYST SUPPORT MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R04122 - COMMRCIAL MTR VEHICLE PROG MGR	#	0	1								
1 Employee	%	0.00	100.00								
R04440 - CENTRAL OFFICE GENERAL SERV MG	#	0	1								
3 Employees	%	0.00	33.33								
R04442 - EMPLOYEE DEVELOPMENT MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
R01330 - MAINT SUPERINTENDENT	#	4	2								
43 Employees	%	9.30	4.65								
R02582 - LAND SURVEY SUPERVISOR	#	0	0								
5 Employees	%	0.00	0.00								
R01356 - CORE DRILL SUPERINTENDENT	#	0	0								
1 Employee	%	0.00	0.00								
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								
R01054 - BR MAINTENANCE SUPERVISOR	#	0	0								
3 Employees	%	0.00	0.00								
R02020 - EQUIPMENT TECHNICIAN SUPERVISO	#	1	0								
16 Employees	%	6.25	0.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R01147 - DIV ADMIN SUPPORT SUPERVISOR	#	0	1								
1 Employee	%	0.00	100.00								
R04088 - LEGAL OFFICE MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R02005 - FACILITY OPERATIONS SUPERVISOR	#	0	0								
8 Employees	%	0.00	0.00								
R04664 - ROADSIDE MANAGER	#	0	0								
5 Employees	%	0.00	0.00								
R01379 - MAINTENANCE SUPERVISOR	#	7	7								
173 Employees	%	4.05	4.05								
R01070 - MATERIALS TESTING SUPERVISOR	#	0	3								
3 Employees	%	0.00	100.00								
R03238 - MOTOR CARRIER COMPLIANCE SUPV	#	0	4								
4 Employees	%	0.00	100.00								
R01370 - CORE DRILL SUPERVISOR	#	0	0								
1 Employee	%	0.00	0.00								
R01380 - ASST MAINTENANCE SUPERVISOR	#	6	5								
73 Employees	%	8.22	6.85								
R01082 - TRAFFIC SYSTEMS SUPERVISOR	#	1	4								
5 Employees	%	20.00	80.00								
R01109 - BRIDGE MAINTENANCE SUPERVISOR	#	1	0								
9 Employees	%	11.11	0.00								
R01108 - ASST BRIDGE MAINTENANCE SUPERV	#	0	1								
1 Employee	%	0.00	100.00								
R04173 - ASST TO STATE HWY SFTY TRF ENG	#	0	0								
1 Employee	%	0.00	0.00								
R04203 - MAINT MGT SYSTEM ADMINISTRATOR	#	0	1								
1 Employee	%	0.00	100.00								
R04754 - ASST TO CSOO - SAFETY & EM RES	#	0	0								
1 Employee	%	0.00	0.00								
R04755 - ASST TO CAO - HEALTH&WELLNESS	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

A

OFFICIALS AND ADMINISTRATORS

EEO Code: A

Job Code & Title		Min	Fem								
R05288 - RESEARCH ADMIN ENGINEER	#	0	1								
1 Employee	%	0.00	100.00								
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	1								
2 Employees	%	50.00	50.00								
R04141 - ASST TRANSP PLANNING DIRECTOR	#	0	0								
1 Employee	%	0.00	0.00								
R05042 - ASST DISTRICT BRIDGE ENGINEER	#	0	1								
4 Employees	%	0.00	25.00								
R04129 - SAFETY AND CLAIMS MANAGER	#	0	0								
1 Employee	%	0.00	0.00								
817 Employees	#	45	173								
	%	5.51	21.18								

