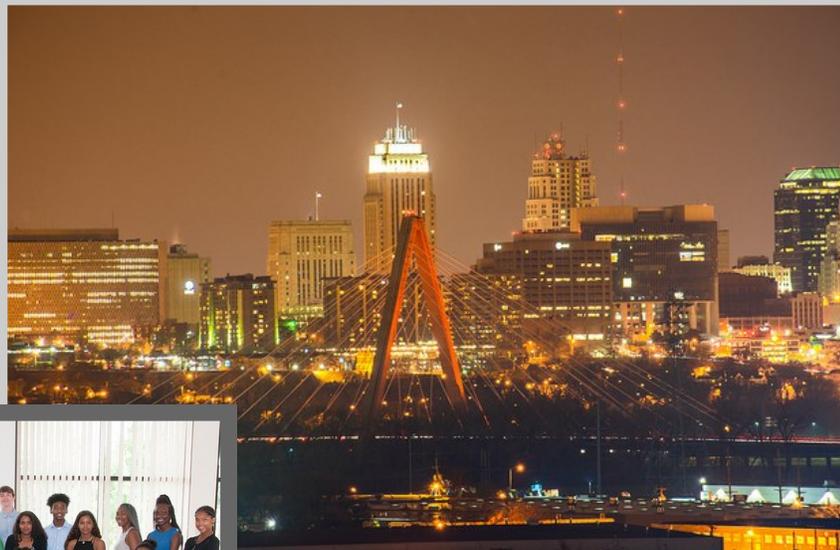


# Missouri Department of Transportation



## FY 2016 Affirmative Action Plan



MoDOT's Youth Transportation Conference



MoDOT's Internship Conference

Equal Opportunity and Diversity Division  
PO Box 270  
Jefferson City, MO 65102

Phone: 573-526-5611  
Fax: 573-522-6430  
E-mail: [equalopportunity@modot.mo.gov](mailto:equalopportunity@modot.mo.gov)

**Missouri Department of Transportation**

**AFFIRMATIVE ACTION PROGRAM**

**For**

**MINORITIES AND FEMALES**

## **PURPOSE OF MODOT'S AFFIRMATIVE ACTION PLAN**

An Affirmative Action Plan (AAP) is a tool designed to assist management in achieving Equal Employment Opportunity (EEO). A central premise underlying affirmative action is that, over time, absent discrimination, the department's workforce will generally reflect the gender, racial, and ethnic profile of the labor pools from which the department recruits and selects.

The plan includes MoDOT's self-examination of its workforce and employment practices and sets forth action-oriented programs to identify and correct deficiencies in the areas of equal employment opportunity.

The Affirmative Action (AA) plan contains a diagnostic component which includes a number of quantitative analyses designed to evaluate the composition of the workforce of the department and compare it to the composition of the 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 the impact of those systems on women and minorities.

The Affirmative Action Plan is more than a paperwork exercise. 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; stay abreast of the responsibility of the Equal Opportunity Director and all managers; and track the progress towards attaining the stated goals and action programs.

# MISSOURI DEPARTMENT OF TRANSPORTATION

## 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 FEMALES**

**Section 1 – Internal Narrative**

# AFFIRMATIVE ACTION PROGRAMS

## Section 1 – Narrative

**Plan Effective Date:** 07/01/2015

**Plan Expiration Date:** 06/30/2016

**Prepared by:** Ida Mitchell  
Senior Human Resources Specialist

**EEO Director:** Rudolph Nickens  
Equal Opportunity and Diversity Director

**Approved by:** Roberta Broeker  
Chief Financial Officer

**Establishment Name:** Missouri Department of Transportation

**Establishment's 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 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 appoints the MoDOT Director.

The department operates under a decentralized organization with a Central Office in Jefferson City. The Central Office provides staff assistance and functional control for the various departmental tasks in 7 geographical districts. Each district is under the direction of a District Engineer, who is in turn responsible for administering all department activities in the district.

*Central Office divisions include:*

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

*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

MoDOT has responsibilities for five major transportation alternatives available to Missourians -- highways, aviation, waterways, transit and railroads. Those responsibilities include the total operation of the 33,800 mile highway 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 transit systems. Key here also is the administration of state/federal programs and funds available with these modes.



## **Equal Employment Opportunity (EEO) Policy Statement (41 CFR (60-2.17)**

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

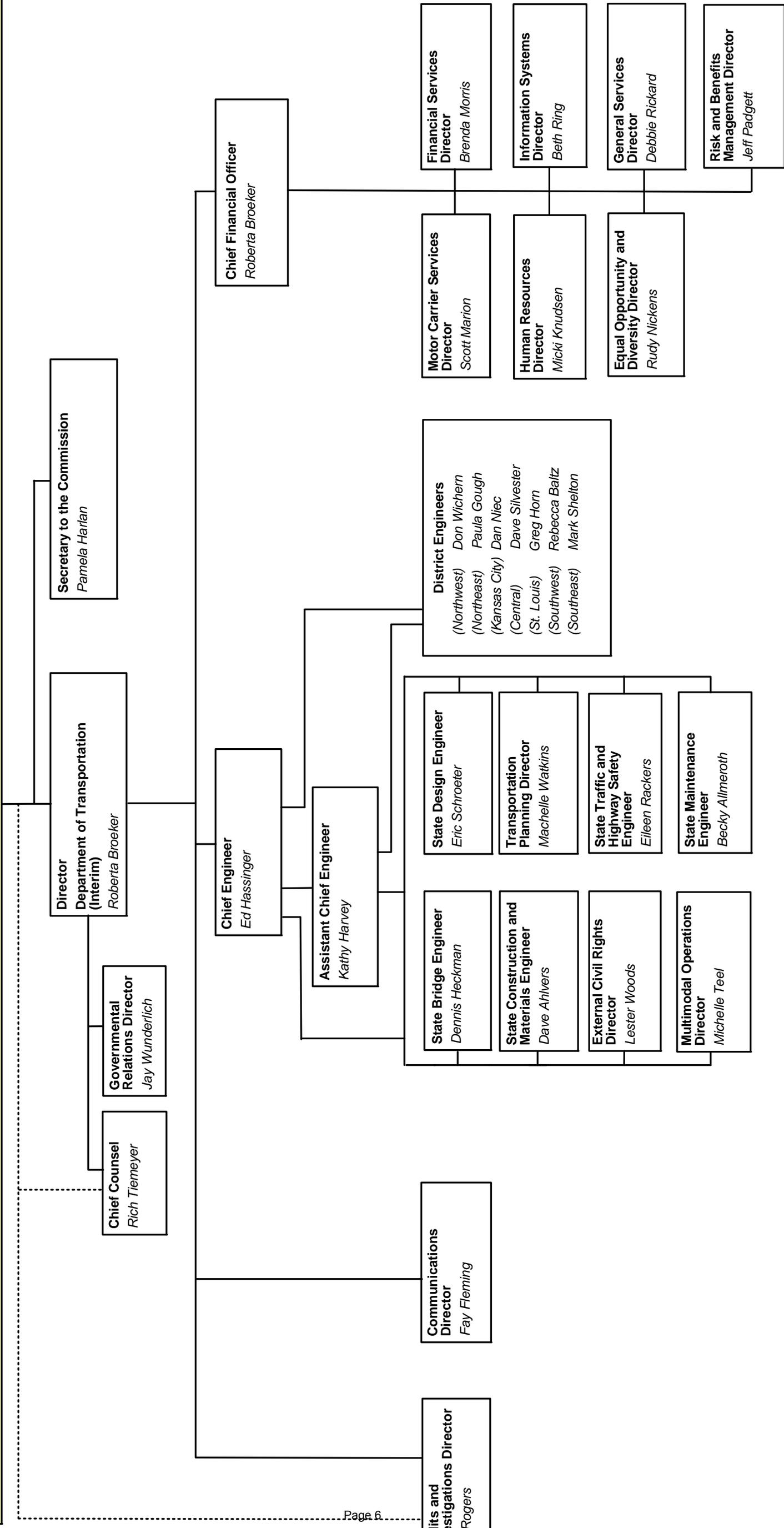
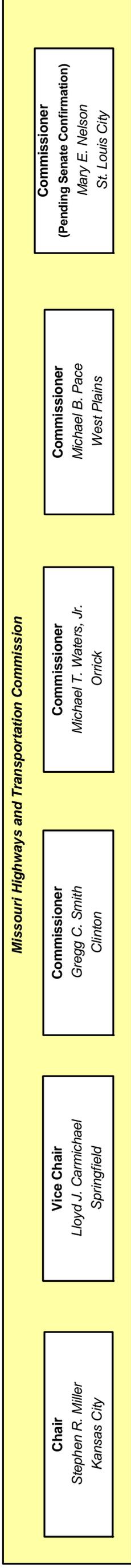
The Affirmative Action Plan is a plan of positive action to overcome the present effects of past policies or practices that were barriers to equal employment of women, African Americans, Hispanic/Latinos, Asian/Pacific Islanders, American Indians and any other groups that have been found historically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

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

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

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

# Missouri Department of Transportation



## **Equal Opportunity and Diversity Division (EODD)**

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

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, 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**

For a number of years, the Equal Opportunity and Diversity Division sponsored an annual diversity conference in the Jefferson City area with over 100 supervisors and employees in attendance. In 2010, EODD began working with the districts to host Regional Diversity Conferences. The EOD staff is responsible for locating speakers for the conferences and working with each district to ensure an effective conference is held in their respective area. This may consist of finding a venue, determining presentation topics, developing surveys, inviting attendees and other duties as needed. During fiscal year 2015 seven regional conferences were held.

### **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 Minority Institute of Higher Education report, EEO-4 report and the Affirmative Action Plan for the Federal Highway Administration on an annual basis.

### **Diversity and inclusion education for employees**

The EOD staff develops educational events to train employees on various diversity and inclusion topics. Educational events are conducted throughout the year in the Central Office and in the districts as requested. It is the responsibility of the EODD to determine what topics are significant and/or wanted and create a lesson plan for the event. The training is conducted by a member of the EODD or by an external consultant. Approximately 20 educational events are conducted annually.

## **Diversity and Inclusion Programs**

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

*Mentor Program* – The EODD facilitates the mentor program for the department. MoDOT's mentoring program is designed to assist with professional development and enhance the department by promoting a diversified and talented workforce. The program provides employees with career guidance and support through the establishment of mentoring partnerships. Employees can contact the EODD to get advice on selecting a mentor, things to talk about during their mentor session, and other tips to ensure a successful mentor partnership. In addition to providing tips to employees, the EODD also develops additional efforts to ensure minorities and women are utilizing the mentor program in an effective manner. One effort is the Minority & Women Mentor Initiative, which partners a high performing minority or female employee with a member of senior management. The mentor program is recognized as a best practice for employee development and the retention of a diverse workforce.

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

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

*Internship Program* – The EODD administers the department's internship program in conjunction with the Human Resources division. EOD staff conducts recruitment, interviews, school visits, and serves as the contact for supervisors and students.

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

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

### **Department Diversity and EEO Efforts**

The Equal Opportunity and Diversity Division works with every district and division on all their diversity and equal employment opportunity efforts. The EODD assists with developing recruitment strategies to ensure there is a diverse applicant pool, advising management and employees on diversity and EEO issues, developing diversity presentations, conducting outreach at organizations geared towards minorities and females, and any other diversity or EEO need the department may have.

### **Liaison Role**

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

### **Equal Opportunity and Diversity Staff**

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

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

Elizabeth Reed, Senior Human Resources Specialist – Full-time

Elizabeth oversees the Regional Diversity conferences for the NW, SW, KC, and Central districts; coordinates the annual MoDOT Summer Conference for high school students; develops diversity training presentations; oversees the National Summer Transportation Institute program; and arranges and conducts diversity education events.

Ida Mitchell, Senior Human Resources Specialist – Full-time

Ida generates State and Federal mandated Affirmative Action and Equal Employment reports; coordinates the internship program; oversees the Regional Diversity conferences for the NE, SE, and SL districts; conducts minority and women outreach activities; develops diversity training presentations; and conducts diversity education events.

Rebecca (Beckie) Brietzke, Human Resources Specialist – Full-time

Beckie coordinates the Statewide Mentor Program; develops diversity training presentations; arranges and conducts diversity education events; prepares quarterly EEO reports; and oversees the exit interview program.

Adam Hoffman, Senior Human Resources 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, processing invoices, and serves as a lead person for the annual Take Your Child to Work event and is the Partners in Education program coordinator.

**EODD Continuing Education**

EOD staff participates in continuing education throughout the year to stay abreast of current trends, practices and requirements. Topics focus on various diversity components and existing or changing laws and regulations related to Equal Opportunity and Affirmative Action.

## **Establishment of Responsibilities for Implementation of the Written Affirmative Action Program (41 CFR 60-2.17(a))**

### **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;
2. Abide by Executive Order 11246, Rehabilitation Act;
3. Monitoring recruitment, hiring, training, promotion, termination and transfer practices to ensure the selection of individuals conforms to federal/state regulations and statutes;
4. Keeping management informed of equal opportunity progress and reporting potential problem areas within the organization through reports;
5. Providing administrative assistance in developing and implementing necessary programs and training;
6. Serving as liaison between the department and EEO enforcement agencies on affirmative action matters;
7. Consulting with applicants, employees and the public concerning EEO/AA issues; and
8. Designing and 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, incumbency is less than availability by a statistically significant amount in job groups Officials and Administrators, and Skilled Crafts.
- B. Our analysis indicates that for women, incumbency is less than availability by a statistically significant amount in job groups Officials and Administrators, Professionals and Skilled Crafts.
- C. MoDOT has established affirmative action placement goals and programs to address underutilization, and will continue to make a good faith effort to reach the placement goals established and implement action oriented programs, which are detailed elsewhere in this AAP.

## **The Development and Execution of Action-Oriented Programs (41 CFR 60-2.17(c))**

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

- Coordinate Diversity and Inclusion Conference in all seven districts to continue our development of inclusion in the workplace.
- Disseminate information on job opportunities to organizations throughout the districts, including organizations representing minorities and females.
- Conduct interview preparedness training at colleges and universities.
- Provide additional training and developmental opportunities throughout the year to develop diversity and cultural competency for all employees.
- Coordinate District Job Fairs to educate potential employees about MoDOT and the benefits of working for the department.
- Provide laptops at career fairs so that applicants can complete applications and be able to ask questions if they run into problems.
- Ensure that our Civil Engineer intern program is diversified so that we can increase our applicant pool of diverse candidates.
- Develop a Business Professional Development Program to better prepare employees for promotional opportunities.
- Conduct “meet and greets” at colleges we recruit that will include diversity organizations to increase their interest in MoDOT.
- Provide more opportunities for district Inclusion Trainers to interact with district workforce.
- Increase our female/minority organization contacts for networking purposes to expand our job opportunity distribution, while continuing to utilize the contacts that have been successful in the past.
- Partner with high schools (Partners in Education Program) to increase minority and female interest in Transportation related careers.
- Continue our Commercial Driver License (CDL) training to help improve the community’s economic standing by participating in this empowerment program; and access potential applicants.
- Coordinate on-site visits to the districts with students for maintenance worker positions.

## **Internal Audit and Reporting Systems (41 CFR 60-2.17(d))**

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

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

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

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

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

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

## Support of Community Action Programs

Recognizing our role as an employer, MoDOT actively seeks to support community action programs designed to improve job skills and/or employment opportunities for minorities and women. During July 1, 2014 through June 30, 2015 the department participated in the following community events/meetings/programs:

|   |   |
|---|---|
| Adult Education Program   | MOKAN's 2015 Minority Business and Workforce Symposium                |
| Ameren's Supplier Diversity Symposium                                     | MU – Columbia SWE Panel Discussion                                    |
| Annual Contractor Compliance/DBE Training Symposium                       | Multicultural Festival – Jefferson City                               |
| Annual Diversity Program  | NAACP – Springfield Branch  |
| Annual Josephine Expo   | NAACP - Jefferson City  |
| Bartlett Center   | NAACP – Kansas City   |
| Bridge Building Competition   | National Association of Women in Construction                         |
| Charleston Community Meeting  | National Association Construction Excellence                          |
| City of Kansas MO/Aim for Peace   | National Youth Summit on Education, Justice and The US Economy        |
| Disadvantaged Business Enterprise Networking Events                       | New Madrid Family Resource Center – CDL Training                      |
| Ferguson and Beyond: Continuing the Community Conversation                | North County Business Partnership meetings                            |
| Ferguson Hope and Healing   | North County, Inc. Small Business Recovery Forum                      |
| Greater Dimensions Ministries – CDL Training                              | Northwest Missouri State University Extension Center                  |
| Hillcrest Transitional Housing  | Phillips & Associates   |
| Hispanic Chamber of Commerce of Metropolitan St. Louis: Access to Capital | Partners in Education   |
| iBuild Planning Meeting   | Paseo West Neighborhood Assoc.  |
| Job Point   | Show me Heroes Veterans Job fair                                      |
| Juneteenth Celebration – Jefferson City                                   | Springfield Area Chamber of Commerce                                  |
| Kansas City Statewide Transportation Institute                            | Springfield Minorities in Business                                    |
| Kathy Mays / Union Carpenter  | St. Joseph Youth Alliance   |
| KCSTI – District Office   | Stop Violence Coalition   |
| Lambert Business opportunity Forum  | Taliaferro & Browne, Inc.   |
| Lincoln University Math Day for Girls                                     | United Way  |
| Lincoln University Youth Development Program – CDL Training               | University Extension Office   |
| Logan-Rogersville “Young Women in Engineering”                            | University of Arkansas Diversity Fair                                 |
| Meramec Regional Planning Commission                                      | Urban Empowerment Ministries  |
| Missouri Career Center – College Student Meet and Greet                   | Urban League's Career Prep Training                                   |
| Missouri Commission on Human Rights Meeting at UMSL                       | US69 Design Build   |
| Missouri Legislative Black Caucus Conference                              | Youth Empowerment Ministries  |
| Missouri State University – Multicultural Festival                        | Youth Transportation Conference Missouri Department of Transportation |
| MO S&T Night to Network with SWE*, NSBE*, SHPE* chapters                  |   |

\*SWE – Society of Women Engineers \*NSBE – National Society of Black Engineers\* SHPE – Society of Hispanic Engineers

## 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:

### Sent job announcements and affirmative action ads to various organizations including:

| Organization   | Address  | Contact Information     |
|--|--|-------------------------|
| AFL-CIO Community Services   | 1203 North 6 <sup>th</sup> St. St. Joseph, MO                      | 816-364-1131            |
| Alternative Opportunities  | 2626 W. College Rd, Springfield, MO                                | 417-862-1753            |
| American Association of Airport Executives   | <a href="http://www.aaae.org">www.aaae.org</a>                     | 703-824-0500            |
| American Association of State Highway and Transportation Officials (AASHTO)              | <a href="http://www.Transportation.org">www.Transportation.org</a> | 202-624-5809            |
| American Chamber of Commerce Executives  | <a href="http://www.acce.org">www.acce.org</a>                     | 703-998-0072            |
| American Public Transportation Association (APTA)  | <a href="http://www.apta.com">www.apta.com</a>                     | 202-496-4800            |
| American Society of Association Executives (ASAE)  | <a href="http://www.asaecenter.org">www.asaecenter.org</a>         | 1-888-491-8833<br>x1009 |
| American Society of Civil Engineers (ASCE)   | <a href="http://www.asce.org">www.asce.org</a>                     | 703-294-6300            |
| Andrew County Health Department  | 105 North 5 <sup>th</sup> St. Savannah, MO                         | 816-324-3139            |
| Atchison County Health Department  | 421 Main, Tarkion, MO  | 660-736-4121            |
| Bartlett Center  | 408 South 18 <sup>th</sup> St. St. Joseph, MO                      | 816-233-1994            |
| Blue Sky Asian Market  | 6409 King Hill Ave. St. Joseph, MO                                 | 816-238-8100            |
| Buchanan County Health Department  | 904 South 10 <sup>th</sup> Street, St. Joseph, MO                  | 816-271-5327            |
| Caldwell County Health Department  | 255 West Main St. Kingston, MO                                     | 816-586-2311            |
| Carroll County Health Department   | 5 North Ely, Carrollton, MO  | 660-542-3247            |
| Chariton County Health Center  | 206 State St. Keytesville, MO                                      | 660-288-3675            |
| Clinton County Health Department   | 106 Bush Street, Plattsburg, MO                                    | 816-539-2144            |
| Central Missouri State Uni. Department of Manufacturing and Construction/Career Services | 108 W. South St, Warrensburg, MO                                   | 660-543-4439            |
| Conference of Minority Transportation Officials  | <a href="http://www.comto.org">www.comto.org</a>                   | 202-857-8064            |
| Daviess County Health Department   | 609 A South Main, Gallatin, MO                                     | 660-663-2414            |
| Division of Workforce Development – Veterans   | 421 E. Dunklin St. Jefferson City, MO                              | 573-441-6345            |
| Douglas Community Center   | 711 Grand Ave., Hannibal, MO                                       | 573-221-3892            |
| Drury State Career Center  | 900 N. Benton Ave. Springfield, MO                                 | 417-873-7879            |
| Gentry/Worth/Dekalb Tri-County Health Department   | 302 North Park, Stanberry, MO                                      | 660-783-2707            |
| Grundy County Health Department  | 1716 Lincoln St. Trenton, MO                                       | 660-359-4196            |
| Harrison County Health Department  | 1700 Bethany Ave. Bethany, MO                                      | 660-425-6324            |
| Holts County Health Department   | 108 South Main, Oregon, MO   | 660-446-2909            |
| Islamic Center of St. Joseph   | 2325 Messanie, St. Joseph, MO                                      | 816-232-1405            |
| Iowa State University  | 116 Marston Hall, Ames, IA   | 515-294-4111            |
| Kansas City Baptist Ministers Union  | 4930 E. 39 <sup>th</sup> St Kansas City, MO                        | NA                      |
| Lewis County Service Center  | 408 S. 4 <sup>th</sup> St. Canton, MO                              | 573-288-3969            |
| Lincoln County Service Center  | 4 Lincoln Ctr. Troy, MO  | 636-528-7604            |
| Lincoln University Extension Program   | 1809 Compress Rd, Caruthersville, MO                               | 573-333-5567            |
| Linn State Technical College Extension   | 635 South Main, Brookfield, MO                                     | 573-897-3603 x 159      |