Totals

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04118 - MOTOR CARRIER PROJECT MANAGER	#	0	1								
1 Employee	%	0.00	100.00								
R06006 - ORGANIZATIONAL PERFORMANCE SPE	#	0	1								
1 Employee	%	0.00	100.00								
R04698 - SR R/W SPECIALIST	#	0	8								
16 Employees	%	0.00	50.00								
R09037 - SENIOR ADMINISTRATIVE COUNSEL	#	0	1								
2 Employees	%	0.00	50.00								
R04466 - SENIOR SAFETY OFFICER	#	0	1								
6 Employees	%	0.00	16.67								
R01004 - RAIL SAFETY SPECIALIST	#	0	0								
4 Employees	%	0.00	0.00								
R05025 - DESIGN SUPPORT ENGINEER	#	0	1								
1 Employee	%	0.00	100.00								
R05034 - SENIOR PROJECT REVIEWER	#	0	0								
1 Employee	%	0.00	0.00								
R05044 - INNOVATIONS 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								
R04005 - INTERMEDIATE INVESTIGATOR	#	0	1								
1 Employee	%	0.00	100.00								
R09969 - SENIOR ASSISTANT COUNSEL	#	0	2								
2 Employees	%	0.00	100.00								
R05105 - SENIOR MAINT ENGINEERING SPECI	#	0	0								
3 Employees	%	0.00	0.00								
R05755 - DISTRICT UTILITIES ENGINEER	#	0	1								
6 Employees	%	0.00	16.67								
R04456 - INTER R/W SPECIALIST	#	0	3								
6 Employees	%	0.00	50.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05056 - SR STRUCTURAL ENGINEER	#	1	0								
4 Employees	%	25.00	0.00								
R04465 - INTERMEDIATE SAFETY OFFICER	#	0	2								
6 Employees	%	0.00	33.33								
R05816 - BRIDGE LOC & LAYOUT DESIGNER	#	0	0								
4 Employees	%	0.00	0.00								
R05026 - TRAFFIC MNGMNT & OPERATION ENG	#	0	0								
2 Employees	%	0.00	0.00								
R05041 - BRIDGE INSPECTOR	#	0	1								
4 Employees	%	0.00	25.00								
R05818 - SR STRUCTURAL DESIGNER	#	1	0								
8 Employees	%	12.50	0.00								
R04699 - RIGHT OF WAY SPECIALIST	#	0	4								
7 Employees	%	0.00	57.14								
R05446 - PAVEMENT ENGINEER	#	0	0								
2 Employees	%	0.00	0.00								
R05768 - FIELD MATERIALS ENGR	#	0	1								
4 Employees	%	0.00	25.00								
R04411 - ENVIRONMENTAL CHEMIST	#	0	1								
4 Employees	%	0.00	25.00								
R04606 - CUSTOMER RELATIONS COORDINATO	#	1	1								
1 Employee	%	100.00	100.00								
R05039 - TRAFFIC SAFETY ENGINEER	#	0	0								
1 Employee	%	0.00	0.00								
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	#	1	11								
19 Employees	%	5.26	57.89								
R04107 - SENIOR DATA REPORT ANALYST	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04124 - SR HISTORIC PRESERV SPEC-NSS	#	0	1								
1 Employee	%	0.00	100.00								
R04870 - ROADSIDE MANAGEMENT SPEC	#	0	1								
2 Employees	%	0.00	50.00								
R05659 - DISTRICT CONSTRUCTION LIAISON	#	0	1								
1 Employee	%	0.00	100.00								
R04890 - CERTIFIED APPRAISER	#	1	5								
9 Employees	%	11.11	55.56								
R05037 - SENIOR ESTIMATOR	#	0	0								
3 Employees	%	0.00	0.00								
R05754 - SENIOR TRAFFIC STUDIES SPECIAL	#	6	6								
24 Employees	%	25.00	25.00								
R09996 - ASSISTANT COUNSEL	#	0	1								
4 Employees	%	0.00	25.00								
R05019 - INTERM PAVEMENT SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R05023 - SENIOR PAVEMENT SPECIALIST	#	1	1								
4 Employees	%	25.00	25.00								
R04121 - RESOURCE MANAGEMENT SPECIALIST	#	0	2								
3 Employees	%	0.00	66.67								
R05651 - INTER MATERIALS SPEC	#	0	1								
1 Employee	%	0.00	100.00								
R05033 - SR TRAFFIC STUDIES SPECIAL-NSS	#	0	0								
2 Employees	%	0.00	0.00								
R04019 - MARKET ANALYSIS COORDINATOR	#	0	1								
1 Employee	%	0.00	100.00								
R04128 - SR ENVIRONMENTAL SPEC-SS	#	0	2								
6 Employees	%	0.00	33.33								
R05814 - SENIOR HIGHWAY DESIGNER	#	8	23								
68 Employees	%	11.76	33.82								
R04010 - SR GOVT RELATIONS SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05893 - DISTRICT DESIGN LIAISON	#	0	0								
1 Employee	%	0.00	0.00								
R04138 - SR DIVERSITY & INCLUSION SPEC	#	1	2								
2 Employees	%	50.00	100.00								
R05623 - SENIOR MATERIALS SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R05813 - SR CONSTRUCTION INSPECTOR	#	6	13								
134 Employees	%	4.48	9.70								
R05772 - SENIOR MATERIALS INSPECTOR	#	4	4								
27 Employees	%	14.81	14.81								
R05773 - SR GEOTECHNICAL SPECIALIST	#	1	0								
2 Employees	%	50.00	0.00								
R04079 - SR HISTORIC PRESERVATION SPECI	#	0	1								
5 Employees	%	0.00	20.00								
R05697 - COMPUTER LIAISON, DESIGN	#	0	0								
1 Employee	%	0.00	0.00								
R04692 - SR RISK MGMT SPECIALIST	#	0	3								
4 Employees	%	0.00	75.00								
R05035 - INTERMEDIATE PROJECT REVIEWER	#	0	0								
1 Employee	%	0.00	0.00								
R04054 - SR ENVIRNMENTAL SPECIALIST	#	0	1								
3 Employees	%	0.00	33.33								
R04045 - MC INVESTIGATIONS SPEC	#	0	2								
3 Employees	%	0.00	66.67								
R04087 - SENIOR CHEMIST	#	0	2								
3 Employees	%	0.00	66.67								
R05630 - INTER STRUCTURAL DESIGNER	#	1	4								
6 Employees	%	16.67	66.67								
R05475 - INT TR STUDIES SPECIALIST	#	2	5								
11 Employees	%	18.18	45.45								
R05815 - SR TRANSPORTATION PLANNER	#	1	4								
11 Employees	%	9.09	36.36								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04001 - SENIOR INVESTIGATOR	#	0	1								
2 Employees	%	0.00	50.00								
R04007 - SR GENERAL SERVICES SPEC	#	1	9								
15 Employees	%	6.67	60.00								
R04862 - SR HR SPECIALIST	#	6	13								
16 Employees	%	37.50	81.25								
R04740 - SR FINANCIAL SERVICES SPECIALI	#	0	12								
18 Employees	%	0.00	66.67								
R04041 - SR CIVIL RIGHTS SPECIALIST	#	2	3								
3 Employees	%	66.67	100.00								
R04628 - SENIOR AUDITOR	#	0	6								
9 Employees	%	0.00	66.67								
R04080 - SR MULTIMODAL OPER SPECIALIST	#	0	3								
4 Employees	%	0.00	75.00								
R04101 - SENIOR PROCUREMENT AGENT	#	1	3								
5 Employees	%	20.00	60.00								
R04127 - INT ENVIRONMENTAL SPEC-SS	#	1	0								
1 Employee	%	100.00	0.00								
R04696 - SR INFO SYSTEMS TECHNOLOGIST	#	5	9								
33 Employees	%	15.15	27.27								
R04607 - SR CUSTOMER RELATIONS SPECIAL	#	2	9								
14 Employees	%	14.29	64.29								
R04059 - COMMUNITY LIAISON	#	1	1								
1 Employee	%	100.00	100.00								
R05629 - INTER HIGHWAY DESIGNER	#	5	5								
27 Employees	%	18.52	18.52								
R05824 - GEOTECHNICAL SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R05834 - STRUCTURAL DESIGNER	#	0	1								
2 Employees	%	0.00	50.00								
R04081 - SENIOR PARALEGAL	#	0	4								
5 Employees	%	0.00	80.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05626 - INTER CONST INSPECTOR	#	6	8								
53 Employees	%	11.32	15.09								
R04712 - SR SYSTEM MANAGEMENT SPECIALIS	#	1	4								
6 Employees	%	16.67	66.67								
R04078 - SENIOR GIS SPECIALIST	#	0	1								
5 Employees	%	0.00	20.00								
R05771 - INTER MATERIALS INSPECTOR	#	0	3								
10 Employees	%	0.00	30.00								
R04009 - SR EMPLOYEE DEVELOPMENT SPECIA	#	1	2								
3 Employees	%	33.33	66.67								
R04023 - BUS SYST SUPP SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R04065 - SR BENEFITS SPECIALIST	#	0	1								
2 Employees	%	0.00	50.00								
R04467 - OUTDOOR ADVERTISING SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R05851 - TRAFFIC STUDIES SPECIALIST	#	2	5								
10 Employees	%	20.00	50.00								
R05103 - MAINTENANCE ENGINEERING SPCLST	#	0	1								
2 Employees	%	0.00	50.00								
R05781 - MATERIALS SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R05776 - HIGHWAY DESIGNER	#	1	4								
20 Employees	%	5.00	20.00								
R04113 - SR OUTDOOR ADVERTISING PERM SP	#	0	1								
3 Employees	%	0.00	33.33								
R04639 - TRANSPORTATION DATA ANALYST	#	1	1								
1 Employee	%	100.00	100.00								
R04137 - INT DIVERSITY & INCLUSION SPEC	#	1	0								
1 Employee	%	100.00	0.00								
R05736 - CONSTRUCTION INSPECTOR	#	3	5								
42 Employees	%	7.14	11.90								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05798 - INTER TRANSPORTATION PLANNER	#	0	2								
6 Employees	%	0.00	33.33								
R05787 - MATERIALS INSPECTOR	#	4	3								
12 Employees	%	33.33	25.00								
R04012 - INT EMPLOYEE DEVELOPMENT SPECI	#	0	1								
1 Employee	%	0.00	100.00								
R04779 - INTERMEDIATE AUDITOR	#	0	0								
1 Employee	%	0.00	0.00								
R04072 - INTERMEDIATE CHEMIST	#	1	1								
2 Employees	%	50.00	50.00								
R04133 - INT HISTORIC PRESERV SPEC-NSS	#	0	1								
1 Employee	%	0.00	100.00								
R04617 - INTERM FINANCIAL SERV SPECIALI	#	2	6								
7 Employees	%	28.57	85.71								
R04073 - INTRM HISTORIC PRESERVATION SP	#	0	0								
2 Employees	%	0.00	0.00								
R04074 - INTERM MULTIMODAL OPER SPECIAL	#	0	1								
1 Employee	%	0.00	100.00								
R04085 - INTERMEDIATE PARALEGAL	#	0	4								
4 Employees	%	0.00	100.00								
R04103 - INTERMEDIATE PROCUREMENT AGENT	#	0	3								
4 Employees	%	0.00	75.00								
R04409 - INT GIS SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R04477 - INTERM CUSTOMER RELATIONS SPE	#	1	3								
4 Employees	%	25.00	75.00								
R04585 - INTER SYSTEM MANAGEMENT SPECIA	#	0	3								
3 Employees	%	0.00	100.00								
R04647 - INT GOVERNMENTAL RELATIONS SPE	#	0	0								
1 Employee	%	0.00	0.00								
R04878 - INTER RISK MGT SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04372 - SYSTEM MANAGEMENT SPECIALIST	#	0	2								
3 Employees	%	0.00	66.67								
R04445 - INTERM GEN SERV SPECIALIST	#	1	3								
4 Employees	%	25.00	75.00								
R04605 - INT HUMAN RESOURCES SPECLST	#	4	3								
5 Employees	%	80.00	60.00								
R05856 - TRANSPORTATION PLANNER	#	1	2								
5 Employees	%	20.00	40.00								
R04029 - INT INFO SYSTEMS TECHNOLOGIST	#	1	1								
10 Employees	%	10.00	10.00								
R04040 - INT CIVIL RIGHTS SPECIALIST	#	1	3								
3 Employees	%	33.33	100.00								
R04076 - MULTIMODAL OPERATIONS SPECIALI	#	1	1								
1 Employee	%	100.00	100.00								
R04427 - PROCUREMENT AGENT	#	0	1								
1 Employee	%	0.00	100.00								
R04003 - INVESTIGATOR	#	0	1								
1 Employee	%	0.00	100.00								
R04039 - CIVIL RIGHTS SPECIALIST	#	0	1								
1 Employee	%	0.00	100.00								
R04126 - ENVIRONMENTAL SPECIALIST-SS	#	0	0								
1 Employee	%	0.00	0.00								
R04135 - HISTORIC PRESERVATION SPEC-NSS	#	0	0								
1 Employee	%	0.00	0.00								
R04849 - HUMAN RESOURCES SPECIALIST	#	3	6								
7 Employees	%	42.86	85.71								
R04038 - SR TRNS ENFRCEMNT INVESTIGATOR	#	0	1								
14 Employees	%	0.00	7.14								
R04838 - AUDITOR	#	0	2								
4 Employees	%	0.00	50.00								
R04063 - ORGANIZATIONAL PERFORMANCE ANA	#	0	1								
2 Employees	%	0.00	50.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R04828 - CUSTOMER RELATIONS SPECIALIST	#	1	4								
4 Employees	%	25.00	100.00								
R04071 - HISTORIC PRESERVATION SPECIALI	#	0	2								
2 Employees	%	0.00	100.00								
R04408 - GIS SPECIALIST	#	0	0								
2 Employees	%	0.00	0.00								
R04422 - RISK MANAGEMENT SPECIALIST	#	0	1								
2 Employees	%	0.00	50.00								
R04008 - GENERAL SERVICES SPEC	#	0	0								
1 Employee	%	0.00	0.00								
R04695 - INFO SYSTEMS TECHNOLOGIST	#	4	6								
11 Employees	%	36.36	54.55								
R04112 - OUTDOOR ADVERT PERMIT SPEC	#	0	0								
2 Employees	%	0.00	0.00								
R04037 - TRANSP ENFRMNT INVESTIGATOR	#	1	2								
10 Employees	%	10.00	20.00								
R04011 - EMPLOYEE DEVELOPMENT SPECIALIS	#	0	1								
1 Employee	%	0.00	100.00								
R04084 - PARALEGAL	#	0	2								
2 Employees	%	0.00	100.00								
R04106 - INT DATA REPORT ANALYST	#	0	0								
1 Employee	%	0.00	0.00								
R04632 - FINANCIAL SERVICES SPECIALIST	#	1	8								
10 Employees	%	10.00	80.00								
R05017 - RESEARCH ANALYST	#	0	0								
1 Employee	%	0.00	0.00								
R05040 - INT TRAFFIC STUDIES SPEC-NSS	#	0	0								
1 Employee	%	0.00	0.00								
R04136 - DIVERSITY & INCLUSION SPECIALI	#	0	0								
1 Employee	%	0.00	0.00								
R05031 - TRAFFIC STUDIES SPECIALIST-NSS	#	0	1								
2 Employees	%	0.00	50.00								