| <b>Organization</b>                        | <b>Address</b>   | <b>Contact Information</b> |
|--|--|----------------------------|
| Linn State Technical College               | Linn, MO   | 573-897-3603 x159          |
| Livingston County Health Department        | 800 Adams Dr. Chillicothe, MO  | 660-646-5506               |
| Mercer County                              | 305 West Main, Princeton, MO   | 660-748-3630               |
| Missouri Bar                               | Jefferson City, MO   | 573-635-4128               |
| Missouri Career Center – Cape Girardeau    | Cape Girardeau, MO   | 573-290-5766               |
| Missouri Career Center – Kennett           | Kennett, MO  | 573-888-4518               |
| Missouri Career Center – Park Hills        | Park Hills, MO   | 573-518-2413               |
| Missouri Career Center – Sikeston          | Sikeston, MO   | 573-472-5250               |
| Missouri Career Center – Poplar Bluff      | Poplar Bluff, MO   | 573-840-9595               |
| Missouri Career Center – West Plains       | West Plains, MO  | 417-256-3158               |
| Missouri Career Center – Jefferson City    | 1716 Four Season Dr. Jefferson City, MO  | 573-526-8115               |
| Missouri Career Center – Rolla             | 706 South Bishop Ave. Rolla, MO  | 573-364-7030               |
| Missouri Career Center – Columbia          | 1500 Vandiver Dr. Columbia, MO   | 573-441-6361               |
| Missouri Career Center – Linn Creek        | 204 Businss Park Rd. Linn Creek, MO  | 573-346-1766               |
| Missouri Career Center – Lebanon           | 757 Brice St., Lebanon, MO   | 417-532-6146               |
| Nichols Career Center – Jefferson City     | 605 Union St. Jefferson City, MO   | 573-659-3100               |
| Missouri Career Center – Washington        | 1978 Image Dr., Washington, MO   | 636-239-7777               |
| Missouri Career Center – Potosi            | 10231 State Hwy E, Potosi, MO  | 573-438-4414               |
| Missouri Career Center                     | Columbia, MO   | 573-882-8821               |
| Missouri Career Center                     | 301 South 7 <sup>th</sup> St. St. Joseph, MO   | 816-387-2380               |
| Missouri Career Center                     | 601 W Mohawk, Chillicothe, MO  | 816-325-5890               |
| Missouri Career Center                     | 114 West 3 <sup>rd</sup> St. Maryville, MO   | 660-582-8980               |
| Missouri Society of Professional Engineers | 1500 Vandiver Dr. Columbia, MO   | 573-636-6949               |
| Missouri State Council on SHRM             | <a href="http://hr.mo.associationcarenetwork.com">http://hr.mo.associationcarenetwork.com</a>            | 866-376-0949 x6991         |
| Missouri Western State University          | <a href="http://www.missouriwestern.edu/careerdevelopment">www.missouriwestern.edu/careerdevelopment</a> | 816-271-4204               |
| Morning Start Baptist Church               | 2411 East 27 <sup>th</sup> St. Kansas City, MO   | 816-923-3559               |
| Mt. Zion Baptist Church                    | 601 Maples, Chillicothe, MO  | 660-707-0703               |
| Nacional Supermarket (Hispanic Grocer)     | 3830 King Hill Ave. St. Joseph, MO   | 816-238-1800               |
| National Society of Black Engineers (NSBE) | <a href="http://www.nsbe.org">www.nsbe.org</a>   | 703-549-2207               |
| NAACP, Steve Holdenried                    | <a href="mailto:Steves9112@gmail.com">Steves9112@gmail.com</a>   | NA                         |
| Noadaway County Health Department          | 515 North Main, Maryville, MO  | 64601                      |
| Ozark Technical College Career Center      | 1001 E. Chestnut Expressway, Springfield, MO   | 417-447-7500               |
| Patee Hall Health Department               | 904 South 10 <sup>th</sup> St. St. Joseph, MO  | 816-271-7807               |
| Pittsburgh State Career Center             | 1701 S. Broadway St. Pittsburg, KS   | 620-231-7000               |
| Pulaski County Work Connections            | 704 Historic 66 W. Waynesville, MO   | 573-451-3109               |
| Putnam County Health Department            | 1613 Grant, Unionville, MO   | 660-947-2429               |
| (PRSA) Public Relations Society of America | <a href="http://www.prsa.org">www.prsa.org</a>   | 212-460-1484               |
| PRSA KC Chapter                            | Kansas City, MO  | 816-860-5621               |
| PRSA Mid MO Chapter                        | Jefferson City, MO   | 573-499-4384               |
| PRSA St. Louis Chapter                     | St. Louis, MO  | 314-497-6605               |
| Prairie View A&M                           | Prairie View, TX   | 936-261-3570               |
| Randolph County Service Center             | 3182 State Hwy EE Moberly, MO  | 660-263-7115               |
| Rochester Institute of Technology          | 52 Lomb Memorial Dr. Rochester NY  | 585-286-4610               |
| Salvation Army                             | 602 Messanie, St. Joseph, MO   | 816-279-2101               |
| Sanctuary Program                          | 2601 Ridge Ave. Kansas City, MO  | 913-321-4673               |
| Second Baptist Church                      | 501 West Clayton, Brookfield, MO   | 660-258-3391               |
| Second Season Shop                         | 702 Messanie, St. Joseph, MO   | 816-279-9136               |

| <b>Organization</b>                             | <b>Address</b>   | <b>Contact Information</b> |
|---|--|----------------------------|
| St. Francis Baptist Temple                      | 1610 Angelique, St. Joseph, MO                                     | 816-232-4883               |
| St. Joseph School District, public high schools | Various  | Various                    |
| St. Louis University                            | St. Louis, MO  | 314-977-2828               |
| St. Mary's Catholic Church                      | 214 St. Mary's St. Milan, MO                                       | 660-265-4110               |
| St. Patrick Parish Hispanic Ministry            | 1813 South 12 <sup>th</sup> St. St. Joseph, MO                     | 816-232-2885               |
| Sikeston Career and Technology Center           | 200 Pine St. Sikeston, MO  | 573-471-5442               |
| State Fair Community College                    | 3201 W. 16 <sup>th</sup> St., Sedalia, MO                          | 660-530-5800 x423          |
| Sullivan County Health Department               | 101 Hawthorne Dr., Milan, MO                                       | 660-265-4141               |
| Society of Hispanic Professionals (SHPE)        | <a href="http://www.shpe.org">www.shpe.org</a>                     | 434-244-9776               |
| Society of Women Engineers (SWE)                | <a href="http://www.swe.org">www.swe.org</a>                       | 877-793-4636               |
| Southern Illinois – Carbondale                  | Carbondale, IL   | 618-453-2391               |
| Southern Illinois – Edwardsville                | Edwardsville, IL   | 618-650-3708               |
| Southern University                             | Baton Rouge, LA  | 225-771-2200               |
| Tennessee State University                      | Nashville, TN  | 615-963-5000               |
| University of Arkansas                          | Fayetteville, AR   | 479-575-2805               |
| University of Central Missouri                  | 232 Foster Know Hall, Warrensburg, MO                              | 660-543-8636               |
| University Extension Office                     | <a href="mailto:maltzburg@missouri.edu">maltzburg@missouri.edu</a> | 816-279-1691               |
| University of Kansas                            | 1450 Jayhawk Blvd, Lawrence, KS                                    | 785-864-4517               |
| University of Mississippi                       | University, MS   | 662-915-3421               |
| University of Missouri – Columbia               | Columbia, MO   | 573-882-6801               |
| University of Missouri – KC                     | Kansas City, MO  | 816-235-5520               |
| University of Missouri – St. Louis              | St. Louis, MO  | 314-516-5000               |
| Urban League of Greater KC                      | 1710 Paseo Blvd. Kansas City, MO                                   | 816-471-0550               |
| Urban Summit of KC                              | P.O. Box 411594, Kansas City, MO                                   | 816-881-3163               |
| Vocational Rehab                                | 3024 Dupont Cir. Jefferson City, MO                                | 573-751-3251               |
| Warren County Service Center                    | 101 Mockingbird Ln, Warrenton, MO                                  | 636-456-8191               |
| Washington University School of Law             | St. Louis, MO  | 314-935-6400               |
| William Woods University                        | Fulton, MO   | 573-642-2251               |
| YWCA  | 304 N. 8 <sup>th</sup> , St. Joseph, MO                            | 816-232-4481               |
| YMCA  | 2302 Village DR. St. Joseph, MO                                    | 816-232-4461               |

**Advertised employment opportunities in various media including:**

| <b>Newspapers</b>           | <b>Address</b>    | <b>Contact Information</b> |
|-----------------------------|-------------------|----------------------------|
| Ad Finder                   | Mexico, MO        | 573-581-4223               |
| Albany Ledger               | Albany, MO        | 660-726-3998               |
| Atchinson County Mail       | Rockport, MO      | 660-744-6245               |
| Boonville Daily News        | Boonville, MO     | 660-882-5335               |
| Bowling Green Times         | Bowling Green, MO | 573-324-2222               |
| Braymer Bee                 | Braymer, MO       | 660-645-217                |
| Brunswick                   | Brunswick, MO     | 660-548-3171               |
| California Democrat         | California, MO    | 573-761-0228               |
| Cameron NP/Shopper          | Cameron, MO       | 816-632-6543               |
| Canton Press – News Journal | Canton, MO        | 573-288-5668               |
| Carrollton Democrat         | Carrollton, MO    | 660-542-0881               |
| Chariton Valley NP          | Salisbury, MO     | 660-388-6397               |
| Clinton County Leader       | Plattsburg, MO    | 816-539-2111               |
| Columbia Daily Tribune      | Columbia, MO      | 573-815-1855               |
| Columbia Missourian         | Columbia, MO      | 573-882-5710               |

| <b>Newspapers</b>               | <b>Address</b>         | <b>Contact Information</b> |
|---------------------------------|------------------------|----------------------------|
| Constitution Tribune            | Chillicothe, MO        | 660-646-2411               |
| Cuba – Three Rivers Publishing  | Cuba, MO               | 573-885-7460               |
| Daily Gate City                 | Keokuk, IA             | 319-524-4363               |
| Dekalb County Recorder          | Maysville, MO          | 816-449-2121               |
| The Dispatch Post USA           | Kansas City, MO        | 913-481-4727               |
| Dos Mundos                      | Kansas City, MO        | 816-221-4747               |
| Edina Sentinel                  | Edina, MO              | 660-397-2226               |
| Focus – Lake Ozark              | Lake Ozark – MO        | 573-346-2131               |
| The Fulton Sun                  | Fulton, MO             | 573-642-7272               |
| Gallatin Publishing             | Gallatin, MO           | 660-663-2154               |
| Hamilton L & L                  | Hamilton, MO           | 816-583-2116               |
| Hannibal Courier Post           | Hannibal, MO           | 573-221-2800               |
| Here Aqui                       | St. Joseph, MO         | 816-671-9312               |
| Jefferson City News Tribune     | Jefferson City, MO     | 573-636-3131               |
| The Kansas City Call            | Kansas City, MO        | 816-842-3804               |
| Kansas City Hispanic News       | Kansas City, MO        | 816-472-5246               |
| Kirksville Daily Express        | Kirksville, MO         | 660-665-2808               |
| The Lake Sun Leader             | Lake Ozark, MO         | 573-346-2131               |
| Lathrop Publishing              | Lathrop, MO            | 816-740-4444               |
| Lebanon Daily Record            | Lebanon, MO            | 417-532-9131               |
| Lincoln County Journal          | Troy, MO               | 636-528-9550               |
| Linn County Leader              | Brookfield, MO         | 660-258-7237               |
| Macon News                      | Macon, MO              | 660-395-6397               |
| Maryville Daily Forum           | Maryville, MO          | 660-562-2424               |
| Maysville Record Herald         | Maysville, MO          | 816-449-2121               |
| The Media in Kahoka             | Kahoka, MO             | 660-727-3395               |
| Memphis Democrat                | Memphis, MO            | 660-465-7016               |
| Mexico Ledger                   | Mexico, MO             | 573-581-1111               |
| Milan Standard                  | Milan, MO              | 660-265-4244               |
| Moberly Monitor Index & Shopper | Moberly, MO            | 660-263-4123               |
| Monroe County Appeal            | Paris, MO              | 660-327-4538               |
| Montgomery Standard             | Montgomery, MO         | 573-564-2339               |
| Mound City News                 | Mound City, MO         | 660-442-5423               |
| NEMO Trader                     | Paris, MO              | 660-665-8300               |
| News Press                      | St. Joseph, MO         | 816-271-8666               |
| Nod Co. News Leader             | Maryville, MO          | 660-562-4747               |
| Oregon Times Observer           | Oregon, MO             | 660-646-3331               |
| Palmyra, Spectator              | Palmyra, MO            | 573-769-3111               |
| Peoples Tribune                 | Bowling Green, MO      | 573-324-6111               |
| Potosi Daily Journal            | Potosi, MO             | 573-431-2010               |
| Press News Journal              | PO Box 227, Canton, MO | 573-288-5668               |
| Princeton Post Telegraph        | Princeton, MO          | 660-748-3266               |
| Quincy Whig                     | Quincy, MO             | 217-221-3388               |
| Ralls County Herald Enterprise  | New London, MO         | 573-985-3420               |
| Railway Age                     | New York, NY           | 212-633-1165               |
| Republican Clipper              | Bethany, MO            | 660-425-6325               |
| Republican Times                | Trenton, MO            | 660-359-2212               |
| The Rolla Daily News            | Rolla, MO              | 573-364-2468               |
| St. Charles Journal             | St. Charles, MO        | 314-340-8604               |
| St. Louis Post Dispatch         | St. Louis, MO          | 314-340-8888               |
| The Salem News                  | Salem, MO              | 573-729-4126               |
| Salisbury Press                 | Salisbury, MO          | 660-645-3171               |

| <b>Newspapers</b>                      | <b>Address</b>  | <b>Contact Information</b> |
|--|---|----------------------------|
| Savannah Reporter                      | Savannah, MO  | 816-324-3149               |
| Schuyler County Times                  | Queen City, MO  | 660-457-8555               |
| Shelby County Herald                   | Shelbyville, MO   | 573-633-2261               |
| Springfield News Leader                | Springfield, MO   | 417-836-1100               |
| Suburban Journal                       | St. Louis, MO   | 314-821-1110               |
| Times Tribune                          | Grant City, MO  | 660-564-3603               |
| Tipton Times Newspaper                 | Tipton, MO  | 660-433-5721               |
| Tri County News                        | Stanberry, MO   | 660-783-2544               |
| Tri County News                        | King City, MO   | 660-535-4313               |
| Waynesville Daily Guide                | Waynesville, MO   | 573-336-3711               |
| West Side Star                         | Lake Ozark, MO  | 573-374-3100               |
| United of Southwest Missouri           | Springfield, MO   | 417-864-7444               |
| Unionville Republican                  | Unionville, MO  | 660-947-2222               |
| <b>Radio/TV Stations</b>               | <b>Address</b>  | <b>Contact Information</b> |
| NP Now/ Fox 26                         | St. Joseph, MO  | 816-271-8600               |
| St. Joe Channel KQTX                   | St. Joseph, MO  | 816-364-2222               |
| KRES                                   | Moberly, MO   | 660-263-1600               |
| KICK-FM                                | Hannibal, MO  | 1-800-659-4979             |
| KWWR                                   | Mexico, MO  | 573-581-5500               |
| KWIX                                   | Moberly, MO   | 660-263-1500               |
| KIRK                                   | Macon, MO   | 660-388-6424               |
| KKWK                                   | Cameron, MO   | 816-632-6661               |
| KGMO                                   | Cape Girardeau, MO  | 573-339-1007               |
| KMBC                                   | Kansas City, MO   | 913-383-1100               |
| KREZ                                   | Cape Girardeau, MO  | 573-339-7000               |
| KSHB                                   | Kansas City, MO   | 913-383-1100               |
| KYRX                                   | Cape Girardeau, MO  | 573-335-0973               |
| KAPE                                   | Cape Girardeau, MO  | 573-339-7000               |
| WDAF                                   | Kansas City, MO   | 913-383-1100               |
| <b>Websites</b>                        | <b>Address</b>  | <b>Contact Information</b> |
| AC&C Magazine (American City & County) | <a href="http://www.americancityandcounty.com">www.americancityandcounty.com</a>          | 866-505-7173               |
| Black EOE Journal                      | <a href="http://www.blackoejournal.com">www.blackoejournal.com</a>                        | 1-800-487-5099             |
| Engineering News Record                | <a href="http://www.enr.construction.com">www.enr.construction.com</a>                    | 2112-904-2021              |
| Southeast Missourian                   | <a href="http://www.semissourian.com">www.semissourian.com</a>                            | 573-388-2762               |
| <b>Magazines</b>                       | <b>Address</b>  | <b>Contact Information</b> |
| Job News Magazine                      | <a href="mailto:arambo@jobnesusa.com">arambo@jobnesusa.com</a>                            | 913-383-1100               |
| Minority Engineer Magazine             | <a href="http://www.eop.com/mags-ME.php">http://www.eop.com/mags-ME.php</a>               |                            |
| Nationwide Advertising                 | <a href="http://www.nationwideadvertising.com/">http://www.nationwideadvertising.com/</a> | 913-541-0914               |
| The Veteran Journal                    | <a href="http://www.theveteranjournal.net/">http://www.theveteranjournal.net/</a>         | 800-626-9199               |
| Unite                                  | <a href="http://unitenewsonline.org/">http://unitenewsonline.org/</a>                     | 417-864-7444               |

| <b>Internet Site Postings</b> |                 |                 |                   |
|-------------------------------|-----------------|-----------------|-------------------|
| Facebook                      | Twitter         | Craigslist.com  | Indeed.com        |
| Monster.com                   | Linkedin.com    | Jobs.mo.gov     | Lakenews.com      |
| IMdiversity.com               | Theadders.com   | Lawcrossing.com | Heartlandjobs.com |
| Hero2Hire.com                 | Simplyhired.com | Beyond.com      | Jobster.com       |
| Juju.com                      |                 |                 |                   |

**Attended Career Fairs at various schools/organizations including:**

| <b>Schools</b>                        |   | <b>Organizations</b>                                  |   |
|---------------------------------------|---|---|---|
| Arkansas State University Career Fair | Bradley University Career Fair                    | Columbia Career Center – Job Fair                     | Ferguson Business Resource Job Fair         |
| Central Methodist University          | College of the Ozarks                             | Fort Leonard Wood – Transition Summit                 | Hannibal Career Fair                        |
| Columbia College                      | Florissant Valley North County Opportunities Expo | Hispanic Chambers Job and Business Fair               | Lewis County Junior Achievement Career Fair |
| Harris Stowe State University (HBCU)  | ITT Technical Institute                           | Macon Area Career Center Expo & Veterans Benefit Fair | Missouri Career Center Job Fair             |
| Iowa State University                 | Kansas University                                 | Monett High School                                    | NEMO Job Fair                               |
| Kansas State University               | Lincoln University (HBCU)                         | News Tribune Job Fair                                 | Nevada Career Fair                          |
| Missouri S & T                        | Missouri State University                         | Nordyne Job Fair                                      | Riverview Gardens Community Fair            |
| Missouri Western State University     | Ozark Technical College                           | St. Louis Minority Business Opportunity Fair          | Truman Expo                                 |
| South East Missouri University        | Southern University (HBCU)                        | Warrenton Job Fair                                    | Vet2Vet Career Fair                         |
| State Technical College of Missouri   | University of Arkansas                            | Veterans Career Fair – VFW Post, Columbia             | Youth Empowerment Education Program         |
| University of Central Missouri        | University of Missouri – Columbia                 |   |   |
| University of Missouri – Kansas City  | University of Missouri – St. Louis                |   |   |
| William Woods University              | Westminster College                               |   |   |

*Missouri Department of Transportation*

**INTERNAL AND EXTERNAL AFFIRMATIVE ACTION PROGRAM FOR  
MINORITIES AND FEMALES**

**Section 2 – Internal Statistical**

## **Organizational Profile (41 CFR 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 or minorities are underutilized or concentrations exist. The department has the option of using either an organizational display or workforce analysis as the organizational profile. MoDOT uses a Workforce Analysis.

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

# State of Missouri

June 30, 2015 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 |   |   |
|-----------------------------|----------------------|-----------|-----|-----|-----|---|---|---|---|---|---|
| R01391                      | \$34,067.98          | Total 1   | Mal | 1   | 0   | 0 | 0 | 0 | 1 | 0 | 0 |
| SR FACILITY OPERATIONS CREW | H                    | Tot Min 1 | Fem | 0   | 0   | 0 | 0 | 0 | 0 | 0 | 0 |
| R01376                      | \$25,623.63          | 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 |
| R01335                      | \$35,253.50          | Total 165 | Mal | 160 | 159 | 0 | 0 | 0 | 0 | 0 | 1 |
| SENIOR MAINTENANCE WORKER   | H                    | Tot Min 2 | Fem | 5   | 4   | 0 | 0 | 0 | 1 | 0 | 0 |
| R01333                      | \$28,537.81          | Total 75  | Mal | 70  | 66  | 2 | 0 | 0 | 2 | 0 | 0 |
| MAINTENANCE WORKER          | H                    | Tot Min 4 | Fem | 5   | 5   | 0 | 0 | 0 | 0 | 0 | 0 |
| R01301                      | \$30,725.72          | Total 33  | Mal | 32  | 31  | 1 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE MAINTENANCE    | H                    | Tot Min 1 | Fem | 1   | 1   | 0 | 0 | 0 | 0 | 0 | 0 |
| R02381                      | \$32,713.28          | Total 1   | Mal | 0   | 0   | 0 | 0 | 0 | 0 | 0 | 0 |
| ELECTRICIAN ASSISTANT       | G                    | Tot Min 0 | Fem | 1   | 1   | 0 | 0 | 0 | 0 | 0 | 0 |
| R02019                      | \$43,362.88          | Total 15  | Mal | 15  | 15  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR EQUIPMENT TECHNICIAN | G                    | Tot Min 0 | Fem | 0   | 0   | 0 | 0 | 0 | 0 | 0 | 0 |
| R02018                      | \$34,898.63          | Total 5   | Mal | 5   | 5   | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE EQUIPMENT      | G                    | Tot Min 0 | Fem | 0   | 0   | 0 | 0 | 0 | 0 | 0 | 0 |
| R02008                      | \$44,389.52          | Total 3   | Mal | 3   | 2   | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR ELECTRICIAN          | G                    | Tot Min 1 | Fem | 0   | 0   | 0 | 0 | 0 | 0 | 0 | 0 |
| R02007                      | \$43,264.30          | 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 |
| R01061                      | \$37,998.78          | Total 58  | Mal | 55  | 53  | 0 | 0 | 0 | 0 | 0 | 2 |
| MAINTENANCE CREW LEADER     | G                    | Tot Min 2 | Fem | 3   | 3   | 0 | 0 | 0 | 0 | 0 | 0 |
| R01272                      | \$32,554.23          | 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                      | \$34,341.58          | 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 |
| R01025                      | \$28,092.56          | 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 |

# Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

| Job Code & Title             |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|------------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R03133                       |   | \$44,940.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DIST FINAL PLANS & REP PROC  | E |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01084                       |   | \$37,096.30          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR CUSTOMER SERVICE      | E |                      | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R01033                       |   | \$28,744.00          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RISK MANAGEMENT TECHNICIAN   | E |                      | Tot Min | 1 | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R01032                       |   | \$36,546.02          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR GENERAL SERVICES      | E |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01030                       |   | \$35,955.99          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR HUMAN RESOURCES       | E |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01028                       |   | \$36,962.45          | Total   | 3 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR FINANCIAL SERVICES    | E |                      | Tot Min | 0 | Fem   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| R01023                       |   | \$36,978.02          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR ADMINISTRATIVE TECHNICIAN | E |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R03028                       |   | \$46,346.85          | 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                       |   | \$47,874.70          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR                | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02013                       |   | \$39,115.24          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR SURVEY TECHNICIAN     | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02012                       |   | \$34,596.02          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE SURVEY          | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01596                       |   | \$36,471.77          | 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 |
| R01591                       |   | \$39,133.27          | 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 |
| R01516                       |   | \$38,062.44          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION TECHNICIAN   | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01501                       |   | \$38,050.53          | 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 |

# Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |    | Total | W  | B  | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R01065                      |   | \$32,831.97          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTER MAINTENANCE           | C |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05851                      |   | \$46,787.97          | 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 |
| R05815                      |   | \$52,067.25          | 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 |
| R05814                      |   | \$55,228.44          | Total   | 9  | Mal   | 7  | 7  | 0 | 0 | 0 | 0 | 0 |
| SENIOR HIGHWAY DESIGNER     | B |                      | Tot Min | 1  | Fem   | 2  | 1  | 0 | 0 | 1 | 0 | 0 |
| R05813                      |   | \$53,478.09          | Total   | 11 | Mal   | 10 | 10 | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION INSPECTOR   | B |                      | Tot Min | 1  | Fem   | 1  | 0  | 0 | 0 | 0 | 0 | 1 |
| R05787                      |   | \$44,005.60          | Total   | 2  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| MATERIALS INSPECTOR         | B |                      | Tot Min | 0  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R05776                      |   | \$45,068.37          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| HIGHWAY DESIGNER            | B |                      | Tot Min | 1  | Fem   | 1  | 0  | 1 | 0 | 0 | 0 | 0 |
| R05772                      |   | \$50,757.36          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS INSPECTOR  | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05755                      |   | \$67,041.00          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| DISTRICT UTILITIES ENGINEER | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05754                      |   | \$56,573.06          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC STUDIES      | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05736                      |   | \$45,430.72          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| CONSTRUCTION INSPECTOR      | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05626                      |   | \$46,038.03          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTER CONST INSPECTOR       | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05023                      |   | \$54,519.99          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SENIOR PAVEMENT SPECIALIST  | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04890                      |   | \$54,346.76          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| CERTIFIED APPRAISER         | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04862                      |   | \$49,519.58          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SR HR SPECIALIST            | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R04849                      |   | \$38,393.21          | 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 |
| R04740                      |   | \$51,613.79          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR FINANCIAL SERVICES       | B |                      | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04698                      |   | \$50,674.33          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SR R/W SPECIALIST           | B |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04696                      |   | \$51,629.83          | 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 |
| R04477                      |   | \$42,071.95          | 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 |
| R04466                      |   | \$50,687.94          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR SAFETY OFFICER       | B |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04101                      |   | \$49,414.77          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PROCUREMENT AGENT    | B |                      | Tot Min | 1 | Fem   | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| R04007                      |   | \$50,709.22          | 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 |
| R05041                      |   | \$55,716.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| BRIDGE INSPECTOR            | B |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09911                      |   | \$105,471.48         | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT ENGINEER           | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05809                      |   | \$69,696.18          | Total   | 3 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| RESIDENT ENGINEER           | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05751                      |   | \$91,361.79          | Total   | 1 | Mal   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| ASSISTANT DISTRICT ENGINEER | A |                      | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05748                      |   | \$65,306.62          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRANSP PROJECT DESIGNER     | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05667                      |   | \$66,101.99          | Total   | 1 | Mal   | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| TRAFFIC OPERATIONS          | A |                      | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05462                      |   | \$73,324.02          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT PLANNING MANAGER   | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

| Job Code & Title            | Average Salary & EEO |         |   |     | Total | W | B | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|---|-----|-------|---|---|---|---|---|---|---|
| R05459                      | \$64,720.74          | 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 |
| R05453                      | \$74,845.99          | 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 |
| R05452                      | \$77,686.28          | 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 |
| R05449                      | \$70,412.85          | Total   | 2 | Mal | 1     | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| AREA ENGINEER               | A                    | Tot Min | 1 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05444                      | \$73,012.56          | Total   | 1 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PROJECT      | A                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05081                      | \$80,351.96          | Total   | 1 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT MAINT & TRAFFIC    | A                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05080                      | \$76,925.14          | 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 |
| R05078                      | \$63,472.00          | Total   | 1 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| AST DISTRICT CONSTR & MATER | A                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05077                      | \$71,844.03          | Total   | 1 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASST DIST MAINT & TRAFF     | A                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04897                      | \$59,209.70          | 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 |
| R04752                      | \$68,302.33          | 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 |
| R04636                      | \$60,497.10          | 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                      | \$58,386.85          | 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 |
| R04051                      | \$57,004.12          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT SFTY & HLTH MGR    | A                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02020                      | \$48,091.36          | Total   | 2 | Mal | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| EQUIPMENT TECHNICIAN        | A                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2ANW

NORTHWEST DISTRICT

| Job Code & Title       | Average Salary & EEO |         |     | Total | W   | B   | A | H | I | P | 2 |
|------------------------|----------------------|---------|-----|-------|-----|-----|---|---|---|---|---|
| R02005                 | \$43,330.63          | Total   | 1   | Mal   | 1   | 1   | 0 | 0 | 0 | 0 | 0 |
| FACILITY OPERATIONS    | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R01380                 | \$41,716.34          | Total   | 7   | Mal   | 7   | 6   | 0 | 0 | 1 | 0 | 0 |
| ASST MAINTENANCE       | A                    | Tot Min | 1   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R01379                 | \$46,073.64          | Total   | 25  | Mal   | 25  | 24  | 1 | 0 | 0 | 0 | 0 |
| MAINTENANCE SUPERVISOR | A                    | Tot Min | 1   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R01330                 | \$53,084.02          | Total   | 5   | Mal   | 5   | 5   | 0 | 0 | 0 | 0 | 0 |
| MAINT SUPERINTENDENT   | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| Total for 605 2ANW     |                      | Total   | 501 | Mal   | 447 | 431 | 6 | 0 | 3 | 4 | 0 |
|                        |                      | Tot Min | 23  | Fem   | 54  | 47  | 3 | 0 | 1 | 1 | 0 |

605 2BNE

NORTHEAST DISTRICT

| Job Code & Title            | Average Salary & EEO |         |     | Total | W   | B   | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|-----|-------|-----|-----|---|---|---|---|---|
| R01335                      | \$35,253.50          | Total   | 139 | Mal   | 131 | 125 | 5 | 0 | 0 | 1 | 0 |
| SENIOR MAINTENANCE WORKER   | H                    | Tot Min | 6   | Fem   | 8   | 8   | 0 | 0 | 0 | 0 | 0 |
| R01333                      | \$28,537.81          | Total   | 67  | Mal   | 62  | 58  | 4 | 0 | 0 | 0 | 0 |
| MAINTENANCE WORKER          | H                    | Tot Min | 4   | Fem   | 5   | 5   | 0 | 0 | 0 | 0 | 0 |
| R01301                      | \$30,725.72          | Total   | 16  | Mal   | 13  | 12  | 1 | 0 | 0 | 0 | 0 |
| INTERMEDIATE MAINTENANCE    | H                    | Tot Min | 1   | Fem   | 3   | 3   | 0 | 0 | 0 | 0 | 0 |
| R02019                      | \$43,362.88          | Total   | 16  | Mal   | 16  | 16  | 0 | 0 | 0 | 0 | 0 |
| SENIOR EQUIPMENT TECHNICIAN | G                    | Tot Min | 0   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02018                      | \$34,898.63          | Total   | 1   | Mal   | 1   | 1   | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE EQUIPMENT      | G                    | Tot Min | 0   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02008                      | \$44,389.52          | Total   | 2   | Mal   | 2   | 2   | 0 | 0 | 0 | 0 | 0 |
| SENIOR ELECTRICIAN          | G                    | Tot Min | 0   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02007                      | \$43,264.30          | 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 |
| R01089                      | \$29,199.97          | 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 2BNE

NORTHEAST DISTRICT

| Job Code & Title             | Average Salary & EEO | Total     | W  | B | A | H | I | P | 2 |
|------------------------------|----------------------|-----------|----|---|---|---|---|---|---|
| R01073                       | \$36,325.54          | Total 1   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR SUPPLY AGENT          | G                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01061                       | \$37,998.78          | Total 52  | 50 | 0 | 0 | 0 | 0 | 0 | 0 |
| MAINTENANCE CREW LEADER      | G                    | Tot Min 0 | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01272                       | \$32,554.23          | Total 3   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| CONST PROJECT OFFICE         | F                    | Tot Min 0 | 3  | 3 | 0 | 0 | 0 | 0 | 0 |
| R01026                       | \$34,341.58          | Total 1   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| EXECUTIVE ASSISTANT          | F                    | Tot Min 0 | 1  | 1 | 0 | 0 | 0 | 0 | 0 |
| R03133                       | \$44,940.00          | Total 1   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| DIST FINAL PLANS & REP PROC  | E                    | Tot Min 0 | 1  | 1 | 0 | 0 | 0 | 0 | 0 |
| R01084                       | \$37,096.30          | Total 1   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR CUSTOMER SERVICE      | E                    | Tot Min 0 | 1  | 1 | 0 | 0 | 0 | 0 | 0 |
| R01034                       | \$37,033.02          | Total 1   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR RISK MANAGEMENT       | E                    | Tot Min 0 | 1  | 1 | 0 | 0 | 0 | 0 | 0 |
| R01028                       | \$36,962.45          | Total 1   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR FINANCIAL SERVICES    | E                    | Tot Min 0 | 1  | 1 | 0 | 0 | 0 | 0 | 0 |
| R01023                       | \$36,978.02          | Total 3   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| SR ADMINISTRATIVE TECHNICIAN | E                    | Tot Min 0 | 3  | 3 | 0 | 0 | 0 | 0 | 0 |
| R03522                       | \$39,876.10          | Total 1   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC SPECIALIST           | C                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R03028                       | \$46,346.85          | Total 2   | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC SPECIALIST    | C                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R02014                       | \$41,133.30          | Total 2   | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR IN TRAINING    | C                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01591                       | \$39,133.27          | Total 2   | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR DESIGN TECHNICIAN     | C                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01589                       | \$33,616.36          | Total 2   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| INTER CONSTRUCTION TECH      | C                    | Tot Min 0 | 1  | 1 | 0 | 0 | 0 | 0 | 0 |
| R01516                       | \$38,062.44          | Total 1   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION TECHNICIAN   | C                    | Tot Min 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 |
|-----------------------------|----------------------|-----------|----|----|---|---|---|---|---|
| R01515                      | \$29,405.33          | Total 2   | 2  | 0  | 0 | 0 | 0 | 0 | 0 |
| CONSTRUCTION TECHNICIAN     | C                    | Tot Min 0 | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05893                      | \$55,128.01          | Total 2   | 2  | 1  | 0 | 0 | 1 | 0 | 0 |
| DISTRICT DESIGN LIAISON     | B                    | Tot Min 1 | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05814                      | \$55,228.44          | Total 8   | 6  | 6  | 0 | 0 | 0 | 0 | 0 |
| SENIOR HIGHWAY DESIGNER     | B                    | Tot Min 0 | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R05813                      | \$53,478.09          | Total 12  | 11 | 10 | 0 | 0 | 1 | 0 | 0 |
| SR CONSTRUCTION INSPECTOR   | B                    | Tot Min 1 | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05773                      | \$53,883.03          | Total 1   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SR GEOTECHNICAL SPECIALIST  | B                    | Tot Min 0 | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05772                      | \$50,757.36          | Total 4   | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS INSPECTOR  | B                    | Tot Min 0 | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05755                      | \$67,041.00          | Total 1   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| DISTRICT UTILITIES ENGINEER | B                    | Tot Min 0 | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05754                      | \$56,573.06          | Total 1   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC STUDIES      | B                    | Tot Min 0 | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05736                      | \$45,430.72          | Total 2   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| CONSTRUCTION INSPECTOR      | B                    | Tot Min 0 | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05626                      | \$46,038.03          | Total 8   | 8  | 8  | 0 | 0 | 0 | 0 | 0 |
| INTER CONST INSPECTOR       | B                    | Tot Min 0 | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05475                      | \$50,050.65          | Total 2   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| INT TR STUDIES SPECIALIST   | B                    | Tot Min 0 | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05023                      | \$54,519.99          | Total 1   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SENIOR PAVEMENT SPECIALIST  | B                    | Tot Min 0 | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04890                      | \$54,346.76          | Total 1   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| CERTIFIED APPRAISER         | B                    | Tot Min 0 | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04862                      | \$49,519.58          | Total 2   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SR HR SPECIALIST            | B                    | Tot Min 0 | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R04828                      | \$37,800.05          | Total 1   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS          | B                    | Tot Min 0 | 1  | 1  | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

| Job Code & Title            | Average Salary & EEO | Total     | W   | B | A | H | I | P | 2 |
|-----------------------------|----------------------|-----------|-----|---|---|---|---|---|---|
| R04740                      | \$51,613.79          | Total 2   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SR FINANCIAL SERVICES       | B                    | Tot Min 0 | Fem | 2 | 2 | 0 | 0 | 0 | 0 |
| R04698                      | \$50,674.33          | Total 2   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SR R/W SPECIALIST           | B                    | Tot Min 0 | Fem | 2 | 2 | 0 | 0 | 0 | 0 |
| R04696                      | \$51,629.83          | Total 3   | Mal | 2 | 2 | 0 | 0 | 0 | 0 |
| SR INFO SYSTEMS             | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04607                      | \$50,161.33          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SR CUSTOMER RELATIONS       | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04465                      | \$44,619.99          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| INTERMEDIATE SAFETY OFFICER | B                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R04101                      | \$49,414.77          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| SENIOR PROCUREMENT AGENT    | B                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R04008                      | \$37,800.05          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SERVICES SPEC       | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04007                      | \$50,709.22          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SR GENERAL SERVICES SPEC    | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R05041                      | \$55,716.00          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| BRIDGE INSPECTOR            | B                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R09911                      | \$105,471.48         | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT ENGINEER           | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R05809                      | \$69,696.18          | Total 3   | Mal | 3 | 3 | 0 | 0 | 0 | 0 |
| RESIDENT ENGINEER           | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05751                      | \$91,361.79          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| ASSISTANT DISTRICT ENGINEER | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05748                      | \$65,306.62          | Total 2   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSP PROJECT DESIGNER     | A                    | Tot Min 0 | Fem | 2 | 2 | 0 | 0 | 0 | 0 |
| R05667                      | \$66,101.99          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| TRAFFIC OPERATIONS          | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05462                      | \$73,324.02          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| DISTRICT PLANNING MANAGER   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

| Job Code & Title            | Average Salary & EEO | Total     | W   | B | A | H | I | P | 2 |   |
|-----------------------------|----------------------|-----------|-----|---|---|---|---|---|---|---|
| R05453                      | \$74,845.99          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT BRIDGE ENGINEER    | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05452                      | \$77,686.28          | 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 |
| R05449                      | \$70,412.85          | Total 3   | Mal | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| AREA ENGINEER               | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05444                      | \$73,012.56          | Total 2   | Mal | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PROJECT      | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05081                      | \$80,351.96          | 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 |
| R05080                      | \$76,925.14          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT CONST & MATERIALS  | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05078                      | \$63,472.00          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| AST DISTRICT CONSTR & MATER | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05077                      | \$71,844.03          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST DIST MAINT & TRAFF     | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04897                      | \$59,209.70          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES MANAGER     | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04752                      | \$68,302.33          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| RIGHT OF WAY MANAGER        | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04664                      | \$48,667.13          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ROADSIDE MANAGER            | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04636                      | \$60,497.10          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SUPPORT SERVICES MANAGER    | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04443                      | \$58,879.95          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS          | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04089                      | \$58,386.85          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SERVICES MANAGER    | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04051                      | \$57,004.12          | 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 |

# Workforce Analysis

605 2BNE

NORTHEAST DISTRICT

| Job Code & Title       | Average Salary & EEO |            | Total | W   | B   | A  | H | I | P | 2 |
|------------------------|----------------------|------------|-------|-----|-----|----|---|---|---|---|
| R02020                 | \$48,091.36          | Total 2    | Mal   | 2   | 2   | 0  | 0 | 0 | 0 | 0 |
| EQUIPMENT TECHNICIAN   | A                    | Tot Min 0  | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R02016                 | \$57,348.06          | 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 |
| R02005                 | \$43,330.63          | Total 1    | Mal   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| FACILITY OPERATIONS    | A                    | Tot Min 0  | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R01380                 | \$41,716.34          | Total 6    | Mal   | 5   | 5   | 0  | 0 | 0 | 0 | 0 |
| ASST MAINTENANCE       | A                    | Tot Min 0  | Fem   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| R01379                 | \$46,073.64          | Total 23   | Mal   | 22  | 22  | 0  | 0 | 0 | 0 | 0 |
| MAINTENANCE SUPERVISOR | A                    | Tot Min 0  | Fem   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| R01330                 | \$53,084.02          | Total 5    | Mal   | 5   | 5   | 0  | 0 | 0 | 0 | 0 |
| MAINT SUPERINTENDENT   | A                    | Tot Min 0  | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| Total for 605 2BNE     |                      | Total 445  | Mal   | 387 | 374 | 10 | 0 | 0 | 3 | 0 |
|                        |                      | Tot Min 13 | Fem   | 58  | 58  | 0  | 0 | 0 | 0 | 0 |

605 2CKC

KANSAS CITY DISTRICT

| Job Code & Title          | Average Salary & EEO |            | Total | W  | B  | A  | H | I | P | 2 |
|---------------------------|----------------------|------------|-------|----|----|----|---|---|---|---|
| R01392                    | \$34,936.89          | Total 15   | Mal   | 14 | 7  | 6  | 1 | 0 | 0 | 0 |
| MOTORIST ASSISTANCE       | H                    | Tot Min 7  | Fem   | 1  | 1  | 0  | 0 | 0 | 0 | 0 |
| R01335                    | \$35,253.50          | Total 89   | Mal   | 83 | 71 | 8  | 0 | 2 | 2 | 0 |
| SENIOR MAINTENANCE WORKER | H                    | Tot Min 14 | Fem   | 6  | 4  | 2  | 0 | 0 | 0 | 0 |
| R01333                    | \$28,537.81          | Total 92   | Mal   | 84 | 55 | 21 | 1 | 7 | 0 | 0 |
| MAINTENANCE WORKER        | H                    | Tot Min 32 | Fem   | 8  | 5  | 2  | 0 | 0 | 1 | 0 |
| R01306                    | \$28,583.98          | Total 2    | Mal   | 2  | 1  | 1  | 0 | 0 | 0 | 0 |
| FACILITY OPERATIONS CREW  | H                    | Tot Min 1  | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 |
| R01301                    | \$30,725.72          | Total 32   | Mal   | 27 | 23 | 3  | 0 | 0 | 1 | 0 |
| INTERMEDIATE MAINTENANCE  | H                    | Tot Min 5  | Fem   | 5  | 4  | 0  | 0 | 0 | 0 | 1 |
| R02381                    | \$32,713.28          | Total 8    | Mal   | 7  | 7  | 0  | 0 | 0 | 0 | 0 |
| ELECTRICIAN ASSISTANT     | G                    | Tot Min 0  | Fem   | 1  | 1  | 0  | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