Job Group Analysis

B

PROFESSIONALS

EEO Code: B

Job Code & Title		Min	Fem								
R05649 - OFF-SYSTEM PLANS REVIEWER	#	0	0								
2 Employees	%	0.00	0.00								
958 Employees	Totals	#	103	333							
		%	10.75	34.76							

Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem								
R01039 - SENIOR PLANNING TECHNICIAN	#	1	6								
10 Employees	%	10.00	60.00								
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								
R03057 - FABRICATION TECHNICIAN	#	0	0								
1 Employee	%	0.00	0.00								
R03012 - SENIOR CADD SUPPORT SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R03020 - TR COMMUNICATION SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R03058 - STRUCTURAL ANALYST	#	0	0								
2 Employees	%	0.00	0.00								
R02583 - LAND SURVEYOR	#	0	0								
12 Employees	%	0.00	0.00								
R01005 - SR RAILROAD SAFETY INSPECTOR	#	0	0								
5 Employees	%	0.00	0.00								
R03028 - SENIOR TRAFFIC SPECIALIST	#	4	2								
23 Employees	%	17.39	8.70								
R01044 - AIRPORT PROJECT TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R02362 - LEAD FIELD ACQUISITION TECH	#	0	0								
2 Employees	%	0.00	0.00								
R03414 - STRUCTURAL SPECIALIST	#	0	2								
6 Employees	%	0.00	33.33								
R02014 - LAND SURVEYOR IN TRAINING	#	0	0								
4 Employees	%	0.00	0.00								
R01071 - MATERIALS TESTING SPECIALIST	#	0	0								
2 Employees	%	0.00	0.00								

Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem								
R03522 - TRAFFIC SPECIALIST	#	0	0								
1 Employee	%	0.00	0.00								
R03014 - SENIOR CARTOGRAPHER	#	0	1								
1 Employee	%	0.00	100.00								
R01596 - SENIOR TRAFFIC TECHNICIAN	#	1	8								
14 Employees	%	7.14	57.14								
R01501 - SENIOR MATERIALS TECHNICIAN	#	2	4								
11 Employees	%	18.18	36.36								
R01591 - SENIOR DESIGN TECHNICIAN	#	2	8								
18 Employees	%	11.11	44.44								
R02013 - SENIOR SURVEY TECHNICIAN	#	1	1								
10 Employees	%	10.00	10.00								
R03059 - SENIOR STRUCTURAL TECHNICIAN	#	0	0								
3 Employees	%	0.00	0.00								
R01516 - SR CONSTRUCTION TECHNICIAN	#	5	7								
43 Employees	%	11.63	16.28								
R01065 - INTER MAINTENANCE TECHNICIAN	#	0	0								
1 Employee	%	0.00	0.00								
R01066 - SENIOR MAINTENANCE TECHNICIAN	#	0	4								
10 Employees	%	0.00	40.00								
R02012 - INTERMEDIATE SURVEY TECHNICIAN	#	0	0								
5 Employees	%	0.00	0.00								
R01593 - INTER MATERIALS TECH	#	3	0								
10 Employees	%	30.00	0.00								
R01534 - INTERMEDIATE DESIGN TECHNICN	#	1	0								
2 Employees	%	50.00	0.00								
R01589 - INTER CONSTRUCTION TECH	#	5	2								
18 Employees	%	27.78	11.11								
R01595 - INTER TRAFFIC TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R03543 - INTER STRUCTURAL TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								