| Job Code & Title            | Average Salary & EEO |         |    | Total | W  | B  | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R02350                      | \$38,355.24          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| ELECTRICIAN                 | G                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02019                      | \$43,362.88          | Total   | 12 | Mal   | 12 | 11 | 1 | 0 | 0 | 0 | 0 |
| SENIOR EQUIPMENT TECHNICIAN | G                    | Tot Min | 1  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02018                      | \$34,898.63          | Total   | 7  | Mal   | 7  | 7  | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE EQUIPMENT      | G                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02008                      | \$44,389.52          | Total   | 9  | Mal   | 9  | 7  | 2 | 0 | 0 | 0 | 0 |
| SENIOR ELECTRICIAN          | G                    | Tot Min | 2  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02007                      | \$43,264.30          | 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 |
| R02006                      | \$35,856.08          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| FACILITY OPERATIONS         | G                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01073                      | \$36,325.54          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SENIOR SUPPLY AGENT         | G                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01061                      | \$37,998.78          | Total   | 47 | Mal   | 41 | 35 | 4 | 0 | 2 | 0 | 0 |
| MAINTENANCE CREW LEADER     | G                    | Tot Min | 6  | Fem   | 6  | 6  | 0 | 0 | 0 | 0 | 0 |
| R01272                      | \$32,554.23          | Total   | 4  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| CONST PROJECT OFFICE        | F                    | Tot Min | 2  | Fem   | 4  | 2  | 2 | 0 | 0 | 0 | 0 |
| R01026                      | \$34,341.58          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| EXECUTIVE ASSISTANT         | F                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R01025                      | \$28,092.56          | Total   | 6  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SENIOR OFFICE ASSISTANT     | F                    | Tot Min | 2  | Fem   | 6  | 4  | 1 | 0 | 0 | 1 | 0 |
| R01015                      | \$37,644.02          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SR TRAFFIC SYSTEMS          | F                    | Tot Min | 1  | Fem   | 1  | 0  | 1 | 0 | 0 | 0 | 0 |
| R03133                      | \$44,940.00          | 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 |
| R01088                      | \$36,716.02          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SENIOR INF SYSTEMS          | E                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R01084                      | \$37,096.30          | Total   | 4  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SENIOR CUSTOMER SERVICE     | E                    | Tot Min | 3  | Fem   | 4  | 1  | 3 | 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 |
|------------------------------|----------------------|-----------|-----|---|---|---|---|---|---|
| R01046                       | \$37,708.82          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR RIGHT OF WAY          | E                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R01034                       | \$37,033.02          | Total 2   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR RISK MANAGEMENT       | E                    | Tot Min 0 | Fem | 2 | 2 | 0 | 0 | 0 | 0 |
| R01032                       | \$36,546.02          | Total 2   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR GENERAL SERVICES      | E                    | Tot Min 1 | Fem | 2 | 1 | 1 | 0 | 0 | 0 |
| R01030                       | \$35,955.99          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR HUMAN RESOURCES       | E                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R01028                       | \$36,962.45          | Total 3   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR FINANCIAL SERVICES    | E                    | Tot Min 0 | Fem | 3 | 3 | 0 | 0 | 0 | 0 |
| R01023                       | \$36,978.02          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SR ADMINISTRATIVE TECHNICIAN | E                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R03028                       | \$46,346.85          | Total 5   | Mal | 4 | 4 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC SPECIALIST    | C                    | Tot Min 1 | Fem | 1 | 0 | 1 | 0 | 0 | 0 |
| R02583                       | \$47,874.70          | Total 2   | Mal | 2 | 2 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR                | C                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R02014                       | \$41,133.30          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR IN TRAINING    | C                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R02013                       | \$39,115.24          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| SENIOR SURVEY TECHNICIAN     | C                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R01596                       | \$36,471.77          | Total 2   | Mal | 2 | 1 | 1 | 0 | 0 | 0 |
| SENIOR TRAFFIC TECHNICIAN    | C                    | Tot Min 1 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R01593                       | \$32,831.97          | Total 1   | Mal | 1 | 0 | 1 | 0 | 0 | 0 |
| INTER MATERIALS TECH         | C                    | Tot Min 1 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R01591                       | \$39,133.27          | Total 4   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| SENIOR DESIGN TECHNICIAN     | C                    | Tot Min 0 | Fem | 3 | 3 | 0 | 0 | 0 | 0 |
| R01569                       | \$30,120.06          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| ASSISTANT SURVEY TECHNICIAN  | C                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R01516                       | \$38,062.44          | Total 7   | Mal | 6 | 4 | 2 | 0 | 0 | 0 |
| SR CONSTRUCTION TECHNICIAN   | C                    | Tot Min 2 | Fem | 1 | 1 | 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 |
|-----------------------------|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R01066                      | \$37,649.19          | Total   | 3  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| SENIOR MAINTENANCE          | C                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05856                      | \$39,998.06          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PLANNER      | B                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05815                      | \$52,067.25          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SR TRANSPORTATION PLANNER   | B                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05814                      | \$55,228.44          | Total   | 18 | Mal   | 13 | 11 | 0 | 0 | 1 | 1 | 0 |
| SENIOR HIGHWAY DESIGNER     | B                    | Tot Min | 5  | Fem   | 5  | 2  | 0 | 2 | 1 | 0 | 0 |
| R05813                      | \$53,478.09          | Total   | 22 | Mal   | 21 | 20 | 1 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION INSPECTOR   | B                    | Tot Min | 1  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05787                      | \$44,005.60          | Total   | 3  | Mal   | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| MATERIALS INSPECTOR         | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05776                      | \$45,068.37          | Total   | 6  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| HIGHWAY DESIGNER            | B                    | Tot Min | 0  | Fem   | 4  | 4  | 0 | 0 | 0 | 0 | 0 |
| R05772                      | \$50,757.36          | Total   | 4  | Mal   | 4  | 2  | 0 | 2 | 0 | 0 | 0 |
| SENIOR MATERIALS INSPECTOR  | B                    | Tot Min | 2  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05771                      | \$37,892.02          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTER MATERIALS INSPECTOR   | B                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05755                      | \$67,041.00          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| DISTRICT UTILITIES ENGINEER | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05754                      | \$56,573.06          | Total   | 6  | Mal   | 4  | 2  | 1 | 0 | 1 | 0 | 0 |
| SENIOR TRAFFIC STUDIES      | B                    | Tot Min | 3  | Fem   | 2  | 1  | 1 | 0 | 0 | 0 | 0 |
| R05736                      | \$45,430.72          | Total   | 19 | Mal   | 16 | 14 | 2 | 0 | 0 | 0 | 0 |
| CONSTRUCTION INSPECTOR      | B                    | Tot Min | 3  | Fem   | 3  | 2  | 1 | 0 | 0 | 0 | 0 |
| R05629                      | \$48,925.67          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTER HIGHWAY DESIGNER      | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05626                      | \$46,038.03          | Total   | 8  | Mal   | 5  | 5  | 0 | 0 | 0 | 0 | 0 |
| INTER CONST INSPECTOR       | B                    | Tot Min | 2  | Fem   | 3  | 1  | 1 | 0 | 0 | 1 | 0 |
| R05475                      | \$50,050.65          | Total   | 3  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| INT TR STUDIES SPECIALIST   | B                    | Tot Min | 1  | Fem   | 1  | 0  | 1 | 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      |
|---------------------------------------|----------------------|----------------------|------------|--------|--------|--------|--------|--------|--------|
| R05021<br>PAVEMENT SPECIALIST         | \$47,736.00<br>B     | Total 1<br>Tot Min 1 | Mal<br>Fem | 0<br>1 | 0<br>0 | 0<br>1 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04890<br>CERTIFIED APPRAISER         | \$54,346.76<br>B     | Total 1<br>Tot Min 1 | Mal<br>Fem | 0<br>1 | 0<br>0 | 0<br>1 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04862<br>SR HR SPECIALIST            | \$49,519.58<br>B     | Total 3<br>Tot Min 0 | Mal<br>Fem | 1<br>2 | 1<br>2 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04849<br>HUMAN RESOURCES SPECIALIST  | \$38,393.21<br>B     | Total 1<br>Tot Min 1 | Mal<br>Fem | 0<br>1 | 0<br>0 | 0<br>1 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04740<br>SR FINANCIAL SERVICES       | \$51,613.79<br>B     | Total 2<br>Tot Min 0 | Mal<br>Fem | 0<br>2 | 0<br>2 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04699<br>RIGHT OF WAY SPECIALIST     | \$38,679.06<br>B     | Total 1<br>Tot Min 0 | Mal<br>Fem | 1<br>0 | 1<br>0 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04698<br>SR R/W SPECIALIST           | \$50,674.33<br>B     | Total 5<br>Tot Min 1 | Mal<br>Fem | 5<br>0 | 4<br>0 | 0<br>0 | 0<br>0 | 1<br>0 | 0<br>0 |
| R04696<br>SR INFO SYSTEMS             | \$51,629.83<br>B     | Total 3<br>Tot Min 0 | Mal<br>Fem | 3<br>0 | 3<br>0 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04607<br>SR CUSTOMER RELATIONS       | \$50,161.33<br>B     | Total 2<br>Tot Min 1 | Mal<br>Fem | 1<br>1 | 0<br>1 | 1<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04605<br>INT HUMAN RESOURCES         | \$43,608.03<br>B     | Total 1<br>Tot Min 0 | Mal<br>Fem | 0<br>1 | 0<br>1 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04466<br>SENIOR SAFETY OFFICER       | \$50,687.94<br>B     | Total 1<br>Tot Min 1 | Mal<br>Fem | 1<br>0 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 | 1<br>0 |
| R04465<br>INTERMEDIATE SAFETY OFFICER | \$44,619.99<br>B     | Total 1<br>Tot Min 0 | Mal<br>Fem | 1<br>0 | 1<br>0 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04445<br>INTERM GEN SERV SPECIALIST  | \$42,071.95<br>B     | Total 1<br>Tot Min 0 | Mal<br>Fem | 0<br>1 | 0<br>1 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R04101<br>SENIOR PROCUREMENT AGENT    | \$49,414.77<br>B     | Total 1<br>Tot Min 0 | Mal<br>Fem | 0<br>1 | 0<br>1 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |
| R05041<br>BRIDGE INSPECTOR            | \$55,716.00<br>B     | Total 1<br>Tot Min 0 | Mal<br>Fem | 1<br>0 | 1<br>0 | 0<br>0 | 0<br>0 | 0<br>0 | 0<br>0 |

# Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

| Job Code & Title            | Average Salary & EEO | Total     | W | B | A | H | I | P | 2 |
|-----------------------------|----------------------|-----------|---|---|---|---|---|---|---|
| R09911                      | \$105,471.48         | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT ENGINEER           | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05809                      | \$69,696.18          | Total 5   | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| RESIDENT ENGINEER           | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05751                      | \$91,361.79          | Total 2   | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT DISTRICT ENGINEER | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05748                      | \$65,306.62          | Total 7   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRANSP PROJECT DESIGNER     | A                    | Tot Min 1 | 5 | 4 | 0 | 1 | 0 | 0 | 0 |
| R05667                      | \$66,101.99          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC OPERATIONS          | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05462                      | \$73,324.02          | Total 1   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT PLANNING MANAGER   | A                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05461                      | \$60,126.04          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSP PLANNING             | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05459                      | \$64,720.74          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| GEOLOGIST                   | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05453                      | \$74,845.99          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT BRIDGE ENGINEER    | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05452                      | \$77,686.28          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT DESIGN ENGINEER    | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05450                      | \$76,147.18          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT TRAFFIC ENGINEER   | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05449                      | \$70,412.85          | Total 3   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| AREA ENGINEER               | A                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05444                      | \$73,012.56          | Total 7   | 5 | 5 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PROJECT      | A                    | Tot Min 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R05082                      | \$65,896.59          | Total 3   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT TO THE RESIDENT   | A                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05080                      | \$76,925.14          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT CONST & MATERIALS  | A                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2CKC

KANSAS CITY DISTRICT

| Job Code & Title          | Average Salary & EEO | Total     | W   | B | A | H | I | P | 2 |   |
|---------------------------|----------------------|-----------|-----|---|---|---|---|---|---|---|
| R05076                    | \$66,483.98          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST DIST MAINTENANCE     | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05072                    | \$75,599.97          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT MAINTENANCE      | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05024                    | \$76,596.00          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC CENTER MANAGER    | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04897                    | \$59,209.70          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES MANAGER   | A                    | Tot Min 1 | Fem | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R04752                    | \$68,302.33          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| RIGHT OF WAY MANAGER      | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04664                    | \$48,667.13          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ROADSIDE MANAGER          | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04636                    | \$60,497.10          | 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 |
| R04458                    | \$58,212.00          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DIST INFORMATION SYSTM    | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04443                    | \$58,879.95          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS        | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04434                    | \$79,115.99          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST TO THE DIST ENGINEER | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04089                    | \$58,386.85          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SERVICES MANAGER  | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04082                    | \$62,337.03          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PLANNING   | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04051                    | \$57,004.12          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT SFTY & HLTH MGR  | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03586                    | \$53,148.06          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC OPERATIONS        | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02020                    | \$48,091.36          | Total 2   | Mal | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| EQUIPMENT TECHNICIAN      | A                    | 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 |
|----------------------------|----------------------|---------|-----|-------|-----|-----|----|---|----|---|---|
| R02016                     | \$57,348.06          | 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 |
| R02009                     | \$51,635.97          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0  | 0 | 0 |
| TRAFFIC SUPERVISOR         | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0  | 0 | 0 |
| R02005                     | \$43,330.63          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0  | 0 | 0 |
| FACILITY OPERATIONS        | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0  | 0 | 0 |
| R01393                     | \$43,140.03          | Total   | 2   | Mal   | 2   | 0   | 2  | 0 | 0  | 0 | 0 |
| MOTOR ASSISTANCE SHIFT     | A                    | Tot Min | 2   | Fem   | 0   | 0   | 0  | 0 | 0  | 0 | 0 |
| R01380                     | \$41,716.34          | Total   | 11  | Mal   | 10  | 8   | 2  | 0 | 0  | 0 | 0 |
| ASST MAINTENANCE           | A                    | Tot Min | 2   | Fem   | 1   | 1   | 0  | 0 | 0  | 0 | 0 |
| R01379                     | \$46,073.64          | Total   | 20  | Mal   | 19  | 18  | 1  | 0 | 0  | 0 | 0 |
| MAINTENANCE SUPERVISOR     | A                    | Tot Min | 1   | Fem   | 1   | 1   | 0  | 0 | 0  | 0 | 0 |
| R01330                     | \$53,084.02          | Total   | 5   | Mal   | 5   | 3   | 1  | 0 | 0  | 1 | 0 |
| MAINT SUPERINTENDENT       | A                    | Tot Min | 2   | Fem   | 0   | 0   | 0  | 0 | 0  | 0 | 0 |
| R01103                     | \$52,175.97          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0  | 0 | 0 |
| URBAN TRAFFIC SUPERVISOR   | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0  | 0 | 0 |
| R01082                     | \$41,512.81          | Total   | 3   | Mal   | 2   | 2   | 0  | 0 | 0  | 0 | 0 |
| TRAFFIC SYSTEMS SUPERVISOR | A                    | Tot Min | 0   | Fem   | 1   | 1   | 0  | 0 | 0  | 0 | 0 |
| R01020                     | \$54,288.00          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0  | 0 | 0 |
| INCIDENT MANAGEMENT        | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0  | 0 | 0 |
| Total for 605 2CKC         |                      | Total   | 592 | Mal   | 481 | 396 | 61 | 4 | 13 | 6 | 0 |
|                            |                      | Tot Min | 114 | Fem   | 111 | 82  | 20 | 4 | 1  | 3 | 0 |

605 2DCD

CENTRAL DISTRICT

| Job Code & Title          | Average Salary & EEO |         |     | Total | W   | B   | A | H | I | P | 2 |
|---------------------------|----------------------|---------|-----|-------|-----|-----|---|---|---|---|---|
| R01335                    | \$35,253.50          | Total   | 199 | Mal   | 186 | 175 | 2 | 0 | 4 | 5 | 0 |
| SENIOR MAINTENANCE WORKER | H                    | Tot Min | 11  | Fem   | 13  | 13  | 0 | 0 | 0 | 0 | 0 |
| R01333                    | \$28,537.81          | Total   | 73  | Mal   | 71  | 71  | 0 | 0 | 0 | 0 | 0 |
| MAINTENANCE WORKER        | H                    | Tot Min | 0   | Fem   | 2   | 2   | 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 |   |   |
|-----------------------------|----------------------|-----------|-----|----|----|---|---|---|---|---|---|
| R01301                      | \$30,725.72          | Total 21  | Mal | 19 | 18 | 0 | 0 | 0 | 1 | 0 | 0 |
| INTERMEDIATE MAINTENANCE    | H                    | Tot Min 1 | Fem | 2  | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| R02350                      | \$38,355.24          | Total 3   | Mal | 3  | 3  | 0 | 0 | 0 | 0 | 0 | 0 |
| ELECTRICIAN                 | G                    | Tot Min 0 | Fem | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R02019                      | \$43,362.88          | Total 21  | Mal | 21 | 21 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR EQUIPMENT TECHNICIAN | G                    | Tot Min 0 | Fem | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R02018                      | \$34,898.63          | Total 5   | Mal | 5  | 5  | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE EQUIPMENT      | G                    | Tot Min 0 | Fem | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R02017                      | \$32,684.53          | 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 |
| R02008                      | \$44,389.52          | Total 6   | Mal | 6  | 5  | 0 | 0 | 0 | 1 | 0 | 0 |
| SENIOR ELECTRICIAN          | G                    | Tot Min 1 | Fem | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R02007                      | \$43,264.30          | 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 |
| R01073                      | \$36,325.54          | Total 2   | Mal | 2  | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR SUPPLY AGENT         | G                    | Tot Min 0 | Fem | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01061                      | \$37,998.78          | Total 66  | Mal | 63 | 61 | 0 | 0 | 0 | 1 | 0 | 1 |
| MAINTENANCE CREW LEADER     | G                    | Tot Min 2 | Fem | 3  | 3  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01272                      | \$32,554.23          | 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                      | \$34,341.58          | 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 |
| R01025                      | \$28,092.56          | Total 1   | Mal | 0  | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR OFFICE ASSISTANT     | F                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| R03133                      | \$44,940.00          | 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 |
| R01084                      | \$37,096.30          | Total 3   | Mal | 1  | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR CUSTOMER SERVICE     | E                    | Tot Min 0 | Fem | 2  | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01034                      | \$37,033.02          | 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 |

# Workforce Analysis

605 2DCD

CENTRAL DISTRICT

| Job Code & Title             | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|------------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R01031                       | \$30,707.98          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SERVICES             | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01030                       | \$35,955.99          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR HUMAN RESOURCES       | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01028                       | \$36,962.45          | Total   | 3 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR FINANCIAL SERVICES    | E                    | Tot Min | 0 | Fem   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| R01023                       | \$36,978.02          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR ADMINISTRATIVE TECHNICIAN | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R03028                       | \$46,346.85          | 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                       | \$47,874.70          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR                | C                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02014                       | \$41,133.30          | 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 |
| R02013                       | \$39,115.24          | 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 |
| R01596                       | \$36,471.77          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC TECHNICIAN    | C                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01594                       | \$29,064.05          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC TECHNICIAN           | C                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01591                       | \$39,133.27          | 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 |
| R01589                       | \$33,616.36          | 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 |
| R01516                       | \$38,062.44          | Total   | 5 | Mal   | 5 | 5 | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION TECHNICIAN   | C                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01515                       | \$29,405.33          | Total   | 4 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| CONSTRUCTION TECHNICIAN      | C                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01501                       | \$38,050.53          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS TECHNICIAN  | C                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2DCD

CENTRAL DISTRICT

| Job Code & Title            | Average Salary & EEO | Total     | W  | B | A | H | I | P | 2 |
|-----------------------------|----------------------|-----------|----|---|---|---|---|---|---|
| R05851                      | \$46,787.97          | Total 1   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC STUDIES SPECIALIST  | B                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05815                      | \$52,067.25          | Total 2   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| SR TRANSPORTATION PLANNER   | B                    | Tot Min 0 | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05814                      | \$55,228.44          | Total 4   | 4  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR HIGHWAY DESIGNER     | B                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05813                      | \$53,478.09          | Total 22  | 19 | 1 | 0 | 0 | 0 | 0 | 1 |
| SR CONSTRUCTION INSPECTOR   | B                    | Tot Min 2 | 3  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05787                      | \$44,005.60          | Total 2   | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| MATERIALS INSPECTOR         | B                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05776                      | \$45,068.37          | Total 6   | 4  | 1 | 0 | 0 | 0 | 0 | 0 |
| HIGHWAY DESIGNER            | B                    | Tot Min 2 | 2  | 1 | 0 | 0 | 0 | 0 | 0 |
| R05772                      | \$50,757.36          | Total 4   | 4  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS INSPECTOR  | B                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05755                      | \$67,041.00          | Total 1   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT UTILITIES ENGINEER | B                    | Tot Min 0 | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05754                      | \$56,573.06          | Total 3   | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC STUDIES      | B                    | Tot Min 0 | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05736                      | \$45,430.72          | Total 5   | 4  | 0 | 0 | 0 | 0 | 0 | 0 |
| CONSTRUCTION INSPECTOR      | B                    | Tot Min 1 | 1  | 1 | 0 | 0 | 0 | 0 | 0 |
| R05629                      | \$48,925.67          | Total 2   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| INTER HIGHWAY DESIGNER      | B                    | Tot Min 0 | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05626                      | \$46,038.03          | Total 1   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| INTER CONST INSPECTOR       | B                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05475                      | \$50,050.65          | Total 1   | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| INT TR STUDIES SPECIALIST   | B                    | Tot Min 0 | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| R05023                      | \$54,519.99          | Total 1   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PAVEMENT SPECIALIST  | B                    | Tot Min 0 | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R04890                      | \$54,346.76          | Total 1   | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| CERTIFIED APPRAISER         | B                    | Tot Min 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 |
|-----------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R04862                      | \$49,519.58          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR HR SPECIALIST            | B                    | Tot Min | 1 | Fem   | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| R04849                      | \$38,393.21          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES SPECIALIST  | B                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04740                      | \$51,613.79          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR FINANCIAL SERVICES       | B                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04698                      | \$50,674.33          | Total   | 4 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SR R/W SPECIALIST           | B                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04696                      | \$51,629.83          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SR INFO SYSTEMS             | B                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04603                      | \$38,478.03          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SAFETY OFFICER              | B                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04477                      | \$42,071.95          | Total   | 1 | Mal   | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| INTERM CUSTOMER RELATIONS   | B                    | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04101                      | \$49,414.77          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PROCUREMENT AGENT    | B                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04007                      | \$50,709.22          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SR GENERAL SERVICES SPEC    | B                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09911                      | \$105,471.48         | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT ENGINEER           | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05809                      | \$69,696.18          | Total   | 4 | Mal   | 4 | 3 | 0 | 0 | 1 | 0 | 0 |
| RESIDENT ENGINEER           | A                    | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05751                      | \$91,361.79          | 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 |
| R05748                      | \$65,306.62          | Total   | 4 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| TRANSP PROJECT DESIGNER     | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05667                      | \$66,101.99          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC OPERATIONS          | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05462                      | \$73,324.02          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT PLANNING MANAGER   | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2DCD

CENTRAL DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R05453                      |   | \$74,845.99          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT BRIDGE ENGINEER    | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05452                      |   | \$77,686.28          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT DESIGN ENGINEER    | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05450                      |   | \$76,147.18          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT TRAFFIC ENGINEER   | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05449                      |   | \$70,412.85          | Total   | 3 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| AREA ENGINEER               | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05444                      |   | \$73,012.56          | Total   | 3 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PROJECT      | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05082                      |   | \$65,896.59          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT TO THE RESIDENT   | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05080                      |   | \$76,925.14          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT CONST & MATERIALS  | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05078                      |   | \$63,472.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| AST DISTRICT CONSTR & MATER | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05076                      |   | \$66,483.98          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST DIST MAINTENANCE       | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05072                      |   | \$75,599.97          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT MAINTENANCE        | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04897                      |   | \$59,209.70          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES MANAGER     | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04752                      |   | \$68,302.33          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| RIGHT OF WAY MANAGER        | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04728                      |   | \$61,662.02          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASST RIGHT OF WAY MNGR-     | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04636                      |   | \$60,497.10          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SUPPORT SERVICES MANAGER    | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04458                      |   | \$58,212.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DIST INFORMATION SYSTM      | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2DCD