Job Group Analysis

C

TECHNICIANS

EEO Code: C

Job Code & Title		Min	Fem								
R03544 - STRUCTURAL TECHNICIAN	#	2	0								
3 Employees	%	66.67	0.00								
R01592 - MATERIALS TECHNICIAN	#	0	2								
3 Employees	%	0.00	66.67								
R02011 - SURVEY TECHNICIAN	#	0	2								
5 Employees	%	0.00	40.00								
R01515 - CONSTRUCTION TECHNICIAN	#	3	5								
21 Employees	%	14.29	23.81								
R01569 - ASSISTANT SURVEY TECHNICIAN	#	2	0								
4 Employees	%	50.00	0.00								
259 Employees	Totals	#	32	58							
		%	12.36	22.39							

Job Group Analysis

E

PARAPROFESSIONALS

EEO Code: E

Job Code & Title		Min	Fem								
R03018 - MCS SYSTEM & TRAINING ANALYST	#	0	2								
3 Employees	%	0.00	66.67								
R01074 - INFORMATION SYSTEMS TECHNICIAN	#	1	0								
2 Employees	%	50.00	0.00								
R01075 - INTERMEDIATE IS TECHNICIAN	#	0	2								
3 Employees	%	0.00	66.67								
R03149 - FINAL PLANS REVIEWER	#	0	1								
1 Employee	%	0.00	100.00								
R03133 - DIST FINAL PLANS & REP PROC	#	1	5								
6 Employees	%	16.67	83.33								
R03119 - CONSTRUCTION CONTRACT ADMINIST	#	0	1								
1 Employee	%	0.00	100.00								
R01289 - SENIOR PRINTING TECHNICIAN	#	0	0								
2 Employees	%	0.00	0.00								
R03564 - BRIDGE INVENTORY ANALYST	#	0	1								
2 Employees	%	0.00	50.00								
R01046 - SENIOR RIGHT OF WAY TECHNICIAN	#	0	2								
2 Employees	%	0.00	100.00								
R01088 - SENIOR INF SYSTEMS TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R01032 - SENIOR GENERAL SERVICES TECHN	#	0	11								
11 Employees	%	0.00	100.00								
R01034 - SENIOR RISK MANAGEMENT TECHNIC	#	2	9								
10 Employees	%	20.00	90.00								
R01023 - SR ADMINISTRATIVE TECHNICIAN	#	2	11								
12 Employees	%	16.67	91.67								
R01030 - SENIOR HUMAN RESOURCES TECHNIC	#	0	6								
6 Employees	%	0.00	100.00								
R01028 - SENIOR FINANCIAL SERVICES TECH	#	0	23								
26 Employees	%	0.00	88.46								
R01084 - SENIOR CUSTOMER SERVICE REP	#	2	14								
15 Employees	%	13.33	93.33								

Job Group Analysis

E

PARAPROFESSIONALS

EEO Code: E

Job Code & Title		Min	Fem								
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								
R01019 - RIGHT OF WAY TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
R01031 - GENERAL SERVICES TECHNICIAN	#	1	1								
1 Employee	%	100.00	100.00								
R01022 - ADMINISTRATIVE TECHNICIAN	#	0	7								
7 Employees	%	0.00	100.00								
R01098 - CUSTOMER SERVICE REP	#	1	3								
3 Employees	%	33.33	100.00								
R01029 - HUMAN RESOURCES TECHNICIAN	#	0	2								
2 Employees	%	0.00	100.00								
R01027 - FINANCIAL SERVICES TECHNICIAN	#	1	7								
7 Employees	%	14.29	100.00								
R01033 - RISK MANAGEMENT TECHNICIAN	#	0	1								
1 Employee	%	0.00	100.00								
127 Employees											
Totals		#	11	113							
		%	8.66	88.98							

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								
R01081 - TRAFFIC SYSTEMS OPERATOR	#	1	1								
2 Employees	%	50.00	50.00								
R03047 - LEGAL ASSISTANT	#	0	1								
1 Employee	%	0.00	100.00								
R01085 - SR EXECUTIVE ASST TO THE DIREC	#	0	1								
1 Employee	%	0.00	100.00								
R01146 - SENIOR EXECUTIVE ASSISTANT	#	0	3								
3 Employees	%	0.00	100.00								
R01015 - SR TRAFFIC SYSTEMS OPERATOR	#	0	1								
2 Employees	%	0.00	50.00								
R01287 - SR MOTOR CARRIER AGENT	#	1	11								
14 Employees	%	7.14	78.57								
R01026 - EXECUTIVE ASSISTANT	#	3	27								
28 Employees	%	10.71	96.43								
R01213 - INT MOTOR CARRIER AGENT	#	0	4								
7 Employees	%	0.00	57.14								
R01272 - CONST PROJECT OFFICE ASSISTANT	#	1	23								
23 Employees	%	4.35	100.00								
R01007 - MOTOR CARRIER AGENT	#	2	2								
6 Employees	%	33.33	33.33								
R01025 - SENIOR OFFICE ASSISTANT	#	2	16								
16 Employees	%	12.50	100.00								
R01024 - OFFICE ASSISTANT	#	0	3								
4 Employees	%	0.00	75.00								
108 Employees											
Totals		#	10	93							
	%		9.26	86.11							

Job Group Analysis

G

SKILLED CRAFT WORKERS

EEO Code: G

Job Code & Title		Min	Fem								
R01058 - BRIDGE MT CREW LEADER	#	0	0								
1 Employee	%	0.00	0.00								
R01055 - SENIOR BRIDGE MT WORKER	#	0	0								
3 Employees	%	0.00	0.00								
R01102 - BRIDGE MAINTENANCE CREW LEADER	#	2	1								
16 Employees	%	12.50	6.25								
R02021 - SENIOR FIELD ACQUISITION TECHN	#	0	0								
4 Employees	%	0.00	0.00								
R01107 - SR BRIDGE MAINTENANCE WORKER	#	3	0								
22 Employees	%	13.64	0.00								
R01042 - SUPPLY OFFICE ASSISTANT	#	1	0								
1 Employee	%	100.00	0.00								
R01106 - INT BRIDGE MAINTENANCE WORKER	#	3	1								
10 Employees	%	30.00	10.00								
R02363 - FIELD ACQUISITION TECHNICIAN	#	1	0								
2 Employees	%	50.00	0.00								
R03514 - EQUIP TECH SUPPORT SPECIALIST	#	0	0								
2 Employees	%	0.00	0.00								
R02008 - SENIOR ELECTRICIAN	#	6	1								
43 Employees	%	13.95	2.33								
R02019 - SENIOR EQUIPMENT TECHNICIAN	#	5	1								
141 Employees	%	3.55	0.71								
R02007 - SENIOR FACILITY OPERATIONS SPE	#	0	0								
16 Employees	%	0.00	0.00								
R01319 - CORE DRILL OPERATOR	#	0	0								
2 Employees	%	0.00	0.00								
R02350 - ELECTRICIAN	#	6	0								
19 Employees	%	31.58	0.00								
R01061 - MAINTENANCE CREW LEADER	#	32	16								
421 Employees	%	7.60	3.80								
R02006 - FACILITY OPERATIONS SPECIALIST	#	0	0								
5 Employees	%	0.00	0.00								

Job Group Analysis

G

SKILLED CRAFT WORKERS

EEO Code: G

Job Code & Title		Min	Fem								
R02018 - INTERMEDIATE EQUIPMENT TECH	#	0	1								
15 Employees	%	0.00	6.67								
R01073 - SENIOR SUPPLY AGENT	#	1	1								
7 Employees	%	14.29	14.29								
R01317 - SENIOR CORE DRILL ASSISTANT	#	0	0								
3 Employees	%	0.00	0.00								
R02381 - ELECTRICIAN ASSISTANT	#	8	0								
27 Employees	%	29.63	0.00								
R02017 - EQUIPMENT TECHNICIAN	#	0	0								
6 Employees	%	0.00	0.00								
R02267 - INTER FLD ACQUISITION TECH	#	0	0								
1 Employee	%	0.00	0.00								
R01369 - INTER CORE DRILL ASSISTANT	#	0	0								
2 Employees	%	0.00	0.00								
R01089 - ASSISTANT EQUIPMENT TECHNICIAN	#	1	0								
4 Employees	%	25.00	0.00								
773 Employees	Totals #	69	22								
	%	8.93	2.85								

Job Group Analysis

H

SERVICE MAINTENANCE

EEO Code: H

Job Code & Title		Min	Fem								
R01057 - BRIDGE MAINTENANCE WORKER	#	0	0								
4 Employees	%	0.00	0.00								
R01101 - BRIDGE MAINTENANCE WORKER	#	10	1								
34 Employees	%	29.41	2.94								
R01335 - SENIOR MAINTENANCE WORKER	#	93	64								
1096 Employees	%	8.49	5.84								
R01392 - MOTORIST ASSISTANCE OPERATOR	#	11	2								
37 Employees	%	29.73	5.41								
R01391 - SR FACILITY OPERATIONS CREW WO	#	2	0								
8 Employees	%	25.00	0.00								
R01301 - INTERMEDIATE MAINTENANCE WRKR	#	27	13								
279 Employees	%	9.68	4.66								
R01333 - MAINTENANCE WORKER	#	96	36								
593 Employees	%	16.19	6.07								
R01306 - FACILITY OPERATIONS CREW WORKE	#	1	0								
2 Employees	%	50.00	0.00								
R01318 - CORE DRILL ASSISTANT	#	0	0								
1 Employee	%	0.00	0.00								
R01376 - SENIOR BUILDING CUSTODIAN	#	0	1								
1 Employee	%	0.00	100.00								
2055 Employees	#	240	117								
Totals	%	11.68	5.69								

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, 2019 Annual Affirmative Action Plan

Missouri Department of Transportation

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem								
A - OFFICIALS AND ADMINISTRATORS		#	45	173								
817 Employees	A	%	5.51	21.18								
B - PROFESSIONALS		#	103	333								
958 Employees	B	%	10.75	34.76								
C - TECHNICIANS		#	32	58								
259 Employees	C	%	12.36	22.39								
E - PARAPROFESSIONALS		#	11	113								
127 Employees	E	%	8.66	88.98								
F - OFFICE AND CLERICAL		#	10	93								
108 Employees	F	%	9.26	86.11								
G - SKILLED CRAFT WORKERS		#	69	22								
773 Employees	G	%	8.93	2.85								
H - SERVICE MAINTENANCE		#	240	117								
2055 Employees	H	%	11.68	5.69								
5097 Employees	Totals	#	510	909								
		%	10.01	17.83								

Determining Availabilities

41 C.F.R. 60-2.14

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

In determining availability, the department considers the following factors:

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

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

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

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

The Any Difference Rule

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

The 80% Rule

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

The Whole Person Rule

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

Significant Difference Rule

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

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

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

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

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

EEO Code	EEO Title	External Factor	Internal Factors	External Weight	Internal Weight
A	Officials and Administrators	Missouri	B, C, G	4.00	96.00
B	Professionals	Missouri	C, E, F	53.00	47.00
C	Technicians	Missouri	F, G, H	76.00	24.00
E	Paraprofessionals	Missouri	F	71.00	29.00
F	Office and Clerical	Missouri		100	0
G	Skilled Craft Workers	Missouri	H	24	76
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.

Incumbency vs. Estimated Availability

A		OFFICIALS AND ADMINISTRATORS	
Total Emp 817		Min	Fem
	Employment %	5.51	21.18
	Availability %	10.62	36.17
	Statistical Value	4.743	8.920
B		PROFESSIONALS	
Total Emp 958		Min	Fem
	Employment %	10.75	34.76
	Availability %	9.91	37.59
	Statistical Value		1.809
C		TECHNICIANS	
Total Emp 259		Min	Fem
	Employment %	12.36	22.39
	Availability %	10.17	22.04
	Statistical Value		
E		PARAPROFESSIONALS	
Total Emp 127		Min	Fem
	Employment %	8.66	88.98
	Availability %	14.28	71.65
	Statistical Value	1.810	
F		OFFICE AND CLERICAL	
Total Emp 108		Min	Fem
	Employment %	9.26	86.11
	Availability %	13.17	88.11
	Statistical Value	1.202	0.642
G		SKILLED CRAFT WORKERS	
Total Emp 773		Min	Fem
	Employment %	8.93	2.85
	Availability %	14.52	11.34
	Statistical Value	4.414	7.448

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

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

Incumbency vs. Estimated Availability

H		SERVICE MAINTENANCE	
Total Emp 2055		Min	Fem
	Employment %	11.68	5.69
	Availability %	12.69	4.93
	Statistical Value	1.377	

Total Employment: 5097

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 2019 for those job groups where placement goals are set:

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

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

Placement Goals

Job Group & Name	Min	Fem								
A - OFFICIALS AND ADMINISTRATORS	9.63	33.03								
E - PARAPROFESSIONALS	14.28									
F - OFFICE AND CLERICAL	13.17									
G - SKILLED CRAFT WORKERS	14.52	11.34								

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 2019 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, 2018), 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, 2019.

Goal Attainment Report

Only job groups that were assigned placement goals are listed.

Job Group	Minority Percent		
	Employment 6.30.18	Placement Goal	Employment 6.30.19
E-Paraprofessionals	7.44	15.30	8.66
F-Office and Clerical	9.73	12.96	9.26

Job Group	Female Percent		
	Employment 6.30.18	Placement Goal	Employment 6.30.19
A-Officials and Administrators	21.16	30.88	21.18
G-Skilled Craft Workers	3.00	10.84	2.85

FY 2019 Diversity Training Conducted

EEO Training

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

Diversity and Inclusion Training Conducted

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

Training/Workshops – Internal

- Peer Today – Boss Tomorrow
- 21 Laws of Irrefutable Leadership
- Recruitment/Retention Strategies Focus Group
- Getting Stuck Video
- Women's Equality Day in the United States
- Kindness and Empathy
- November is Epilepsy Awareness Month
- Be Aware of Unconscious Bias
- Perception Game
- Effects of Workplace Friendships
- Changing Family Landscape
- Disability Awareness
- Beyond Tolerance to Bold Inclusion
- Hispanic Heritage Month
- Bridging the Diversity Gap
- Discussion Across Differences: Teaching for Inclusion
- Diversity on the Job: The Importance of Diversity and the Changing Workplace
- Understanding Workplace Diversity
- Your Role in Workplace Diversity

Reoccurring Training

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

Training Workshops – External

- Cox South BASE Program
- Missouri Job Center Business Summit Panel Discussion: Soft Skills and Workforce Issues
- MOMENTUM: State of the Workforce Event
- Professional Engineering License Workshop
- Springfield Area Chamber of Commerce: Panel Discussion – Workplace Culture
- Taking Charge of Your Career
- Cultural Diversity – Missouri Police Chiefs Association