CENTRAL DISTRICT

| Job Code & Title         | Average Salary & EEO | Total      | W   | B   | A   | H | I | P | 2 |
|--------------------------|----------------------|------------|-----|-----|-----|---|---|---|---|
| R04443                   | \$58,879.95          | Total 1    | Mal | 0   | 0   | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS       | A                    | Tot Min 0  | Fem | 1   | 1   | 0 | 0 | 0 | 0 |
| R04089                   | \$58,386.85          | Total 1    | Mal | 0   | 0   | 0 | 0 | 0 | 0 |
| GENERAL SERVICES MANAGER | A                    | Tot Min 0  | Fem | 1   | 1   | 0 | 0 | 0 | 0 |
| R04051                   | \$57,004.12          | Total 1    | Mal | 1   | 1   | 0 | 0 | 0 | 0 |
| DISTRICT SFTY & HLTH MGR | A                    | Tot Min 0  | Fem | 0   | 0   | 0 | 0 | 0 | 0 |
| R02020                   | \$48,091.36          | Total 2    | Mal | 2   | 2   | 0 | 0 | 0 | 0 |
| EQUIPMENT TECHNICIAN     | A                    | Tot Min 0  | Fem | 0   | 0   | 0 | 0 | 0 | 0 |
| R02016                   | \$57,348.06          | Total 1    | Mal | 1   | 1   | 0 | 0 | 0 | 0 |
| DISTRICT LAND SURVEY     | A                    | Tot Min 0  | Fem | 0   | 0   | 0 | 0 | 0 | 0 |
| R02009                   | \$51,635.97          | Total 1    | Mal | 1   | 1   | 0 | 0 | 0 | 0 |
| TRAFFIC SUPERVISOR       | A                    | Tot Min 0  | Fem | 0   | 0   | 0 | 0 | 0 | 0 |
| R02005                   | \$43,330.63          | Total 1    | Mal | 1   | 1   | 0 | 0 | 0 | 0 |
| FACILITY OPERATIONS      | A                    | Tot Min 0  | Fem | 0   | 0   | 0 | 0 | 0 | 0 |
| R01380                   | \$41,716.34          | Total 10   | Mal | 9   | 8   | 0 | 0 | 1 | 0 |
| ASST MAINTENANCE         | A                    | Tot Min 1  | Fem | 1   | 1   | 0 | 0 | 0 | 0 |
| R01379                   | \$46,073.64          | Total 27   | Mal | 26  | 26  | 0 | 0 | 0 | 0 |
| MAINTENANCE SUPERVISOR   | A                    | Tot Min 0  | Fem | 1   | 1   | 0 | 0 | 0 | 0 |
| R01330                   | \$53,084.02          | Total 7    | Mal | 7   | 7   | 0 | 0 | 0 | 0 |
| MAINT SUPERINTENDENT     | A                    | Tot Min 0  | Fem | 0   | 0   | 0 | 0 | 0 | 0 |
| Total for 605 2DCD       |                      | Total 596  | Mal | 529 | 508 | 4 | 0 | 6 | 8 |
|                          |                      | Tot Min 25 | Fem | 67  | 63  | 3 | 0 | 0 | 1 |

605 2FSL

ST. LOUIS DISTRICT

| Job Code & Title            | Average Salary & EEO | Total     | W   | B  | A  | H | I | P | 2 |
|-----------------------------|----------------------|-----------|-----|----|----|---|---|---|---|
| R01392                      | \$34,936.89          | Total 25  | Mal | 24 | 19 | 5 | 0 | 0 | 0 |
| MOTORIST ASSISTANCE         | H                    | Tot Min 5 | Fem | 1  | 1  | 0 | 0 | 0 | 0 |
| R01391                      | \$34,067.98          | Total 1   | Mal | 1  | 1  | 0 | 0 | 0 | 0 |
| SR FACILITY OPERATIONS CREW | H                    | Tot Min 0 | Fem | 0  | 0  | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |     | Total | W  | B  | A  | H | I | P | 2 |   |
|-----------------------------|---|----------------------|---------|-----|-------|----|----|----|---|---|---|---|---|
| R01335                      |   | \$35,253.50          | Total   | 100 | Mal   | 98 | 78 | 16 | 0 | 1 | 3 | 0 | 0 |
| SENIOR MAINTENANCE WORKER   | H |                      | Tot Min | 20  | Fem   | 2  | 2  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01333                      |   | \$28,537.81          | Total   | 90  | Mal   | 81 | 49 | 31 | 1 | 0 | 0 | 0 | 0 |
| MAINTENANCE WORKER          | H |                      | Tot Min | 36  | Fem   | 9  | 5  | 4  | 0 | 0 | 0 | 0 | 0 |
| R01301                      |   | \$30,725.72          | Total   | 50  | Mal   | 44 | 34 | 10 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE MAINTENANCE    | H |                      | Tot Min | 11  | Fem   | 6  | 5  | 1  | 0 | 0 | 0 | 0 | 0 |
| R02381                      |   | \$32,713.28          | Total   | 8   | Mal   | 7  | 1  | 6  | 0 | 0 | 0 | 0 | 0 |
| ELECTRICIAN ASSISTANT       | G |                      | Tot Min | 7   | Fem   | 1  | 0  | 1  | 0 | 0 | 0 | 0 | 0 |
| R02350                      |   | \$38,355.24          | Total   | 9   | Mal   | 9  | 8  | 1  | 0 | 0 | 0 | 0 | 0 |
| ELECTRICIAN                 | G |                      | Tot Min | 1   | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02019                      |   | \$43,362.88          | Total   | 12  | Mal   | 12 | 10 | 2  | 0 | 0 | 0 | 0 | 0 |
| SENIOR EQUIPMENT TECHNICIAN | G |                      | Tot Min | 2   | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02018                      |   | \$34,898.63          | Total   | 2   | Mal   | 1  | 1  | 0  | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE EQUIPMENT      | G |                      | Tot Min | 0   | Fem   | 1  | 1  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02017                      |   | \$32,684.53          | Total   | 3   | Mal   | 3  | 2  | 1  | 0 | 0 | 0 | 0 | 0 |
| EQUIPMENT TECHNICIAN        | G |                      | Tot Min | 1   | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02008                      |   | \$44,389.52          | Total   | 18  | Mal   | 18 | 14 | 3  | 0 | 1 | 0 | 0 | 0 |
| SENIOR ELECTRICIAN          | G |                      | Tot Min | 4   | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02007                      |   | \$43,264.30          | Total   | 1   | Mal   | 1  | 1  | 0  | 0 | 0 | 0 | 0 | 0 |
| SENIOR FACILITY OPERATIONS  | G |                      | Tot Min | 0   | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R02006                      |   | \$35,856.08          | Total   | 2   | Mal   | 2  | 2  | 0  | 0 | 0 | 0 | 0 | 0 |
| FACILITY OPERATIONS         | G |                      | Tot Min | 0   | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01847                      |   | \$52,603.20          | Total   | 1   | Mal   | 1  | 1  | 0  | 0 | 0 | 0 | 0 | 0 |
| MAINTENANCE CREW LEADER-    | G |                      | Tot Min | 0   | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01089                      |   | \$29,199.97          | Total   | 1   | Mal   | 1  | 1  | 0  | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT EQUIPMENT         | G |                      | Tot Min | 0   | Fem   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01061                      |   | \$37,998.78          | Total   | 48  | Mal   | 45 | 36 | 9  | 0 | 0 | 0 | 0 | 0 |
| MAINTENANCE CREW LEADER     | G |                      | Tot Min | 9   | Fem   | 3  | 3  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01272                      |   | \$32,554.23          | Total   | 6   | Mal   | 0  | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| CONST PROJECT OFFICE        | F |                      | Tot Min | 0   | Fem   | 6  | 6  | 0  | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

| Job Code & Title            | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R01026                      | \$34,341.58          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EXECUTIVE ASSISTANT         | F                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01025                      | \$28,092.56          | Total   | 4 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR OFFICE ASSISTANT     | F                    | Tot Min | 1 | Fem   | 4 | 3 | 1 | 0 | 0 | 0 | 0 |
| R01024                      | \$23,253.29          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OFFICE ASSISTANT            | F                    | Tot Min | 1 | Fem   | 2 | 1 | 1 | 0 | 0 | 0 | 0 |
| R01015                      | \$37,644.02          | Total   | 5 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SR TRAFFIC SYSTEMS          | F                    | Tot Min | 1 | Fem   | 3 | 2 | 1 | 0 | 0 | 0 | 0 |
| R03133                      | \$44,940.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DIST FINAL PLANS & REP PROC | E                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01088                      | \$36,716.02          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR INF SYSTEMS          | E                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01046                      | \$37,708.82          | 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 |
| R01034                      | \$37,033.02          | 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 |
| R01033                      | \$28,744.00          | 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 |
| R01032                      | \$36,546.02          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR GENERAL SERVICES     | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01030                      | \$35,955.99          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR HUMAN RESOURCES      | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01028                      | \$36,962.45          | Total   | 4 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR FINANCIAL SERVICES   | E                    | Tot Min | 1 | Fem   | 4 | 3 | 1 | 0 | 0 | 0 | 0 |
| R01022                      | \$31,880.02          | Total   | 1 | Mal   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| ADMINISTRATIVE TECHNICIAN   | E                    | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03522                      | \$39,876.10          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC SPECIALIST          | C                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03028                      | \$46,346.85          | Total   | 4 | Mal   | 4 | 3 | 0 | 0 | 0 | 1 | 0 |
| SENIOR TRAFFIC SPECIALIST   | C                    | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R02583                      |   | \$47,874.70          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR               | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02014                      |   | \$41,133.30          | 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 |
| R02013                      |   | \$39,115.24          | Total   | 5 | Mal   | 5 | 5 | 0 | 0 | 0 | 0 | 0 |
| SENIOR SURVEY TECHNICIAN    | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01596                      |   | \$36,471.77          | Total   | 6 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC TECHNICIAN   | C |                      | Tot Min | 0 | Fem   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| R01595                      |   | \$32,279.94          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| INTER TRAFFIC TECHNICIAN    | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01592                      |   | \$28,583.98          | Total   | 1 | Mal   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| MATERIALS TECHNICIAN        | C |                      | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01591                      |   | \$39,133.27          | Total   | 6 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| SENIOR DESIGN TECHNICIAN    | C |                      | Tot Min | 0 | Fem   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| R01589                      |   | \$33,616.36          | Total   | 6 | Mal   | 5 | 5 | 0 | 0 | 0 | 0 | 0 |
| INTER CONSTRUCTION TECH     | C |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01568                      |   | \$25,379.95          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT CONSTRUCTION      | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01517                      |   | \$29,874.00          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DESIGN TECHNICIAN           | C |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01516                      |   | \$38,062.44          | Total   | 6 | Mal   | 5 | 3 | 2 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION TECHNICIAN  | C |                      | Tot Min | 2 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01515                      |   | \$29,405.33          | Total   | 3 | Mal   | 2 | 1 | 1 | 0 | 0 | 0 | 0 |
| CONSTRUCTION TECHNICIAN     | C |                      | Tot Min | 1 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01501                      |   | \$38,050.53          | Total   | 4 | Mal   | 3 | 2 | 1 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS TECHNICIAN | C |                      | Tot Min | 1 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01066                      |   | \$37,649.19          | Total   | 3 | Mal   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| SENIOR MAINTENANCE          | C |                      | Tot Min | 1 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R01064                      |   | \$28,579.20          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| MAINTENANCE TECHNICIAN      | C |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |    | Total | W  | B  | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R05851                      |   | \$46,787.97          | Total   | 2  | Mal   | 1  | 0  | 0 | 1 | 0 | 0 | 0 |
| TRAFFIC STUDIES SPECIALIST  | B |                      | Tot Min | 2  | Fem   | 1  | 0  | 0 | 1 | 0 | 0 | 0 |
| R05815                      |   | \$52,067.25          | 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 |
| R05814                      |   | \$55,228.44          | Total   | 18 | Mal   | 13 | 12 | 1 | 0 | 0 | 0 | 0 |
| SENIOR HIGHWAY DESIGNER     | B |                      | Tot Min | 2  | Fem   | 5  | 4  | 0 | 1 | 0 | 0 | 0 |
| R05813                      |   | \$53,478.09          | Total   | 31 | Mal   | 26 | 26 | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION INSPECTOR   | B |                      | Tot Min | 2  | Fem   | 5  | 3  | 1 | 1 | 0 | 0 | 0 |
| R05787                      |   | \$44,005.60          | Total   | 5  | Mal   | 5  | 4  | 0 | 1 | 0 | 0 | 0 |
| MATERIALS INSPECTOR         | B |                      | Tot Min | 1  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05776                      |   | \$45,068.37          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| HIGHWAY DESIGNER            | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05772                      |   | \$50,757.36          | Total   | 3  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS INSPECTOR  | B |                      | Tot Min | 1  | Fem   | 2  | 1  | 1 | 0 | 0 | 0 | 0 |
| R05771                      |   | \$37,892.02          | Total   | 3  | Mal   | 3  | 2  | 1 | 0 | 0 | 0 | 0 |
| INTER MATERIALS INSPECTOR   | B |                      | Tot Min | 1  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05755                      |   | \$67,041.00          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| DISTRICT UTILITIES ENGINEER | B |                      | Tot Min | 1  | Fem   | 1  | 0  | 0 | 1 | 0 | 0 | 0 |
| R05754                      |   | \$56,573.06          | Total   | 12 | Mal   | 8  | 7  | 1 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC STUDIES      | B |                      | Tot Min | 2  | Fem   | 4  | 3  | 0 | 1 | 0 | 0 | 0 |
| R05736                      |   | \$45,430.72          | Total   | 16 | Mal   | 12 | 11 | 0 | 0 | 1 | 0 | 0 |
| CONSTRUCTION INSPECTOR      | B |                      | Tot Min | 1  | Fem   | 4  | 4  | 0 | 0 | 0 | 0 | 0 |
| R05659                      |   | \$56,676.05          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| DISTRICT CONSTRUCTION       | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05629                      |   | \$48,925.67          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTER HIGHWAY DESIGNER      | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05626                      |   | \$46,038.03          | Total   | 15 | Mal   | 13 | 13 | 0 | 0 | 0 | 0 | 0 |
| INTER CONST INSPECTOR       | B |                      | Tot Min | 0  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R05475                      |   | \$50,050.65          | Total   | 2  | Mal   | 2  | 1  | 1 | 0 | 0 | 0 | 0 |
| INT TR STUDIES SPECIALIST   | B |                      | Tot Min | 1  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R05023                      |   | \$54,519.99          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PAVEMENT SPECIALIST  | B |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04890                      |   | \$54,346.76          | Total   | 3 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| CERTIFIED APPRAISER         | B |                      | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04862                      |   | \$49,519.58          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR HR SPECIALIST            | B |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04849                      |   | \$38,393.21          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES SPECIALIST  | B |                      | Tot Min | 1 | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R04828                      |   | \$37,800.05          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS          | B |                      | Tot Min | 1 | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R04740                      |   | \$51,613.79          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR FINANCIAL SERVICES       | B |                      | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04699                      |   | \$38,679.06          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| RIGHT OF WAY SPECIALIST     | B |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04698                      |   | \$50,674.33          | Total   | 3 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR R/W SPECIALIST           | B |                      | Tot Min | 0 | Fem   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| R04696                      |   | \$51,629.83          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SR INFO SYSTEMS             | B |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04607                      |   | \$50,161.33          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SR CUSTOMER RELATIONS       | B |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04477                      |   | \$42,071.95          | 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 |
| R04465                      |   | \$44,619.99          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE SAFETY OFFICER | B |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04445                      |   | \$42,071.95          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERM GEN SERV SPECIALIST  | B |                      | Tot Min | 1 | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R04101                      |   | \$49,414.77          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PROCUREMENT AGENT    | B |                      | Tot Min | 1 | Fem   | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| R04059                      |   | \$48,828.00          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| COMMUNITY LIAISON           | B |                      | Tot Min | 1 | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

| Job Code & Title            | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R04029                      | \$39,218.97          | Total   | 2 | Mal   | 2 | 1 | 1 | 0 | 0 | 0 | 0 |
| INT INFO SYSTEMS            | B                    | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04007                      | \$50,709.22          | 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 |
| R05041                      | \$55,716.00          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| BRIDGE INSPECTOR            | B                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09911                      | \$105,471.48         | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT ENGINEER           | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05809                      | \$69,696.18          | Total   | 7 | Mal   | 6 | 6 | 0 | 0 | 0 | 0 | 0 |
| RESIDENT ENGINEER           | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05751                      | \$91,361.79          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT DISTRICT ENGINEER | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05748                      | \$65,306.62          | Total   | 6 | Mal   | 4 | 4 | 0 | 0 | 0 | 0 | 0 |
| TRANSP PROJECT DESIGNER     | A                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R05667                      | \$66,101.99          | Total   | 3 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC OPERATIONS          | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05462                      | \$73,324.02          | Total   | 1 | Mal   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| DISTRICT PLANNING MANAGER   | A                    | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05459                      | \$64,720.74          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GEOLOGIST                   | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05452                      | \$77,686.28          | 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 |
| R05450                      | \$76,147.18          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT TRAFFIC ENGINEER   | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05449                      | \$70,412.85          | Total   | 4 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AREA ENGINEER               | A                    | Tot Min | 0 | Fem   | 4 | 4 | 0 | 0 | 0 | 0 | 0 |
| R05444                      | \$73,012.56          | Total   | 7 | Mal   | 6 | 5 | 0 | 0 | 1 | 0 | 0 |
| TRANSPORTATION PROJECT      | A                    | Tot Min | 1 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05082                      | \$65,896.59          | Total   | 3 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT TO THE RESIDENT   | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2FSL

ST. LOUIS DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R05080                      |   | \$76,925.14          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT CONST & MATERIALS  | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05078                      |   | \$63,472.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| AST DISTRICT CONSTR & MATER | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05076                      |   | \$66,483.98          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASST DIST MAINTENANCE       | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05072                      |   | \$75,599.97          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT MAINTENANCE        | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04897                      |   | \$59,209.70          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES MANAGER     | A |                      | Tot Min | 1 | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R04752                      |   | \$68,302.33          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RIGHT OF WAY MANAGER        | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04664                      |   | \$48,667.13          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ROADSIDE MANAGER            | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04636                      |   | \$60,497.10          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SUPPORT SERVICES MANAGER    | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04458                      |   | \$58,212.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DIST INFORMATION SYSTM      | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04443                      |   | \$58,879.95          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS          | A |                      | Tot Min | 1 | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R04434                      |   | \$79,115.99          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASST TO THE DIST ENGINEER   | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04089                      |   | \$58,386.85          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SERVICES MANAGER    | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04082                      |   | \$62,337.03          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PLANNING     | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04051                      |   | \$57,004.12          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT SFTY & HLTH MGR    | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03586                      |   | \$53,148.06          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC OPERATIONS          | A |                      | Tot Min | 0 | Fem   | 1 | 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 |
|----------------------------|----------------------|---------|----|-----|-------|-----|-----|---|---|---|---|---|
| R02582                     | \$50,493.04          | Total   | 3  | Mal | 3     | 3   | 0   | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEY SUPERVISOR     | A                    | Tot Min | 0  | Fem | 0     | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02020                     | \$48,091.36          | Total   | 2  | Mal | 2     | 2   | 0   | 0 | 0 | 0 | 0 | 0 |
| EQUIPMENT TECHNICIAN       | A                    | Tot Min | 0  | Fem | 0     | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02009                     | \$51,635.97          | 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 |
| R02005                     | \$43,330.63          | 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 |
| R01393                     | \$43,140.03          | Total   | 2  | Mal | 2     | 2   | 0   | 0 | 0 | 0 | 0 | 0 |
| MOTOR ASSISTANCE SHIFT     | A                    | Tot Min | 0  | Fem | 0     | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R01380                     | \$41,716.34          | Total   | 10 | Mal | 10    | 6   | 4   | 0 | 0 | 0 | 0 | 0 |
| ASST MAINTENANCE           | A                    | Tot Min | 4  | Fem | 0     | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R01379                     | \$46,073.64          | Total   | 20 | Mal | 16    | 14  | 2   | 0 | 0 | 0 | 0 | 0 |
| MAINTENANCE SUPERVISOR     | A                    | Tot Min | 2  | Fem | 4     | 4   | 0   | 0 | 0 | 0 | 0 | 0 |
| R01330                     | \$53,084.02          | 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 |
| R01103                     | \$52,175.97          | 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 |
| R01082                     | \$41,512.81          | Total   | 2  | Mal | 2     | 1   | 1   | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC SYSTEMS SUPERVISOR | A                    | Tot Min | 1  | Fem | 0     | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R01020                     | \$54,288.00          | 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 |
| Total for 605 2FSL         |                      |         |    | Mal | 574   | 458 | 105 | 3 | 4 | 4 | 0 | 0 |
|                            |                      |         |    | Fem | 126   | 102 | 18  | 5 | 1 | 0 | 0 | 0 |