Conferences – Internal

- Regional Diversity and Inclusion Conferences
 - Central District
 - Northeast
 - Northwest
 - Kansas City
 - St. Louis
 - Southeast
- Women's Leadership Conference
 - St. Louis
 - Central Office
- Veteran's Conference
 - St. Louis

Conferences – External

- National Museum of African American History and Culture Day of Exploration
- Annual AccessAbility Business Summit
- St. Louis Women's Conference
- American Association for Access Equity and Diversity
- Webster University Diversity and Inclusion Conference

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, 2018 to Jun 30, 2019

Run Date: 11/12/19

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	49	0	3	1	2	0	43	0	0	10	0	0	0	0	0	10	0	0	0	59
PROFESSIONALS	61	1	3	4	0	0	53	0	0	45	0	4	0	0	0	41	0	0	0	106
TECHNICIANS	30	0	0	0	1	0	29	0	0	5	0	0	0	0	0	5	0	0	0	35
PARAPROFESSIONALS	2	0	0	0	0	0	2	0	0	13	0	4	0	0	0	9	0	0	0	15
OFFICE AND CLERICAL	3	0	0	0	0	0	3	0	0	14	0	2	0	0	0	11	0	1	0	17
SKILLED CRAFT WORKERS	73	0	7	0	1	0	65	0	0	4	0	1	0	0	0	3	0	0	0	77
SERVICE MAINTENANCE	390	1	55	5	4	0	323	0	2	25	0	8	0	0	0	17	0	0	0	415
	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	1
MoDOT Total Separations	608	2	68	10	8	0	518	0	2	117	0	19	0	0	0	97	0	1	0	725

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, 2018 to Jun 30, 2019

Run Date: 11/12/19

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	96	0	2	1	0	0	92	0	0	22	0	0	0	1	0	21	0	0	0	118
PROFESSIONALS	114	2	6	1	0	0	103	0	2	76	1	7	0	1	0	67	0	0	0	190
TECHNICIANS	35	0	1	3	0	0	31	0	0	6	1	0	0	0	0	5	0	0	0	41
PARAPROFESSIONALS	2	0	0	0	0	0	2	0	0	16	1	1	1	0	0	13	0	0	0	18
OFFICE AND CLERICAL	2	0	0	1	0	0	1	0	0	5	0	0	0	0	0	5	0	0	0	7
SKILLED CRAFT WORKERS	120	0	13	1	1	0	105	0	0	4	0	2	0	0	0	2	0	0	0	124
SERVICE MAINTENANCE	329	1	22	7	3	0	292	0	3	13	0	1	0	0	0	12	0	0	0	342
MoDOT Total Promotions	698	3	44	14	4	0	626	0	5	142	3	11	1	2	0	125	0	0	0	840

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, 2018 to June 30, 2019, MoDOT posted the majority of all open positions on the department's internet site. All persons interested in obtaining employment with MoDOT were advised to apply according to our current policy. The Human Resources Division accepted applications for all open positions posted. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

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

Applicant Summary

Job Group	Qualified Applicants				Interviewed				Hired			Filled	
	Total	Min	Fem	Unk	Total	Min	Fem	Unk	Total	Min	Fem	Internal	External
A – Official & Administrator	780	51	162	32	535	31	109	11	122	5	26	113	9
B – Professionals	1615	304	739	149	488	87	206	48	110	17	47	58	52
C – Technician	1250	247	231	84	350	56	65	18	102	15	22	26	76
E – Paraprofessionals	860	190	629	78	182	31	146	15	32	5	27	8	24
F – Office Clerical	1129	124	895	88	256	25	197	20	43	2	29	5	38
G – Skilled Craft	803	82	44	26	511	49	23	15	135	17	3	104	31
H – Maintenance	6604	698	424	389	2438	332	134	146	572	65	27	101	471
Total	13041	1696	3124	846	4760	611	880	273	1116	126	181	415	701

Disciplinary Action July 1, 2018 through June 30, 2019

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	White	Male	Female	Total
Verbal Warning	1	23	2	0	75	84	18	102
Written Warning	1	19	2	0	38	52	9	61
Probation	0	7	0	0	13	19	1	20
Suspension	0	1	0	0	3	4	0	4
Probation and Suspension	0	0	0	0	8	7	1	8
Demotion	0	0	0	0	1	1	0	1
Termination	0	17	1	0	43	57	5	62
Other	0	1	0	0	2	3	0	3
Total	2	67	5	0	181	224	34	261

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
Verbal Warning	7	11	5	8	3	15	53	102
Written Warning	2	6	4	2	2	4	41	61
Probation	3	4	2	0	1	2	8	20
Suspension	0	0	0	0	0	1	3	4
Probation and Suspension	2	0	0	0	0	1	5	8
Demotion	0	0	0	0	0	1	0	1
Termination	2	4	4	1	4	6	41	62
Other	0	0	0	2	1	0	0	3
Total	16	25	15	11	10	30	151	261

Analysis of Hires and Offers v. Applicants

AAP 2020 EEOC Code
11/07/2019

Report

Standard Deviation Test (PRI corrected OFCCP) by Job Group

Sort and Summarize by

Job Group

Time Period

All

Test for Adverse Impact

Standard Deviation (PRI corrected OFCCP)

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

Race Comparison

Race v. All Others

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

Footnotes

Analysis of Hires and Offers v. Applicants

AAP 2020 EEOC Code
11/07/2019

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

Note: Yes indicates Number of Standard Deviations ≤ -2.00

Yes* indicates Probability ≤ 0.0500

¹ indicates one-tail probabilities that have not been doubled

Grievances and Complaints

7/1/2018 - 6/30/2019

<i>Grievance/ Complaint Filed With</i>	<i>Sex</i>	<i>Race</i>	<i>Complaint</i>	<i>Basis</i>	<i>Status</i>
	Male	Caucasian	Harassment	Grievance	Closed
AI	Female	Caucasian	Hiring	Grievance	Closed
AI	Female	African-American	Sexual Harassment	Retaliation Sexual Harassment	Under Review by CCO
	Male	Caucasian	Treatment	National Origin Race Age	Completed/Under Review
	Female	Caucasian			Closed
AI	Male	African-American	Disciplinary	Disability Gender Race Age Retaliation	Closed
AI	Male	Caucasian	Termination	Age	Closed
	Male				Report submitted to MCHR/EEOC
AI	Male	Caucasian			Report Pending
AI	Male	African-American	Termination	Disciplinary	Closed
EEOC	Female	African-American	Retaliation	Retaliation Gender	Case Pending Further Information
MCHR/EEOC	Female	Caucasian	Promotion	Retaliation Gender	Report submitted to MCHR/EEOC
AI	Male	African-American	Promotion	Retaliation Race	Under Review by CCO
AI	Male	African-American	Termination	Grievance	Completed/Under Review
EEOC	Male	African-American	Termination		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>
MCHR/EEOC	Male	African-American	Promotion	Race	Investigation Underway
	Male	Caucasian	Termination		Closed
AI	Male		Disciplinary	Hostile Work Environ	Closed
			Promotion	Hostile Work Environ	
			Hostile Work Environment	Grievance	
					Closed

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, 2019

Plan Expiration Date: June 30, 2020

Prepared by: Missy Stuedle
*Interim External Civil Rights Director/
Rights Manager*

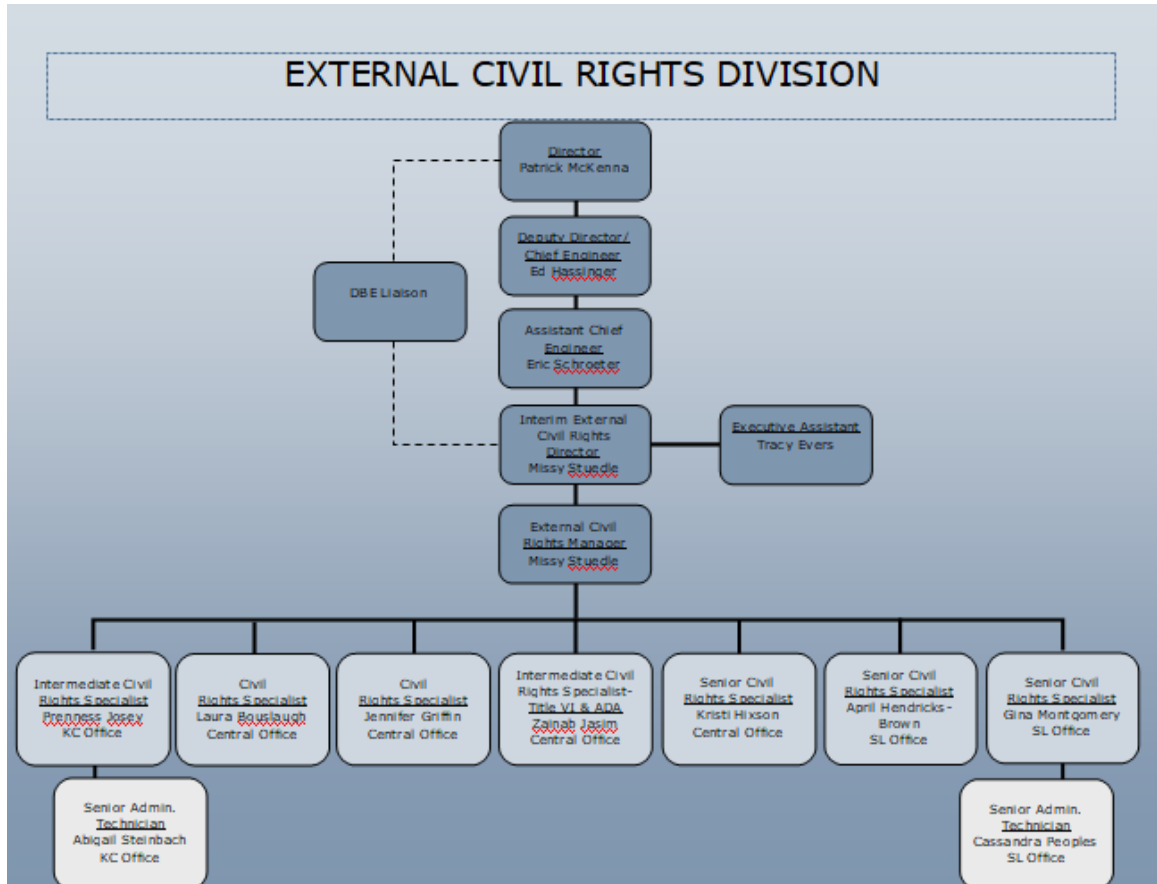
ECR Director: Missy Stuedle
Interim External Civil Rights Director

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 – 1 Kansas City, 2 St. Louis, 4 Jefferson City
- (1) Senior Administrative Technician – 1 Kansas City and 1 St. Louis
- (1) Executive Assistant

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

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

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

- External Civil Rights Director – Full Time - Lester Woods
- External Civil Rights Manager – Full Time – Missy Stuedle
- Executive Assistant – Full Time – Tracy Evers
- 2 Senior Civil Rights Specialists – Full Time – Kristi Hixson and April Hendricks-Brown
- 2 Intermediate Civil Rights Specialists – Full Time – Gina Montgomery and Prenness Josey
- 3 Civil Rights Specialists – Full Time – Zainab Jasim, Jennifer Griffin and Laura Bouslaugh
- 2 Senior Administrative Technicians – Full Time – Abigail Steinbach and Cassandra Peoples

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

The Interim External Civil Rights Director Missy Stuedle participated in several events, including the following: 2018 AGC/MoDOT Coop Meeting, MAPA Conference and the 2019 Civil Rights Contractor Compliance/DBE Training Symposium. In addition, she attended the COMTO National meeting in Tampa, Florida. She also attended the 2019 DBE Symposium, U.S. DOT Regular Dealer Virtual Listening Session.

External Civil Rights Specialist Jennifer Griffin has attended the 2018 MINK Conference, 2018 MRCC Training, 2018 AGC Conference, 2019 MAPA Conference, 2019 DBE Symposium, U.S. DOT Regular Dealer Virtual Listening Session, and 2019 Understanding Disadvantaged Business Enterprise Interstate Certification Webinar.

External Civil Rights Specialist Zainab Jasim attended the 2019 DBE Symposium, U.S. DOT Regular Dealer Virtual Listening Session, Designing Pedestrian Facilities for Accessibility, and the National ADA Symposium.

External Civil Rights Specialist Laura Bouslaugh attended the 2018 MINK Conference, 2018 MRCC Training, 2019 DBE Symposium, and Designing Pedestrian Facilities for Accessibility.

April Hendricks-Brown, External Civil Rights Specialist received training in August 2018 at the American Contractor Compliance Association's National Training Institute and obtained the Certified Contractor Contract Administrator Certificate. In October 2018, April also received training at the Missouri Regional Certification Committee annual workshop and in February 2019 she received internal MoDOT/ECR OJT Training. She attended the webinar titled Understanding Disadvantaged Business Enterprise Interstate Certification provided by the US DOT in May 2019.

Abigail Steinbach, ECR Sr. Administrative Technician, attended 2018 MRCC Certification & Compliance Training, 2018 MINK Conference, 2018 MRCC Training and TRB Webinar Training.

Prenness Josey, External Civil Rights Specialist attended the 2018 MRCC Training, 2018 AGC Conference, Annual Cement Concrete Pavement Conference, 2019 DBE Symposium, U.S. DOT Regular Dealer Virtual Listening Session, and 2019 Understanding Disadvantaged Business Enterprise Interstate Certification Webinar.

Gina Montgomery, External Civil Rights Specialist attended the 2018 DBE Training Symposium, AASHTO Administration Conference. 2018 MRCC Training and the AGC/MoDOT Coop meeting. In 2019 she attended the DBE Symposium.

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

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

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

Contract compliance

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

On-the-Job Training

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

Supportive services

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

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

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

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

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

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

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

The procedures are modeled after the FHWA guidelines.

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

The procedures have not been revised since the last assessment.

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

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

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

List of liquidated damages: The total amount assessed as of June 30, 2019 is \$0.00 for failure to meet DBE goals, \$0.00 for failure to meet the DBE goals due to CUF issues and \$0.00 for failure to meet OJT goals. To date, MoDOT has issued 4 Voluntary Corrective Action Plans (VCAP).

- Failure to meet the OJT goal, liquidated damages were assessed at \$20,000 for 160318-H01, Cape Girardeau- June 4, 2018

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

MoDOT hosted the Civil Rights Contractor Compliance/DBE Training Symposium in April 2019, AGC / MoDOT Coop meeting was held in December 2018, and the MAPA meeting held in January 2019.

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 2018 as of June 30, 2019.

Thirty-one trainee slots have been assigned to MoDOT federally-funded projects as of June 30, 2019. As of June 30, 2019, 16 slots have been assigned to contracts.