605 2GSW

SOUTHWEST DISTRICT

| Job Code & Title    | Average Salary & EEO |         |   |     | Total | W | B | A | H | I | P | 2 |
|---------------------|----------------------|---------|---|-----|-------|---|---|---|---|---|---|---|
| R01392              | \$34,936.89          | Total   | 3 | Mal | 3     | 2 | 0 | 0 | 1 | 0 | 0 | 0 |
| MOTORIST ASSISTANCE | H                    | Tot Min | 1 | 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 |
|-----------------------------|---|----------------------|---------|-----|-------|-----|-----|---|---|---|---|---|
| R01391                      |   | \$34,067.98          | Total   | 1   | Mal   | 1   | 1   | 0 | 0 | 0 | 0 | 0 |
| SR FACILITY OPERATIONS CREW | H |                      | Tot Min | 0   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R01376                      |   | \$25,623.63          | Total   | 1   | Mal   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| SENIOR BUILDING CUSTODIAN   | H |                      | Tot Min | 0   | Fem   | 1   | 1   | 0 | 0 | 0 | 0 | 0 |
| R01335                      |   | \$35,253.50          | Total   | 227 | Mal   | 205 | 188 | 3 | 0 | 5 | 7 | 0 |
| SENIOR MAINTENANCE WORKER   | H |                      | Tot Min | 20  | Fem   | 22  | 19  | 0 | 1 | 1 | 1 | 0 |
| R01333                      |   | \$28,537.81          | Total   | 98  | Mal   | 96  | 93  | 1 | 0 | 1 | 1 | 0 |
| MAINTENANCE WORKER          | H |                      | Tot Min | 3   | Fem   | 2   | 2   | 0 | 0 | 0 | 0 | 0 |
| R01301                      |   | \$30,725.72          | Total   | 37  | Mal   | 36  | 35  | 0 | 0 | 0 | 1 | 0 |
| INTERMEDIATE MAINTENANCE    | H |                      | Tot Min | 2   | Fem   | 1   | 0   | 0 | 0 | 0 | 1 | 0 |
| R02350                      |   | \$38,355.24          | Total   | 2   | Mal   | 2   | 0   | 2 | 0 | 0 | 0 | 0 |
| ELECTRICIAN                 | G |                      | Tot Min | 2   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02019                      |   | \$43,362.88          | Total   | 17  | Mal   | 17  | 15  | 0 | 1 | 0 | 1 | 0 |
| SENIOR EQUIPMENT TECHNICIAN | G |                      | Tot Min | 2   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02018                      |   | \$34,898.63          | Total   | 5   | Mal   | 5   | 4   | 1 | 0 | 0 | 0 | 0 |
| INTERMEDIATE EQUIPMENT      | G |                      | Tot Min | 1   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02017                      |   | \$32,684.53          | Total   | 3   | Mal   | 3   | 3   | 0 | 0 | 0 | 0 | 0 |
| EQUIPMENT TECHNICIAN        | G |                      | Tot Min | 0   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02008                      |   | \$44,389.52          | Total   | 10  | Mal   | 10  | 9   | 0 | 0 | 1 | 0 | 0 |
| SENIOR ELECTRICIAN          | G |                      | Tot Min | 1   | Fem   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| R02007                      |   | \$43,264.30          | 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 |
| R01089                      |   | \$29,199.97          | Total   | 4   | Mal   | 3   | 3   | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT EQUIPMENT         | G |                      | Tot Min | 0   | Fem   | 1   | 1   | 0 | 0 | 0 | 0 | 0 |
| R01061                      |   | \$37,998.78          | Total   | 84  | Mal   | 78  | 75  | 0 | 0 | 0 | 3 | 0 |
| MAINTENANCE CREW LEADER     | G |                      | Tot Min | 3   | Fem   | 6   | 6   | 0 | 0 | 0 | 0 | 0 |
| R01272                      |   | \$32,554.23          | 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                      |   | \$34,341.58          | Total   | 1   | Mal   | 0   | 0   | 0 | 0 | 0 | 0 | 0 |
| EXECUTIVE ASSISTANT         | F |                      | Tot Min | 0   | Fem   | 1   | 1   | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

| Job Code & Title            | Average Salary & EEO |         |   |     | Total | W | B | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|---|-----|-------|---|---|---|---|---|---|---|
| R01015                      | \$37,644.02          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR TRAFFIC SYSTEMS          | F                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03133                      | \$44,940.00          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DIST FINAL PLANS & REP PROC | E                    | Tot Min | 1 | Fem | 1     | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| R01098                      | \$29,352.02          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER SERVICE REP        | E                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01084                      | \$37,096.30          | Total   | 2 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR CUSTOMER SERVICE     | E                    | Tot Min | 0 | Fem | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01034                      | \$37,033.02          | Total   | 2 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR RISK MANAGEMENT      | E                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01032                      | \$36,546.02          | Total   | 3 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR GENERAL SERVICES     | E                    | Tot Min | 0 | Fem | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01030                      | \$35,955.99          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR HUMAN RESOURCES      | E                    | Tot Min | 1 | Fem | 1     | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| R01028                      | \$36,962.45          | Total   | 3 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR FINANCIAL SERVICES   | E                    | Tot Min | 0 | Fem | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01022                      | \$31,880.02          | 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 |
| R03028                      | \$46,346.85          | Total   | 4 | Mal | 3     | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC SPECIALIST   | C                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02583                      | \$47,874.70          | Total   | 6 | Mal | 6     | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR               | C                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02014                      | \$41,133.30          | Total   | 1 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR IN TRAINING   | C                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02013                      | \$39,115.24          | Total   | 2 | Mal | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR SURVEY TECHNICIAN    | C                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01596                      | \$36,471.77          | Total   | 4 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC TECHNICIAN   | C                    | Tot Min | 0 | Fem | 4     | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01591                      | \$39,133.27          | Total   | 4 | Mal | 3     | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR DESIGN TECHNICIAN    | C                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |    | Total | W  | B  | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R01589                      |   | \$33,616.36          | 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 |
| R01517                      |   | \$29,874.00          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| DESIGN TECHNICIAN           | C |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01516                      |   | \$38,062.44          | Total   | 12 | Mal   | 12 | 12 | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION TECHNICIAN  | C |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01039                      |   | \$41,062.82          | 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 |
| R05815                      |   | \$52,067.25          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SR TRANSPORTATION PLANNER   | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05814                      |   | \$55,228.44          | Total   | 14 | Mal   | 9  | 8  | 0 | 0 | 0 | 0 | 1 |
| SENIOR HIGHWAY DESIGNER     | B |                      | Tot Min | 1  | Fem   | 5  | 5  | 0 | 0 | 0 | 0 | 0 |
| R05813                      |   | \$53,478.09          | Total   | 24 | Mal   | 23 | 23 | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION INSPECTOR   | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05776                      |   | \$45,068.37          | Total   | 3  | Mal   | 2  | 1  | 1 | 0 | 0 | 0 | 0 |
| HIGHWAY DESIGNER            | B |                      | Tot Min | 1  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05772                      |   | \$50,757.36          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS INSPECTOR  | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05771                      |   | \$37,892.02          | 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 |
| R05755                      |   | \$67,041.00          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| DISTRICT UTILITIES ENGINEER | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05754                      |   | \$56,573.06          | Total   | 5  | Mal   | 5  | 5  | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC STUDIES      | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05736                      |   | \$45,430.72          | Total   | 10 | Mal   | 8  | 7  | 0 | 0 | 1 | 0 | 0 |
| CONSTRUCTION INSPECTOR      | B |                      | Tot Min | 1  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R05629                      |   | \$48,925.67          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTER HIGHWAY DESIGNER      | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05626                      |   | \$46,038.03          | Total   | 6  | Mal   | 6  | 6  | 0 | 0 | 0 | 0 | 0 |
| INTER CONST INSPECTOR       | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

| Job Code & Title            | Average Salary & EEO |         |   |     | Total | W | B | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|---|-----|-------|---|---|---|---|---|---|---|
| R05023                      | \$54,519.99          | Total   | 1 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PAVEMENT SPECIALIST  | B                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04890                      | \$54,346.76          | 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 |
| R04862                      | \$49,519.58          | 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 |
| R04849                      | \$38,393.21          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES SPECIALIST  | B                    | Tot Min | 1 | Fem | 1     | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| R04740                      | \$51,613.79          | Total   | 2 | Mal | 1     | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| SR FINANCIAL SERVICES       | B                    | Tot Min | 1 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04698                      | \$50,674.33          | Total   | 3 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR R/W SPECIALIST           | B                    | Tot Min | 0 | Fem | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04696                      | \$51,629.83          | Total   | 2 | Mal | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR INFO SYSTEMS             | B                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04695                      | \$38,026.04          | Total   | 1 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| INFO SYSTEMS TECHNOLOGIST   | B                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04607                      | \$50,161.33          | 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 |
| R04465                      | \$44,619.99          | 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 |
| R04101                      | \$49,414.77          | Total   | 2 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PROCUREMENT AGENT    | B                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04007                      | \$50,709.22          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR GENERAL SERVICES SPEC    | B                    | Tot Min | 1 | Fem | 1     | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| R09911                      | \$105,471.48         | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT ENGINEER           | A                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05809                      | \$69,696.18          | Total   | 5 | Mal | 4     | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| RESIDENT ENGINEER           | A                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05751                      | \$91,361.79          | 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 |

# Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

| Job Code & Title            | Average Salary & EEO | Total     | W   | B | A | H | I | P | 2 |   |
|-----------------------------|----------------------|-----------|-----|---|---|---|---|---|---|---|
| R05748                      | \$65,306.62          | Total 6   | Mal | 6 | 5 | 1 | 0 | 0 | 0 | 0 |
| TRANSP PROJECT DESIGNER     | A                    | Tot Min 1 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05667                      | \$66,101.99          | Total 2   | Mal | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC OPERATIONS          | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05462                      | \$73,324.02          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT PLANNING MANAGER   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05459                      | \$64,720.74          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GEOLOGIST                   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05453                      | \$74,845.99          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT BRIDGE ENGINEER    | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05452                      | \$77,686.28          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT DESIGN ENGINEER    | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05450                      | \$76,147.18          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT TRAFFIC ENGINEER   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05449                      | \$70,412.85          | Total 2   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| AREA ENGINEER               | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05444                      | \$73,012.56          | Total 5   | Mal | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PROJECT      | A                    | Tot Min 1 | Fem | 3 | 2 | 0 | 0 | 1 | 0 | 0 |
| R05082                      | \$65,896.59          | Total 3   | Mal | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT TO THE RESIDENT   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05080                      | \$76,925.14          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT CONST & MATERIALS  | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05078                      | \$63,472.00          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AST DISTRICT CONSTR & MATER | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05076                      | \$66,483.98          | Total 2   | Mal | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| ASST DIST MAINTENANCE       | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05072                      | \$75,599.97          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT MAINTENANCE        | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04897                      | \$59,209.70          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES MANAGER     | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

| Job Code & Title          |             | Average Salary & EEO |    |     | Total | W  | B | A | H | I | P | 2 |
|---------------------------|-------------|----------------------|----|-----|-------|----|---|---|---|---|---|---|
| R04752                    | \$68,302.33 | 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 |
| R04664                    | \$48,667.13 | 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 |
| R04636                    | \$60,497.10 | 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 |
| R04458                    | \$58,212.00 | Total                | 1  | Mal | 1     | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| DIST INFORMATION SYSTM    | A           | Tot Min              | 0  | Fem | 0     | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R04443                    | \$58,879.95 | 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 |
| R04434                    | \$79,115.99 | Total                | 1  | Mal | 1     | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| ASST TO THE DIST ENGINEER | A           | Tot Min              | 0  | Fem | 0     | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R04089                    | \$58,386.85 | 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 |
| R04051                    | \$57,004.12 | 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 |
| R02020                    | \$48,091.36 | Total                | 1  | Mal | 1     | 1  | 0 | 0 | 0 | 0 | 0 | 0 |
| EQUIPMENT TECHNICIAN      | A           | Tot Min              | 0  | Fem | 0     | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R02016                    | \$57,348.06 | 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 |
| R02009                    | \$51,635.97 | 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 |
| R02005                    | \$43,330.63 | Total                | 2  | Mal | 2     | 2  | 0 | 0 | 0 | 0 | 0 | 0 |
| FACILITY OPERATIONS       | A           | Tot Min              | 0  | Fem | 0     | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01380                    | \$41,716.34 | Total                | 15 | Mal | 15    | 12 | 0 | 1 | 0 | 2 | 0 | 0 |
| ASST MAINTENANCE          | A           | Tot Min              | 3  | Fem | 0     | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01379                    | \$46,073.64 | Total                | 27 | Mal | 27    | 26 | 0 | 0 | 1 | 0 | 0 | 0 |
| MAINTENANCE SUPERVISOR    | A           | Tot Min              | 1  | Fem | 0     | 0  | 0 | 0 | 0 | 0 | 0 | 0 |
| R01330                    | \$53,084.02 | Total                | 7  | Mal | 7     | 6  | 0 | 0 | 0 | 1 | 0 | 0 |
| MAINT SUPERINTENDENT      | A           | Tot Min              | 1  | Fem | 0     | 0  | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2GSW

SOUTHWEST DISTRICT

| Job Code & Title    | Average Salary & EEO | Total   |     | Total | W   | B   | A | H | I  | P  | 2 |
|---------------------|----------------------|---------|-----|-------|-----|-----|---|---|----|----|---|
| R01020              | \$54,288.00          | Total   | 1   | Mal   | 1   | 1   | 0 | 0 | 0  | 0  | 0 |
| INCIDENT MANAGEMENT | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0 | 0 | 0  | 0  | 0 |
| Total for 605 2GSW  |                      | Total   | 739 | Mal   | 648 | 607 | 9 | 2 | 10 | 16 | 0 |
|                     |                      | Tot Min | 51  | Fem   | 91  | 81  | 0 | 1 | 3  | 5  | 1 |

605 2HSE

SOUTHEAST DISTRICT

| Job Code & Title            | Average Salary & EEO | Total   |     | Total | W   | B   | A  | H | I | P | 2 |
|-----------------------------|----------------------|---------|-----|-------|-----|-----|----|---|---|---|---|
| R01391                      | \$34,067.98          | Total   | 1   | Mal   | 1   | 0   | 1  | 0 | 0 | 0 | 0 |
| SR FACILITY OPERATIONS CREW | H                    | Tot Min | 1   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R01335                      | \$35,253.50          | Total   | 281 | Mal   | 265 | 239 | 14 | 1 | 2 | 8 | 0 |
| SENIOR MAINTENANCE WORKER   | H                    | Tot Min | 27  | Fem   | 16  | 15  | 1  | 0 | 0 | 0 | 0 |
| R01333                      | \$28,537.81          | Total   | 65  | Mal   | 63  | 55  | 4  | 0 | 4 | 0 | 0 |
| MAINTENANCE WORKER          | H                    | Tot Min | 8   | Fem   | 2   | 2   | 0  | 0 | 0 | 0 | 0 |
| R01301                      | \$30,725.72          | Total   | 32  | Mal   | 31  | 25  | 4  | 0 | 1 | 1 | 0 |
| INTERMEDIATE MAINTENANCE    | H                    | Tot Min | 6   | Fem   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| R02381                      | \$32,713.28          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| ELECTRICIAN ASSISTANT       | G                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R02019                      | \$43,362.88          | Total   | 22  | Mal   | 22  | 22  | 0  | 0 | 0 | 0 | 0 |
| SENIOR EQUIPMENT TECHNICIAN | G                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R02018                      | \$34,898.63          | Total   | 3   | Mal   | 3   | 3   | 0  | 0 | 0 | 0 | 0 |
| INTERMEDIATE EQUIPMENT      | G                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R02008                      | \$44,389.52          | Total   | 6   | Mal   | 6   | 6   | 0  | 0 | 0 | 0 | 0 |
| SENIOR ELECTRICIAN          | G                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R02006                      | \$35,856.08          | 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                      | \$37,998.78          | Total   | 79  | Mal   | 79  | 68  | 8  | 1 | 1 | 1 | 0 |
| MAINTENANCE CREW LEADER     | G                    | Tot Min | 11  | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R01272                      | \$32,554.23          | Total   | 4   | Mal   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| CONST PROJECT OFFICE        | F                    | Tot Min | 0   | Fem   | 4   | 4   | 0  | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

| Job Code & Title             | Average Salary & EEO |         |   |     | Total | W | B | A | H | I | P | 2 |
|------------------------------|----------------------|---------|---|-----|-------|---|---|---|---|---|---|---|
| R01026                       | \$34,341.58          | 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 |
| R03133                       | \$44,940.00          | 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 |
| R01098                       | \$29,352.02          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER SERVICE REP         | E                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01084                       | \$37,096.30          | Total   | 2 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR CUSTOMER SERVICE      | E                    | Tot Min | 0 | Fem | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01046                       | \$37,708.82          | 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 |
| R01034                       | \$37,033.02          | 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 |
| R01030                       | \$35,955.99          | Total   | 1 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR HUMAN RESOURCES       | E                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01028                       | \$36,962.45          | 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                       | \$36,978.02          | Total   | 5 | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR ADMINISTRATIVE TECHNICIAN | E                    | Tot Min | 0 | Fem | 5     | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01022                       | \$31,880.02          | 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 |
| R02583                       | \$47,874.70          | 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 |
| R02014                       | \$41,133.30          | Total   | 1 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR IN TRAINING    | C                    | Tot Min | 0 | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02013                       | \$39,115.24          | Total   | 3 | Mal | 2     | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR SURVEY TECHNICIAN     | C                    | Tot Min | 1 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01596                       | \$36,471.77          | Total   | 2 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC TECHNICIAN    | C                    | Tot Min | 0 | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01591                       | \$39,133.27          | Total   | 3 | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR DESIGN TECHNICIAN     | C                    | Tot Min | 0 | Fem | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

| Job Code & Title           |   | Average Salary & EEO |         |    | Total | W  | B  | A | H | I | P | 2 |
|----------------------------|---|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R01589                     |   | \$33,616.36          | 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 |
| R01516                     |   | \$38,062.44          | Total   | 12 | Mal   | 8  | 8  | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION TECHNICIAN | C |                      | Tot Min | 1  | Fem   | 4  | 3  | 0 | 0 | 1 | 0 | 0 |
| R01066                     |   | \$37,649.19          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SENIOR MAINTENANCE         | C |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R01039                     |   | \$41,062.82          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SENIOR PLANNING TECHNICIAN | C |                      | Tot Min | 1  | Fem   | 1  | 0  | 0 | 0 | 1 | 0 | 0 |
| R05856                     |   | \$39,998.06          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PLANNER     | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05851                     |   | \$46,787.97          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC STUDIES SPECIALIST | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05814                     |   | \$55,228.44          | Total   | 10 | Mal   | 6  | 6  | 0 | 0 | 0 | 0 | 0 |
| SENIOR HIGHWAY DESIGNER    | B |                      | Tot Min | 1  | Fem   | 4  | 3  | 1 | 0 | 0 | 0 | 0 |
| R05813                     |   | \$53,478.09          | Total   | 28 | Mal   | 26 | 25 | 1 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION INSPECTOR  | B |                      | Tot Min | 1  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R05787                     |   | \$44,005.60          | Total   | 3  | Mal   | 3  | 2  | 0 | 1 | 0 | 0 | 0 |
| MATERIALS INSPECTOR        | B |                      | Tot Min | 1  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05776                     |   | \$45,068.37          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| HIGHWAY DESIGNER           | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05772                     |   | \$50,757.36          | Total   | 5  | Mal   | 5  | 5  | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS INSPECTOR | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05754                     |   | \$56,573.06          | Total   | 4  | Mal   | 4  | 4  | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC STUDIES     | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05736                     |   | \$45,430.72          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| CONSTRUCTION INSPECTOR     | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05475                     |   | \$50,050.65          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INT TR STUDIES SPECIALIST  | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05023                     |   | \$54,519.99          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SENIOR PAVEMENT SPECIALIST | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

| Job Code & Title            | Average Salary & EEO | Total     | W   | B | A | H | I | P | 2 |
|-----------------------------|----------------------|-----------|-----|---|---|---|---|---|---|
| R04862                      | \$49,519.58          | Total 2   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SR HR SPECIALIST            | B                    | Tot Min 1 | Fem | 2 | 1 | 0 | 0 | 0 | 1 |
| R04740                      | \$51,613.79          | Total 2   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| SR FINANCIAL SERVICES       | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04699                      | \$38,679.06          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| RIGHT OF WAY SPECIALIST     | B                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R04698                      | \$50,674.33          | Total 3   | Mal | 2 | 2 | 0 | 0 | 0 | 0 |
| SR R/W SPECIALIST           | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04696                      | \$51,629.83          | Total 2   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| SR INFO SYSTEMS             | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04632                      | \$37,800.05          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL SERVICES          | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04607                      | \$50,161.33          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SR CUSTOMER RELATIONS       | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04465                      | \$44,619.99          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE SAFETY OFFICER | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04445                      | \$42,071.95          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERM GEN SERV SPECIALIST  | B                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R04101                      | \$49,414.77          | Total 2   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PROCUREMENT AGENT    | B                    | Tot Min 0 | Fem | 2 | 2 | 0 | 0 | 0 | 0 |
| R09911                      | \$105,471.48         | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| DISTRICT ENGINEER           | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05809                      | \$69,696.18          | Total 4   | Mal | 3 | 3 | 0 | 0 | 0 | 0 |
| RESIDENT ENGINEER           | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R05751                      | \$91,361.79          | Total 2   | Mal | 2 | 2 | 0 | 0 | 0 | 0 |
| ASSISTANT DISTRICT ENGINEER | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05748                      | \$65,306.62          | Total 5   | Mal | 4 | 4 | 0 | 0 | 0 | 0 |
| TRANSP PROJECT DESIGNER     | A                    | Tot Min 1 | Fem | 1 | 0 | 0 | 0 | 0 | 1 |
| R05667                      | \$66,101.99          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| TRAFFIC OPERATIONS          | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

| Job Code & Title            |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R05453                      |   | \$74,845.99          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT BRIDGE ENGINEER    | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05452                      |   | \$77,686.28          | 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 |
| R05450                      |   | \$76,147.18          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT TRAFFIC ENGINEER   | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05449                      |   | \$70,412.85          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| AREA ENGINEER               | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05444                      |   | \$73,012.56          | Total   | 3 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PROJECT      | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05082                      |   | \$65,896.59          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT TO THE RESIDENT   | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05080                      |   | \$76,925.14          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT CONST & MATERIALS  | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05078                      |   | \$63,472.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| AST DISTRICT CONSTR & MATER | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05076                      |   | \$66,483.98          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST DIST MAINTENANCE       | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05072                      |   | \$75,599.97          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DISTRICT MAINTENANCE        | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04897                      |   | \$59,209.70          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES MANAGER     | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04752                      |   | \$68,302.33          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RIGHT OF WAY MANAGER        | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04728                      |   | \$61,662.02          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASST RIGHT OF WAY MNGR-     | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04664                      |   | \$48,667.13          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ROADSIDE MANAGER            | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04636                      |   | \$60,497.10          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SUPPORT SERVICES MANAGER    | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 2HSE

SOUTHEAST DISTRICT

| Job Code & Title         | Average Salary & EEO |         |     | Total | W   | B   | A  | H | I | P  | 2 |
|--------------------------|----------------------|---------|-----|-------|-----|-----|----|---|---|----|---|
| R04458                   | \$58,212.00          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| DIST INFORMATION SYSTM   | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R04443                   | \$58,879.95          | Total   | 1   | Mal   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| CUSTOMER RELATIONS       | A                    | Tot Min | 0   | Fem   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| R04089                   | \$58,386.85          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| GENERAL SERVICES MANAGER | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R04082                   | \$62,337.03          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| TRANSPORTATION PLANNING  | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R04051                   | \$57,004.12          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| DISTRICT SFTY & HLTH MGR | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R02582                   | \$50,493.04          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| LAND SURVEY SUPERVISOR   | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R02020                   | \$48,091.36          | Total   | 2   | Mal   | 2   | 1   | 0  | 0 | 0 | 1  | 0 |
| EQUIPMENT TECHNICIAN     | A                    | Tot Min | 1   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R02016                   | \$57,348.06          | 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 |
| R02009                   | \$51,635.97          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| TRAFFIC SUPERVISOR       | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R02005                   | \$43,330.63          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| FACILITY OPERATIONS      | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R01380                   | \$41,716.34          | Total   | 5   | Mal   | 5   | 5   | 0  | 0 | 0 | 0  | 0 |
| ASST MAINTENANCE         | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| R01379                   | \$46,073.64          | Total   | 40  | Mal   | 39  | 36  | 0  | 0 | 0 | 2  | 0 |
| MAINTENANCE SUPERVISOR   | A                    | Tot Min | 3   | Fem   | 1   | 1   | 0  | 0 | 0 | 0  | 0 |
| R01330                   | \$53,084.02          | Total   | 7   | Mal   | 7   | 5   | 1  | 0 | 0 | 0  | 1 |
| MAINT SUPERINTENDENT     | A                    | Tot Min | 2   | Fem   | 0   | 0   | 0  | 0 | 0 | 0  | 0 |
| Total for 605 2HSE       |                      | Total   | 706 | Mal   | 631 | 570 | 34 | 3 | 8 | 13 | 0 |
|                          |                      | Tot Min | 67  | Fem   | 75  | 69  | 2  | 0 | 1 | 3  | 0 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title            |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R05649                      |   | \$51,623.94          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| OFF-SYSTEM PLANS REVIEWER   | B |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05087                      |   | \$54,600.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SR PROJECT DEVELOPMENT      | B |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04129                      |   | \$55,620.03          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SAFETY AND CLAIMS MANAGER   | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01391                      |   | \$34,067.98          | 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 |
| R01318                      |   | \$27,156.06          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| CORE DRILL ASSISTANT        | H |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01057                      |   | \$30,120.06          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| BRIDGE MAINTENANCE WORKER   | H |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03514                      |   | \$48,743.97          | 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 |
| R02267                      |   | \$34,068.01          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| INTER FLD ACQUISITION TECH  | G |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02021                      |   | \$38,372.99          | 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 |
| R02007                      |   | \$43,264.30          | 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 |
| R01319                      |   | \$41,891.96          | Total   | 3 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| CORE DRILL OPERATOR         | G |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01317                      |   | \$35,874.02          | Total   | 4 | Mal   | 4 | 3 | 0 | 0 | 0 | 0 | 1 |
| SENIOR CORE DRILL ASSISTANT | G |                      | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01073                      |   | \$36,325.54          | 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 |
| R01058                      |   | \$39,671.91          | Total   | 3 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| BRIDGE MT CREW LEADER       | G |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01056                      |   | \$35,220.02          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE BRIDGE MT      | G |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title            | Average Salary & EEO |         |    | Total | W  | B  | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R01055                      | \$37,163.99          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| SENIOR BRIDGE MT WORKER     | G                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01042                      | \$25,379.95          | 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 |
| R03398                      | \$53,579.97          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| FLD ACQUISITION COORDINATOR | F                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R03047                      | \$30,120.06          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| LEGAL ASSISTANT             | F                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R01287                      | \$36,848.02          | Total   | 18 | Mal   | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| SR MOTOR CARRIER AGENT      | F                    | Tot Min | 0  | Fem   | 15 | 15 | 0 | 0 | 0 | 0 | 0 |
| R01286                      | \$14,291.99          | Total   | 2  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| LEGAL SECRETARY             | F                    | Tot Min | 0  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R01213                      | \$30,120.06          | Total   | 4  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INT MOTOR CARRIER AGENT     | F                    | Tot Min | 0  | Fem   | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| R01146                      | \$39,888.09          | Total   | 3  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SENIOR EXECUTIVE ASSISTANT  | F                    | Tot Min | 0  | Fem   | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| R01085                      | \$50,676.08          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SR EXECUTIVE ASST TO THE    | F                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R01026                      | \$34,341.58          | Total   | 23 | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| EXECUTIVE ASSISTANT         | F                    | Tot Min | 1  | Fem   | 22 | 21 | 1 | 0 | 0 | 0 | 0 |
| R01025                      | \$28,092.56          | Total   | 12 | Mal   | 1  | 0  | 1 | 0 | 0 | 0 | 0 |
| SENIOR OFFICE ASSISTANT     | F                    | Tot Min | 2  | Fem   | 11 | 10 | 1 | 0 | 0 | 0 | 0 |
| R01024                      | \$23,253.29          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| OFFICE ASSISTANT            | F                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01009                      | \$27,612.00          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SR MOTOR CARRIER SERVICES   | F                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R01007                      | \$27,156.06          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| MOTOR CARRIER AGENT         | F                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R03564                      | \$41,273.96          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| BRIDGE INVENTORY ANALYST    | E                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title           | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|----------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R03149                     | \$48,828.00          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINAL PLANS REVIEWER       | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R03119                     | \$42,071.95          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CONSTRUCTION CONTRACT      | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R03097                     | \$40,364.07          | Total   | 3 | Mal   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| AUTOMATION LIAISON ANALYST | E                    | Tot Min | 1 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R03018                     | \$40,241.97          | Total   | 4 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MCS SYSTEM & TRAINING      | E                    | Tot Min | 0 | Fem   | 4 | 4 | 0 | 0 | 0 | 0 | 0 |
| R01289                     | \$40,608.05          | Total   | 2 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PRINTING TECHNICIAN | E                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01088                     | \$36,716.02          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR INF SYSTEMS         | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01083                     | \$39,875.89          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR OUTDOOR ADVERTISING | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01075                     | \$34,068.01          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE IS TECHNICIAN | E                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R01046                     | \$37,708.82          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR RIGHT OF WAY        | E                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R01040                     | \$29,352.02          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MOTOR CARRIER TECHNICIAN   | E                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R01034                     | \$37,033.02          | Total   | 4 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR RISK MANAGEMENT     | E                    | Tot Min | 0 | Fem   | 4 | 4 | 0 | 0 | 0 | 0 | 0 |
| R01033                     | \$28,744.00          | 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 |
| R01032                     | \$36,546.02          | Total   | 3 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR GENERAL SERVICES    | E                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R01031                     | \$30,707.98          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SERVICES           | E                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01030                     | \$35,955.99          | Total   | 3 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR HUMAN RESOURCES     | E                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title             |             | Average Salary & EEO |    |     | Total | W | B | A | H | I | P | 2 |
|------------------------------|-------------|----------------------|----|-----|-------|---|---|---|---|---|---|---|
| R01029                       | \$28,583.98 | 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 |
| R01028                       | \$36,962.45 | Total                | 11 | Mal | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR FINANCIAL SERVICES    | E           | Tot Min              | 0  | Fem | 9     | 9 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01027                       | \$29,390.36 | Total                | 5  | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL SERVICES           | E           | Tot Min              | 0  | Fem | 5     | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01023                       | \$36,978.02 | Total                | 5  | Mal | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR ADMINISTRATIVE TECHNICIAN | E           | Tot Min              | 1  | Fem | 5     | 4 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04097                       | \$32,279.94 | Total                | 1  | Mal | 1     | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| MULTIMEDIA SERVICES          | C           | Tot Min              | 1  | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04096                       | \$39,156.00 | Total                | 2  | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR MULTIMEDIA SERVICES   | C           | Tot Min              | 0  | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03544                       | \$28,583.98 | Total                | 1  | Mal | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| STRUCTURAL TECHNICIAN        | C           | Tot Min              | 0  | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03543                       | \$32,279.94 | Total                | 2  | Mal | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTER STRUCTURAL TECHNICIAN  | C           | Tot Min              | 0  | Fem | 0     | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03536                       | \$56,803.97 | Total                | 3  | Mal | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR FABRICATION TECHNICIAN    | C           | Tot Min              | 0  | Fem | 1     | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03414                       | \$41,340.00 | Total                | 6  | Mal | 3     | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| STRUCTURAL SPECIALIST        | C           | Tot Min              | 0  | Fem | 3     | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03059                       | \$37,154.04 | Total                | 6  | Mal | 4     | 3 | 0 | 0 | 0 | 1 | 0 | 0 |
| SENIOR STRUCTURAL            | C           | Tot Min              | 1  | Fem | 2     | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| R03058                       | \$47,009.98 | 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                       | \$42,815.97 | 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 |
| R03014                       | \$39,156.00 | 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 |
| R03012                       | \$47,736.00 | 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 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title             | Average Salary & EEO | Total     | W | B | A | H | I | P | 2 |
|------------------------------|----------------------|-----------|---|---|---|---|---|---|---|
| R02503                       | \$54,600.00          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| AIRPLANE PILOT               | C                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02362                       | \$42,443.96          | Total 2   | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| LEAD FIELD ACQUISITION TECH  | C                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02015                       | \$56,676.05          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEY COORDINATOR      | C                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R02014                       | \$41,133.30          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| LAND SURVEYOR IN TRAINING    | C                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01534                       | \$32,279.94          | Total 1   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE DESIGN          | C                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01501                       | \$38,050.53          | Total 9   | 5 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS TECHNICIAN  | C                    | Tot Min 2 | 4 | 3 | 0 | 0 | 1 | 0 | 0 |
| R01113                       | \$38,190.05          | Total 2   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR TRAFFIC TECHNICIAN-   | C                    | Tot Min 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R01091                       | \$51,678.02          | Total 2   | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| BRIDGE INSPECTION            | C                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01071                       | \$43,155.98          | Total 3   | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| MATERIALS TESTING SPECIALIST | C                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01044                       | \$43,608.03          | Total 1   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AIRPORT PROJECT TECHNICIAN   | C                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R01039                       | \$41,062.82          | Total 8   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PLANNING TECHNICIAN   | C                    | Tot Min 1 | 7 | 6 | 1 | 0 | 0 | 0 | 0 |
| R01005                       | \$44,836.77          | Total 5   | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR RAILROAD SAFETY           | C                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09996                       | \$51,924.08          | Total 2   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT COUNSEL            | B                    | Tot Min 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R09969                       | \$70,155.02          | Total 4   | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR ASSISTANT COUNSEL     | B                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09037                       | \$71,448.00          | Total 3   | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR ADMINISTRATIVE        | B                    | Tot Min 0 | 2 | 2 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title           |   | Average Salary & EEO |         |    | Total | W  | B  | A | H | I | P | 2 |
|----------------------------|---|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R09036                     |   | \$74,915.99          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| SENIOR LITIGATION COUNSEL  | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R06006                     |   | \$55,620.03          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| ORGANIZATIONAL             | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05856                     |   | \$39,998.06          | Total   | 3  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PLANNER     | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05834                     |   | \$46,043.92          | Total   | 5  | Mal   | 4  | 4  | 0 | 0 | 0 | 0 | 0 |
| STRUCTURAL DESIGNER        | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05818                     |   | \$60,056.32          | Total   | 13 | Mal   | 12 | 12 | 0 | 0 | 0 | 0 | 0 |
| SR STRUCTURAL DESIGNER     | B |                      | Tot Min | 1  | Fem   | 1  | 0  | 0 | 0 | 1 | 0 | 0 |
| R05816                     |   | \$64,071.02          | Total   | 4  | Mal   | 4  | 4  | 0 | 0 | 0 | 0 | 0 |
| BRIDGE LOC & LAYOUT        | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05815                     |   | \$52,067.25          | Total   | 9  | Mal   | 3  | 2  | 0 | 0 | 1 | 0 | 0 |
| SR TRANSPORTATION PLANNER  | B |                      | Tot Min | 1  | Fem   | 6  | 6  | 0 | 0 | 0 | 0 | 0 |
| R05813                     |   | \$53,478.09          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SR CONSTRUCTION INSPECTOR  | B |                      | Tot Min | 1  | Fem   | 1  | 0  | 1 | 0 | 0 | 0 | 0 |
| R05798                     |   | \$46,037.99          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTER TRANSPORTATION       | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05781                     |   | \$47,736.00          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| MATERIALS SPECIALIST       | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05773                     |   | \$53,883.03          | Total   | 3  | Mal   | 2  | 1  | 1 | 0 | 0 | 0 | 0 |
| SR GEOTECHNICAL SPECIALIST | B |                      | Tot Min | 1  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R05768                     |   | \$60,510.01          | Total   | 4  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| FIELD MATERIALS ENGR       | B |                      | Tot Min | 0  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R05697                     |   | \$53,579.97          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| COMPUTER LIAISON, DESIGN   | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05640                     |   | \$59,964.01          | Total   | 2  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| CADD SUPPORT ANALYST       | B |                      | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R05630                     |   | \$50,781.12          | Total   | 1  | Mal   | 1  | 0  | 1 | 0 | 0 | 0 | 0 |
| INTER STRUCTURAL DESIGNER  | B |                      | Tot Min | 1  | 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 |
|-----------------------------|----------------------|-----------|---|---|---|---|---|---|---|
| R05623                      | \$54,107.98          | Total 2   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SENIOR MATERIALS SPECIALIST | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05446                      | \$61,079.93          | Total 2   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| PAVEMENT ENGINEER           | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05084                      | \$65,855.92          | Total 1   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| STATEWIDE INCIDENT          | B                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05056                      | \$64,408.78          | Total 5   | 5 | 4 | 0 | 1 | 0 | 0 | 0 |
| SR STRUCTURAL ENGINEER      | B                    | Tot Min 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05044                      | \$76,596.00          | Total 1   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| INNOVATIONS ENGINEER        | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05043                      | \$60,424.00          | Total 3   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| STANDARDS SPECIALIST        | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05037                      | \$59,287.97          | Total 3   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| SENIOR ESTIMATOR            | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05035                      | \$48,828.00          | Total 1   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE PROJECT        | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05034                      | \$63,599.95          | Total 2   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PROJECT REVIEWER     | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05033                      | \$55,488.02          | Total 3   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SR TRAFFIC STUDIES SPECIAL- | B                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05030                      | \$76,596.00          | Total 1   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| NON-MOTORIZED TRANSP        | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05026                      | \$63,432.00          | Total 2   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRAFFIC MNGMNT & OPERATION  | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05025                      | \$63,407.97          | Total 1   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DESIGN SUPPORT ENGINEER     | B                    | Tot Min 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05017                      | \$46,043.92          | Total 1   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| RESEARCH ANALYST            | B                    | Tot Min 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04878                      | \$42,071.95          | Total 1   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTER RISK MGT SPECIALIST   | B                    | Tot Min 0 | 1 | 1 | 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 |
|----------------------------|---|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R04870                     |   | \$58,356.07          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| ROADSIDE MANAGEMENT SPEC   | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04862                     |   | \$49,519.58          | Total   | 9  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| SR HR SPECIALIST           | B |                      | Tot Min | 3  | Fem   | 7  | 4  | 2 | 1 | 0 | 0 | 0 |
| R04861                     |   | \$65,862.06          | 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 |
| R04849                     |   | \$38,393.21          | 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 |
| R04838                     |   | \$40,308.01          | Total   | 2  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| AUDITOR                    | B |                      | Tot Min | 0  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R04828                     |   | \$37,800.05          | Total   | 2  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS         | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04779                     |   | \$42,071.95          | Total   | 2  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE AUDITOR       | B |                      | Tot Min | 0  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R04740                     |   | \$51,613.79          | Total   | 9  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SR FINANCIAL SERVICES      | B |                      | Tot Min | 0  | Fem   | 8  | 8  | 0 | 0 | 0 | 0 | 0 |
| R04712                     |   | \$50,508.02          | Total   | 6  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SR SYSTEM MANAGEMENT       | B |                      | Tot Min | 0  | Fem   | 5  | 5  | 0 | 0 | 0 | 0 | 0 |
| R04696                     |   | \$51,629.83          | Total   | 18 | Mal   | 12 | 12 | 0 | 0 | 0 | 0 | 0 |
| SR INFO SYSTEMS            | B |                      | Tot Min | 2  | Fem   | 6  | 4  | 2 | 0 | 0 | 0 | 0 |
| R04695                     |   | \$38,026.04          | Total   | 5  | Mal   | 4  | 3  | 1 | 0 | 0 | 0 | 0 |
| INFO SYSTEMS TECHNOLOGIST  | B |                      | Tot Min | 1  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04692                     |   | \$55,898.38          | Total   | 5  | Mal   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| SR RISK MGMT SPECIALIST    | B |                      | Tot Min | 0  | Fem   | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| R04639                     |   | \$46,884.03          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION DATA        | B |                      | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04632                     |   | \$37,800.05          | Total   | 5  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL SERVICES         | B |                      | Tot Min | 1  | Fem   | 4  | 3  | 1 | 0 | 0 | 0 | 0 |
| R04628                     |   | \$50,608.81          | Total   | 10 | Mal   | 4  | 4  | 0 | 0 | 0 | 0 | 0 |
| SENIOR AUDITOR             | B |                      | Tot Min | 1  | Fem   | 6  | 5  | 0 | 0 | 0 | 0 | 1 |

# Workforce Analysis

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CENTRAL OFFICE

| Job Code & Title            | Average Salary & EEO |         |    | Total | W  | B  | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|----|-------|----|----|---|---|---|---|---|
| R04617                      | \$42,653.99          | Total   | 4  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTERM FINANCIAL SERV       | B                    | Tot Min | 0  | Fem   | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| R04607                      | \$50,161.33          | Total   | 2  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| SR CUSTOMER RELATIONS       | B                    | Tot Min | 0  | Fem   | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| R04606                      | \$68,363.98          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS          | B                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04603                      | \$38,478.03          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SAFETY OFFICER              | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04600                      | \$57,936.37          | Total   | 28 | Mal   | 13 | 12 | 0 | 0 | 0 | 1 | 0 |
| LEAD INFO SYSTEMS           | B                    | Tot Min | 2  | Fem   | 15 | 14 | 0 | 1 | 0 | 0 | 0 |
| R04585                      | \$42,071.95          | Total   | 2  | Mal   | 1  | 0  | 1 | 0 | 0 | 0 | 0 |
| INTER SYSTEM MANAGEMENT     | B                    | Tot Min | 1  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04481                      | \$64,632.05          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SR RESOURCE MGT ANALYST     | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04480                      | \$37,800.05          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| RESOURCE MANAGEMENT         | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04477                      | \$42,071.95          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTERM CUSTOMER RELATIONS   | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04467                      | \$47,736.00          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| OUTDOOR ADVERTISING         | B                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04465                      | \$44,619.99          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE SAFETY OFFICER | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04445                      | \$42,071.95          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTERM GEN SERV SPECIALIST  | B                    | Tot Min | 0  | Fem   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04422                      | \$37,800.05          | Total   | 1  | Mal   | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| RISK MANAGEMENT SPECIALIST  | B                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04411                      | \$59,687.94          | Total   | 4  | Mal   | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| ENVIRONMENTAL CHEMIST       | B                    | Tot Min | 0  | Fem   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04409                      | \$42,071.95          | Total   | 1  | Mal   | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INT GIS SPECIALIST          | B                    | 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 |
|-----------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R04408                      | \$37,800.05          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GIS SPECIALIST              | B                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04372                      | \$37,800.05          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SYSTEM MANAGEMENT           | B                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04128                      | \$51,832.73          | Total   | 5 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| SR ENVIRNMENTAL SPEC-SS     | B                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04127                      | \$46,037.99          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| INT ENVIRONMENTAL SPEC-SS   | B                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04126                      | \$37,800.05          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ENVIRONMENTAL SPECIALIST-SS | B                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04124                      | \$53,579.97          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR HISTORIC PRESERV SPEC-   | B                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04121                      | \$55,620.03          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RESOURCE MANAGEMENT         | B                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04118                      | \$56,691.99          | Total   | 3 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| MOTOR CARRIER PROJECT       | B                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04113                      | \$44,207.97          | Total   | 3 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SR OUTDOOR ADVERTISING      | B                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04112                      | \$39,204.05          | Total   | 2 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| OUTDOOR ADVERT PERMIT       | B                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04107                      | \$52,745.99          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SENIOR DATA REPORT ANALYST  | B                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04087                      | \$48,981.63          | Total   | 5 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| SENIOR CHEMIST              | B                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04085                      | \$42,071.95          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERMEDIATE PARALEGAL      | B                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04084                      | \$37,800.05          | Total   | 3 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PARALEGAL                   | B                    | Tot Min | 0 | Fem   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| R04081                      | \$48,239.99          | Total   | 4 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR PARALEGAL            | B                    | Tot Min | 0 | Fem   | 3 | 3 | 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 |   |
|----------------------------|----------------------|-----------|-----|----|----|---|---|---|---|---|
| R04080                     | \$50,178.03          | Total 4   | Mal | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| SR MULTIMODAL OPER         | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04079                     | \$52,506.00          | Total 6   | Mal | 5  | 5  | 0 | 0 | 0 | 0 | 0 |
| SR HISTORIC PRESERVATION   | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04078                     | \$47,523.01          | Total 4   | Mal | 3  | 3  | 0 | 0 | 0 | 0 | 0 |
| SENIOR GIS SPECIALIST      | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04076                     | \$37,800.05          | Total 1   | Mal | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| MULTIMODAL OPERATIONS      | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04074                     | \$42,071.95          | Total 1   | Mal | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| INTERM MULTIMODAL OPER     | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04071                     | \$38,252.03          | Total 3   | Mal | 2  | 2  | 0 | 0 | 0 | 0 | 0 |
| HISTORIC PRESERVATION      | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04066                     | \$42,071.95          | Total 1   | Mal | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| INTER BENEFITS SPECIALIST  | B                    | Tot Min 0 | Fem | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| R04064                     | \$37,800.05          | Total 1   | Mal | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| BENEFITS SPECIALIST        | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04063                     | \$39,156.00          | Total 1   | Mal | 0  | 0  | 0 | 0 | 0 | 0 | 0 |
| ORGANIZATIONAL             | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04061                     | \$50,657.99          | Total 2   | Mal | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SR ORGANIZATIONAL PERF     | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04054                     | \$51,080.02          | 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 |
| R04045                     | \$52,224.02          | Total 2   | Mal | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| MC INVESTIGATIONS SPEC     | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04041                     | \$49,165.70          | Total 7   | Mal | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| SR CIVIL RIGHTS SPECIALIST | B                    | Tot Min 5 | Fem | 6  | 1  | 4 | 0 | 0 | 0 | 1 |
| R04038                     | \$43,482.53          | Total 11  | Mal | 10 | 10 | 0 | 0 | 0 | 0 | 0 |
| SR TRNS ENFRCEMNT          | B                    | Tot Min 0 | Fem | 1  | 1  | 0 | 0 | 0 | 0 | 0 |
| R04037                     | \$38,550.51          | Total 13  | Mal | 10 | 10 | 0 | 0 | 0 | 0 | 0 |
| TRANSP ENFRMNT             | B                    | Tot Min 0 | Fem | 3  | 3  | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