14. Indicate the total number of individuals by race, gender and job category that participated as OJT trainees in state year 2019 as of June 30, 2019. In addition, designate the number by race, gender and job category:

A. New trainees during the year as of June 30, 2019

Craft	Non-minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals
Carpenter		1	1		2
Laborer		4	6	3	13
Equipment Operator					
Ironworker					
Cement Mason					
Total	0	5	7	3	

B. Graduated during the year as of June 30, 2019

Craft	Non-Minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals
Laborer		2	6		8
Equipment Operator		1			1
Carpenter			1		1
Cement Mason			1		1
Ironworker		1			1
Total		4	8		

C. Were still in training as of June 30, 2019

Craft	Non-Minority Males	Non-Minority Females	Minority Males	Minority Females	Craft Totals

Carpenter		5	5		10
Ironworker			2		2
Laborer		3	29	2	34
Equipment Operator		3	4		7
Electrician		1			1
Cement Mason			3		3
Total		12	43	2	

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

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

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

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

FY 2018

Organization	Amount Funded
To be awarded – pending RFP	\$139,535.00


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

MoDOT will respond to FHWA's 2020 OJT SS and DBE solicitations during the winter of 2019. 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 4	Effective Date October 1, 2018
Approved By Micki Knudsen, Human Resources Director, Signature on File	Supersedes Policy Number 0505	Page 1 of 3	Prior Effective Date October 1, 2015

POLICY STATEMENT

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

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

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

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

DEFINITIONS

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

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

Harassment: Includes, but is not limited to, verbally or physically abusive, insulting, hostile, or intimidating behavior or conduct toward an individual or group based on race, sex, age, religion, color, national origin, ancestry, sexual orientation, gender identification, veteran status, 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 his/her line of authority. See Personnel Policy 2513, "Workplace Relationships."
3. The Missouri Department of Transportation's Diversity Plan is the Affirmative Action Plan. The plan is a set of results-oriented policies, programs, and procedures designed to prevent discrimination and to promote employment opportunities for minorities and females. The procedures included in the plan, coupled with good faith efforts, are designated to ensure equal employment opportunity. The Diversity Plan serves as a directive to all supervisory and administrative personnel, who are accountable for familiarity with the contents of

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

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

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

CROSS REFERENCES

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

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


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

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

Appendix 2

Policy 2101:

Equal Employment Opportunity Complaint Procedure

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Grievances and Complaints		
	Policy Title Equal Employment Opportunity Complaint Procedure		
	Policy Number 2101	Page 1 of 3	Effective Date October 1, 2018
Approved By Micki Knudsen, Human Resources Director, Signature on File	Supersedes Policy Number 2101	Page 1 of 3	Prior Effective Date September 5, 2018

PURPOSE

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

POLICY

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

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

5. After reviewing the circumstances leading to the complaint with the 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 any corrective action that will be taken as soon as practical.
6. All steps should be carried out within a reasonable time period unless there are extenuating circumstances, such as extended absence of personnel involved, etc. The employee will be kept generally informed of the status of the EEO complaint.
7. Any investigation, correspondence, etc., involved in the proceedings of an EEO complaint handled by the AI director (or EOD director) should be treated as confidential information to minimize publicity and embarrassment to all parties concerned; however, anonymity cannot be promised to persons (public or employees) who provide information as part of the investigation. The identity of persons who provide information and the information provided shall only be

disclosed to those who have a legitimate need to know. Intimidation, coercion, or retaliation of any kind against individuals who exercise their rights to file a complaint or against those individuals who assist in the investigation of a complaint will not be tolerated.


8. The Commission and appointed officials of the Missouri Department of Transportation hold a responsibility to fairly and effectively carry out designated functions, and nothing in this procedure precludes this responsibility or authority to do so.

CROSS REFERENCES

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

Appendix 3

Policy 2100: Grievance Procedure

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Grievances and Complaints		
	Policy Title Grievance Procedure		
	Policy Number 2100	Page 1 of 6	Effective Date September 5, 2018
Approved By: Micki Knudsen, Human Resources Director, Signature on File	Supersedes Policy Number 2100	Page 1 of 6	Prior Effective Date November 1, 2013

POLICY STATEMENT

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

PROCEDURES

1. Except for those employees listed in paragraph 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 write to the Equal Opportunity and Diversity Division (EODD) Director at this same address. The EODD director will follow the same procedures as identified for the AI director throughout the remainder of this policy. Except as provided in paragraph 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 result or method of implementation of a job evaluation study is not grievable. In addition, salary inequity issues and performance-based pay decisions are not grievable.
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 including another person of his/her choice (which could be a union representative for the certified bargaining unit) to be present at Step 1 and all future grievance meetings; however, this individual will not be allowed to represent the employee, including providing legal counsel or participate at the meetings.

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

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

Option 2: Submit a written request to the Human Resources Director asking for the grievance to be reviewed by a panel of employees as outlined in the Optional Grievance Panel Review Guidelines. This option will only be available for certain grievances. This option will not be available for grievances including, but not limited to, the review of terminations, fit for duty reviews, requests for accommodations under the Americans with Disability Act, results of physicals, denials of ShareLeave requests, and the review or appeal of drug or alcohol testing processes or results. Within five days following a panel review, the panel will provide a recommendation to the district engineer or division leader/state engineer from whose district or division the grievance was submitted.

If a meeting is held at Step 2 and the employee requests another person of his/her choice be present (which could include a union representative for the bargaining unit), this individual will not be allowed to represent the employee, including providing legal counsel; however, he/she may ask brief clarifying questions as long as such participation is not disruptive to the process and does not hinder the department's investigation. If the individual's participation is not limited to what is outlined in Step 2 of this

policy as determined solely by the district engineer or division leader/state engineer, the individual shall be required to leave the meeting, and the grievance meeting will proceed without that individual. Failure of the individual to leave in these circumstances shall result in the immediate termination of the meeting.

Step 3 If the employee is dissatisfied with the written reply from Step 2, the employee may file an appeal in writing with the AI Director, Missouri Department of Transportation, P. O. Box 270, Jefferson City, Missouri 65102, within five workdays after receiving the reply. If the grievance pertains to a termination resulting from an investigation by the AI director, such grievance shall be forwarded to EODD director who will follow the process as outlined in Steps 3 and 4 herein: investigating, making the recommendation to the department director, and notifying the grievant and supervisors of the final disposition and any corrective action. The EODD director will similarly follow the steps, requirements, and process outlined in paragraphs 6 and 7 below.

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

Step 4 The AI director (or EODD director) will make a recommendation to the department director for final disposition. The AI director (or EODD director) will notify the employee and supervisors in writing of the final disposition and any corrective action that will be taken as soon as practical.

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, the EODD director, or a grievance panel should be treated as confidential information to minimize publicity and embarrassment to all parties concerned; however, anonymity cannot be promised to persons (public or employees) who provide information as part of the investigation. The identity of persons who provide information and the information provided shall only be disclosed to those who have a legitimate need to know or who have a lawful right to such information.

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

CROSS REFERENCES


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

ATTACHMENT

[Optional Grievance Panel Review Guidelines](#)

Appendix 4

Policy 0517: Staffing of Department Vacancies

MISSOURI DEPARTMENT OF TRANSPORTATION  PERSONNEL POLICY MANUAL	Chapter Title Employment		
	Policy Title Staffing of Department Vacancies		
	Policy Number 0517	Page 1 of 9	Effective Date 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.