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CENTRAL OFFICE

| Job Code & Title           | Average Salary & EEO |         |    | Total | W | B | A | H | I | P | 2 |
|----------------------------|----------------------|---------|----|-------|---|---|---|---|---|---|---|
| R04029                     | \$39,218.97          | Total   | 10 | Mal   | 4 | 3 | 0 | 1 | 0 | 0 | 0 |
| INT INFO SYSTEMS           | B                    | Tot Min | 2  | Fem   | 6 | 5 | 1 | 0 | 0 | 0 | 0 |
| R04023                     | \$46,884.03          | Total   | 1  | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BUS SYST SUPP SPECIALIST   | B                    | Tot Min | 1  | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R04019                     | \$56,676.05          | Total   | 1  | Mal   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| MARKET ANALYSIS            | B                    | Tot Min | 1  | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04011                     | \$38,838.08          | Total   | 2  | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| EMPLOYEE DEVELOPMENT       | B                    | Tot Min | 0  | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04010                     | \$49,679.97          | Total   | 2  | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SR GOVT RELATIONS          | B                    | Tot Min | 0  | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04009                     | \$47,310.02          | Total   | 2  | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| SR EMPLOYEE DEVELOPMENT    | B                    | Tot Min | 0  | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04008                     | \$37,800.05          | Total   | 2  | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SERVICES SPEC      | B                    | Tot Min | 1  | Fem   | 1 | 0 | 0 | 0 | 1 | 0 | 0 |
| R04007                     | \$50,709.22          | Total   | 8  | Mal   | 4 | 4 | 0 | 0 | 0 | 0 | 0 |
| SR GENERAL SERVICES SPEC   | B                    | Tot Min | 1  | Fem   | 4 | 3 | 1 | 0 | 0 | 0 | 0 |
| R04003                     | \$37,800.05          | Total   | 2  | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| INVESTIGATOR               | B                    | Tot Min | 0  | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04001                     | \$47,736.00          | Total   | 1  | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SENIOR INVESTIGATOR        | B                    | Tot Min | 0  | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R01004                     | \$48,512.99          | 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 |
| R09999                     | \$67,092.06          | Total   | 1  | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| SECRETARY TO THE           | A                    | Tot Min | 0  | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09998                     | \$127,055.97         | Total   | 1  | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| CHIEF COUNSEL              | A                    | Tot Min | 0  | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09997                     | \$117,815.98         | Total   | 1  | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST CHIEF COUNSEL - ADMIN | A                    | Tot Min | 0  | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09994                     | \$117,815.98         | Total   | 1  | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST CHIEF COUNSEL-PROJ    | A                    | 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 |   |
|-----------------------------|----------------------|-----------|-----|---|---|---|---|---|---|---|
| R09993                      | \$101,903.98         | Total 3   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| REGIONAL COUNSEL            | A                    | Tot Min 1 | Fem | 2 | 1 | 1 | 0 | 0 | 0 | 0 |
| R09984                      | \$103,944.05         | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| STATE TRAFFIC&HWY SAFTY     | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09981                      | \$103,944.05         | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL SERVICES DIRECTOR | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09980                      | \$92,771.95          | Total 1   | Mal | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| EQUAL OP & DIVERSITY        | A                    | Tot Min 1 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09977                      | \$92,771.95          | Total 1   | Mal | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| EXTERNAL CIVIL RIGHTS       | A                    | Tot Min 1 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09973                      | \$99,072.06          | Total 1   | Mal | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| RISK AND BENEFITS MGT       | A                    | Tot Min 1 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09967                      | \$117,815.98         | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST CHIEF COUNSEL-RISK     | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09951                      | \$103,944.05         | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MULTIMODAL OPRATNS          | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09947                      | \$103,944.05         | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PLANNING     | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09931                      | \$110,327.98         | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CUSTOMER RELATIONS          | A                    | Tot Min 1 | Fem | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R09930                      | \$92,771.95          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GOVERNMENTAL RELATIONS      | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09924                      | \$92,771.95          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| HIGHWAY SAFETY DIRECTOR     | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09922                      | \$126,204.00         | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT CHIEF ENGINEER    | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09920                      | \$99,072.06          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| AUDITS & INVESTIGATIONS DIR | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09918                      | \$103,944.05         | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INFO SYSTEMS DIRECTOR       | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

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CENTRAL OFFICE

| Job Code & Title           |   | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|----------------------------|---|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R09916                     |   | \$108,084.08         | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HUMAN RESOURCES DIRECTOR   | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09915                     |   | \$103,944.05         | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| GENERAL SERVICES DIRECTOR  | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09914                     |   | \$108,101.76         | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| STATE MAINTENANCE ENGINEER | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09912                     |   | \$108,023.97         | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| STATE CO & MA ENGINEER     | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09910                     |   | \$113,340.03         | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASST CHIEF COUNSEL-HUMAN   | A |                      | Tot Min | 1 | Fem   | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| R09909                     |   | \$103,944.05         | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| STATE DESIGN ENGINEER      | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09908                     |   | \$103,944.05         | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| STATE BRIDGE ENGINEER      | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09907                     |   | \$99,072.06          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RIGHT OF WAY DIRECTOR      | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R09905                     |   | \$103,944.05         | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| MOTOR CARRIER SERVICES     | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09900                     |   | \$138,648.02         | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| CHIEF ENGINEER             | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R09010                     |   | \$173,472.00         | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INTERIM DIRECTOR OF        | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R06689                     |   | \$65,855.92          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| HISTORIC PRESERVATION      | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R06608                     |   | \$76,596.00          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ENVIRONMENTAL & HIST PRESV | A |                      | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R06005                     |   | \$78,059.90          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| RESEARCH ADMINISTRATOR     | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05944                     |   | \$75,179.94          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| LONG RANGE TRANS PLANNING  | A |                      | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

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CENTRAL OFFICE

| Job Code & Title            | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|-----------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R05875                      | \$81,107.94          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| STRUCTURAL SERVICES         | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05865                      | \$81,107.94          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| FABRICATION OPERATIONS      | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05858                      | \$64,632.05          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| BRIDGE INSPECTION ENGINEER  | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05852                      | \$87,539.92          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST STATE BRIDGE ENGINEER  | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05831                      | \$78,059.90          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| STRUCT DEV & SUPPORT ENGR   | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05823                      | \$71,015.98          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| GEOTECHNICAL DIRECTOR       | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05822                      | \$65,104.00          | Total   | 3 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| GEOTECHNICAL ENGINEER       | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05819                      | \$64,632.05          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SIGN & MARKING ENGINEER     | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05800                      | \$73,788.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORT SYSTEM ANALYSIS   | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05797                      | \$71,015.98          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| PHYSICAL LABORATORY         | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05765                      | \$78,351.00          | Total   | 4 | Mal   | 4 | 3 | 0 | 0 | 0 | 1 | 0 |
| MAINTENANCE LIAISON         | A                    | Tot Min | 1 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05757                      | \$75,179.94          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| BID & CONTRACT SERVICE ENGR | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05737                      | \$80,720.02          | Total   | 3 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| STRUCTURAL LIAISON ENGINEER | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05717                      | \$81,107.94          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASSISTANT STATE DESIGN      | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05711                      | \$87,539.92          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST STATE CO AND MA        | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

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CENTRAL OFFICE

| Job Code & Title            | Average Salary & EEO | Total     | W   | B | A | H | I | P | 2 |
|-----------------------------|----------------------|-----------|-----|---|---|---|---|---|---|
| R05652                      | \$82,692.06          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| PLANNING & PROGRAMMING      | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R05642                      | \$65,855.92          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| AVIATION PROGRAMS MANAGER   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05614                      | \$69,671.89          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| RAILROAD PROJECTS MANAGER   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05610                      | \$69,672.10          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| CADD SERVICES ENGINEER      | A                    | Tot Min 1 | Fem | 1 | 0 | 0 | 0 | 1 | 0 |
| R05476                      | \$72,386.97          | Total 4   | Mal | 3 | 2 | 0 | 1 | 0 | 0 |
| STRUCTURAL PROJECT          | A                    | Tot Min 1 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R05471                      | \$79,595.98          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| STRUCTURAL RESOURCE         | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05461                      | \$60,126.04          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| TRANSP PLANNING             | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05459                      | \$64,720.74          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| GEOLOGIST                   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05430                      | \$73,788.00          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| STRUCTURAL HYDRAULICS       | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05412                      | \$69,671.89          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| BRIDGE RATING & INVENT ENGR | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05083                      | \$61,091.89          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 |
| COMPUTER AIDED DRFT SUPPRT  | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |
| R05046                      | \$85,884.03          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| LOCAL PROGRAMS              | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05032                      | \$73,788.00          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 |
| STRCTURAL PRELIM & REVIEW   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05029                      | \$84,431.98          | Total 3   | Mal | 3 | 3 | 0 | 0 | 0 | 0 |
| CONST & MATERIALS LIAISON   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 |
| R05018                      | \$75,283.94          | Total 3   | Mal | 2 | 2 | 0 | 0 | 0 | 0 |
| TRAFFIC LIAISON ENGINEER    | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 |

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| Job Code & Title           | Average Salary & EEO | Total     | W   | B | A | H | I | P | 2 |   |
|----------------------------|----------------------|-----------|-----|---|---|---|---|---|---|---|
| R05013                     | \$62,231.94          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RESEARCH ENGINEER          | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05010                     | \$64,632.05          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ESTIMATE AND REVIEW        | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R05009                     | \$78,059.90          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| SPRVING BRIDGE INSPECTION  | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R05003                     | \$80,396.02          | Total 3   | Mal | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| DESIGN LIAISON ENGINEER    | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04882                     | \$69,672.10          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATOR OF TRANSIT   | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04881                     | \$72,371.94          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATOR OF RAILROADS | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04880                     | \$69,672.10          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATOR OF AVIATION  | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04727                     | \$67,092.06          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| CHEMICAL LABORATORY        | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04724                     | \$55,620.03          | Total 3   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL SERVICES MANAGER | A                    | Tot Min 0 | Fem | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| R04720                     | \$92,687.92          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ASST HUMAN RESOURCE        | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04665                     | \$56,676.05          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ENVIRONMENTAL COMPLNC      | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04644                     | \$57,755.98          | Total 1   | Mal | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CLAIMS ADMINISTRATION MGR  | A                    | Tot Min 0 | Fem | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04634                     | \$65,855.92          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| COMPENSATION MANAGER       | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04633                     | \$55,620.03          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| EMPLOYMENT MANAGER         | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04613                     | \$99,072.06          | Total 1   | Mal | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST IS DIRECTOR           | A                    | Tot Min 0 | Fem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title           | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|----------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R04442                     | \$54,600.00          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EMPLOYEE DEVELOPMENT       | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04440                     | \$60,079.97          | Total   | 3 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| CENTRAL OFFICE GENERAL     | A                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04431                     | \$57,755.98          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| OUTDOOR ADVERTISING        | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04426                     | \$58,925.99          | Total   | 2 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| AUDIT MANAGER              | A                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04122                     | \$55,620.03          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| COMMRCIAL MTR VEHICLE PROG | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04120                     | \$64,632.05          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| DESIGN MGT SYSTEMS         | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04116                     | \$81,107.94          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATOR OF FREIGHT   | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04115                     | \$55,620.03          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| EMPLOYEE BENEFITS MANAGER  | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04110                     | \$65,059.97          | Total   | 3 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| INFO SYS TECHNOLOGY        | A                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04102                     | \$54,600.00          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BUSINESS SYST SUPPORT      | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04099                     | \$65,309.97          | Total   | 4 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| TRANSP MGT SYS             | A                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04094                     | \$62,231.94          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| CONSTR MANGMNT SYSTEMS     | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04093                     | \$76,596.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST MOTOR CARRIER SERV    | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04088                     | \$46,884.03          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| LEGAL OFFICE MANAGER       | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04086                     | \$59,927.92          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| WETLAND COORDINATOR        | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title          | Average Salary & EEO |         |   | Total | W | B | A | H | I | P | 2 |
|---------------------------|----------------------|---------|---|-------|---|---|---|---|---|---|---|
| R04082                    | \$62,337.03          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PLANNING   | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04067                    | \$63,061.49          | Total   | 8 | Mal   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| INFORMATION SYSTEMS       | A                    | Tot Min | 1 | Fem   | 6 | 5 | 1 | 0 | 0 | 0 | 0 |
| R04060                    | \$56,684.02          | Total   | 3 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| INF SYSTEMS PROJECT       | A                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04050                    | \$65,904.04          | Total   | 3 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| FINANCIAL SERVICES        | A                    | Tot Min | 0 | Fem   | 2 | 2 | 0 | 0 | 0 | 0 | 0 |
| R04047                    | \$64,632.05          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| HWY SAFETY PROG           | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04042                    | \$48,743.97          | Total   | 4 | Mal   | 4 | 4 | 0 | 0 | 0 | 0 | 0 |
| TRANS ENFORCEMENT INVESTI | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04036                    | \$59,927.92          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| TRANSPORTATION PROGRAM    | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04035                    | \$69,672.10          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MC INVESTIGATIONS         | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04033                    | \$57,755.98          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| RAILROAD OPERATIONS       | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04032                    | \$69,462.02          | Total   | 4 | Mal   | 3 | 3 | 0 | 0 | 0 | 0 | 0 |
| SPECIAL PROJECTS COORD    | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R04024                    | \$76,596.00          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| ASST CUSTOMER RELATIONS   | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04021                    | \$59,927.92          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| AVIATION OPERATIONS       | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| R04016                    | \$62,231.94          | Total   | 1 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| INVESTIGATION MANAGER     | A                    | Tot Min | 0 | Fem   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| R03238                    | \$46,331.95          | Total   | 4 | Mal   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| MOTOR CARRIER COMPLIANCE  | A                    | Tot Min | 0 | Fem   | 4 | 4 | 0 | 0 | 0 | 0 | 0 |
| R02005                    | \$43,330.63          | Total   | 1 | Mal   | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| FACILITY OPERATIONS       | A                    | Tot Min | 0 | Fem   | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

# Workforce Analysis

605 COFF

CENTRAL OFFICE

| Job Code & Title          | Average Salary & EEO |         |     | Total | W   | B   | A  | H | I | P | 2 |
|---------------------------|----------------------|---------|-----|-------|-----|-----|----|---|---|---|---|
| R01370                    | \$47,736.00          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| CORE DRILL SUPERVISOR     | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R01356                    | \$55,620.03          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| CORE DRILL SUPERINTENDENT | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R01147                    | \$44,400.10          | Total   | 1   | Mal   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| DIV ADMIN SUPPORT         | A                    | Tot Min | 0   | Fem   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| R01070                    | \$47,559.96          | Total   | 3   | Mal   | 2   | 2   | 0  | 0 | 0 | 0 | 0 |
| MATERIALS TESTING         | A                    | Tot Min | 0   | Fem   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| R01054                    | \$47,584.02          | Total   | 3   | Mal   | 3   | 3   | 0  | 0 | 0 | 0 | 0 |
| BR MAINTENANCE SUPERVISOR | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R01053                    | \$59,927.92          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| BRIDGE MAINTENANCE        | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| R04132                    | \$60,066.24          | Total   | 1   | Mal   | 1   | 1   | 0  | 0 | 0 | 0 | 0 |
| STORMWATER COMPLIANCE     | A                    | Tot Min | 0   | Fem   | 0   | 0   | 0  | 0 | 0 | 0 | 0 |
| Total for 605 COFF        |                      | Total   | 744 | Mal   | 389 | 367 | 12 | 3 | 2 | 3 | 0 |
|                           |                      | Tot Min | 51  | Fem   | 355 | 326 | 21 | 2 | 2 | 2 | 0 |

## **Job Group Analysis (41 CFR 60-2.12)**

**Purpose:** A job group analysis is a method of combining job titles within the department.

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

### **Job Groups:**

Officials and Administrators

Professionals

Technicians

Paraprofessionals

Office Clerical

Skilled Craft

Service Maintenance

**Job Group Analysis**

**A**

**OFFICIALS AND ADMINISTRATORS**

EEO Code: A

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R04132 - STORMWATER COMPLIANCE COORDINA | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01020 - INCIDENT MANAGEMENT COORDINATR | # | 0     | 0      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01053 - BRIDGE MAINTENANCE SUPERINTEND | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01054 - BR MAINTENANCE SUPERVISOR      | # | 0     | 0      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01070 - MATERIALS TESTING SUPERVISOR   | # | 0     | 1      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 33.33  |  |  |  |  |  |  |  |
| R01082 - TRAFFIC SYSTEMS SUPERVISOR     | # | 1     | 1      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 20.00 | 20.00  |  |  |  |  |  |  |  |
| R01103 - URBAN TRAFFIC SUPERVISOR       | # | 1     | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 50.00 | 0.00   |  |  |  |  |  |  |  |
| R01147 - DIV ADMIN SUPPORT SUPERVISOR   | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01330 - MAINT SUPERINTENDENT           | # | 5     | 0      |  |  |  |  |  |  |  |
| 42 Employees                            | % | 11.90 | 0.00   |  |  |  |  |  |  |  |
| R01356 - CORE DRILL SUPERINTENDENT      | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01370 - CORE DRILL SUPERVISOR          | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01379 - MAINTENANCE SUPERVISOR         | # | 8     | 8      |  |  |  |  |  |  |  |
| 182 Employees                           | % | 4.40  | 4.40   |  |  |  |  |  |  |  |
| R01380 - ASST MAINTENANCE SUPERVISOR    | # | 11    | 3      |  |  |  |  |  |  |  |
| 64 Employees                            | % | 17.19 | 4.69   |  |  |  |  |  |  |  |
| R01393 - MOTOR ASSISTANCE SHIFT SUPV    | # | 2     | 0      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 50.00 | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                         |   | Min  | Fem    |  |  |  |  |  |  |  |
|--|---|------|--------|--|--|--|--|--|--|--|
| R02005 - FACILITY OPERATIONS SUPERVISOR  | # | 0    | 0      |  |  |  |  |  |  |  |
| 9 Employees                              | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R02009 - TRAFFIC SUPERVISOR              | # | 0    | 0      |  |  |  |  |  |  |  |
| 7 Employees                              | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R02016 - DISTRICT LAND SURVEY MANAGER    | # | 0    | 0      |  |  |  |  |  |  |  |
| 5 Employees                              | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R02020 - EQUIPMENT TECHNICIAN SUPERVISOR | # | 1    | 0      |  |  |  |  |  |  |  |
| 13 Employees                             | % | 7.69 | 0.00   |  |  |  |  |  |  |  |
| R02582 - LAND SURVEY SUPERVISOR          | # | 0    | 0      |  |  |  |  |  |  |  |
| 4 Employees                              | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R03238 - MOTOR CARRIER COMPLIANCE SUPV   | # | 0    | 4      |  |  |  |  |  |  |  |
| 4 Employees                              | % | 0.00 | 100.00 |  |  |  |  |  |  |  |
| R03586 - TRAFFIC OPERATIONS SUPERVISOR   | # | 0    | 1      |  |  |  |  |  |  |  |
| 2 Employees                              | % | 0.00 | 50.00  |  |  |  |  |  |  |  |
| R04016 - INVESTIGATION MANAGER           | # | 0    | 1      |  |  |  |  |  |  |  |
| 1 Employee                               | % | 0.00 | 100.00 |  |  |  |  |  |  |  |
| R04021 - AVIATION OPERATIONS MANAGER     | # | 0    | 0      |  |  |  |  |  |  |  |
| 1 Employee                               | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R04024 - ASST CUSTOMER RELATIONS DIREC   | # | 0    | 0      |  |  |  |  |  |  |  |
| 1 Employee                               | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R04032 - SPECIAL PROJECTS COORD          | # | 0    | 1      |  |  |  |  |  |  |  |
| 4 Employees                              | % | 0.00 | 25.00  |  |  |  |  |  |  |  |
| R04033 - RAILROAD OPERATIONS MANAGER     | # | 0    | 1      |  |  |  |  |  |  |  |
| 1 Employee                               | % | 0.00 | 100.00 |  |  |  |  |  |  |  |
| R04035 - MC INVESTIGATIONS ADMINISTRATR  | # | 0    | 1      |  |  |  |  |  |  |  |
| 1 Employee                               | % | 0.00 | 100.00 |  |  |  |  |  |  |  |
| R04036 - TRANSPORTATION PROGRAM MANAGER  | # | 0    | 0      |  |  |  |  |  |  |  |
| 1 Employee                               | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R04042 - TRANS ENFORCEMENT INVESTI SUPV  | # | 0    | 0      |  |  |  |  |  |  |  |
| 4 Employees                              | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R04047 - HWY SAFETY PROG ADMINISTRATOR   | # | 0    | 0      |  |  |  |  |  |  |  |
| 1 Employee                               | % | 0.00 | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R04050 - FINANCIAL SERVICES ADMINISTRAT | # | 0     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 66.67  |  |  |  |  |  |  |  |
| R04051 - DISTRICT SFTY & HLTH MGR       | # | 0     | 2      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 0.00  | 28.57  |  |  |  |  |  |  |  |
| R04060 - INF SYSTEMS PROJECT MANAGER    | # | 0     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 66.67  |  |  |  |  |  |  |  |
| R04067 - INFORMATION SYSTEMS SUPERVISOR | # | 1     | 6      |  |  |  |  |  |  |  |
| 8 Employees                             | % | 12.50 | 75.00  |  |  |  |  |  |  |  |
| R04082 - TRANSPORTATION PLANNING SPECIA | # | 0     | 2      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R04086 - WETLAND COORDINATOR            | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04088 - LEGAL OFFICE MANAGER           | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04089 - GENERAL SERVICES MANAGER       | # | 0     | 1      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 0.00  | 14.29  |  |  |  |  |  |  |  |
| R04093 - ASST MOTOR CARRIER SERV DIRECT | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04094 - CONSTR MANGMNT SYSTEMS ADMINIS | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04099 - TRANSP MGT SYS ADMINISTRATOR   | # | 0     | 2      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R04102 - BUSINESS SYST SUPPORT MANAGER  | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04110 - INFO SYS TECHNOLOGY SPECIALIST | # | 0     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 66.67  |  |  |  |  |  |  |  |
| R04115 - EMPLOYEE BENEFITS MANAGER      | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04116 - ADMINISTRATOR OF FREIGHT DEVEL | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04120 - DESIGN MGT SYSTEMS ADMINISTRAT | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R04122 - COMMRCIAL MTR VEHICLE PROG MGR | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04426 - AUDIT MANAGER                  | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04431 - OUTDOOR ADVERTISING MANAGER    | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04434 - ASST TO THE DIST ENGINEER      | # | 0     | 1      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 33.33  |  |  |  |  |  |  |  |
| R04440 - CENTRAL OFFICE GENERAL SERV MG | # | 0     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 66.67  |  |  |  |  |  |  |  |
| R04442 - EMPLOYEE DEVELOPMENT MANAGER   | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04443 - CUSTOMER RELATIONS MANAGER     | # | 1     | 6      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 16.67 | 100.00 |  |  |  |  |  |  |  |
| R04458 - DIST INFORMATION SYSTM MANAGER | # | 0     | 0      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04613 - ASST IS DIRECTOR               | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04633 - EMPLOYMENT MANAGER             | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04634 - COMPENSATION MANAGER           | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04636 - SUPPORT SERVICES MANAGER       | # | 0     | 4      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 0.00  | 57.14  |  |  |  |  |  |  |  |
| R04644 - CLAIMS ADMINISTRATION MGR      | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04664 - ROADSIDE MANAGER               | # | 0     | 0      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04665 - ENVIRONMENTAL COMPLNC MANAGER  | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04720 - ASST HUMAN RESOURCE DIRECTOR   | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |

# Job Group Analysis

A

## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R04724 - FINANCIAL SERVICES MANAGER     | # | 0     | 3      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04727 - CHEMICAL LABORATORY DIRECTOR   | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04728 - ASST RIGHT OF WAY MNGR-CERTIFI | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04752 - RIGHT OF WAY MANAGER           | # | 0     | 2      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 0.00  | 28.57  |  |  |  |  |  |  |  |
| R04880 - ADMINISTRATOR OF AVIATION      | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04881 - ADMINISTRATOR OF RAILROADS     | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04882 - ADMINISTRATOR OF TRANSIT       | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04897 - HUMAN RESOURCES MANAGER        | # | 2     | 7      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 28.57 | 100.00 |  |  |  |  |  |  |  |
| R05003 - DESIGN LIAISON ENGINEER        | # | 0     | 1      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 33.33  |  |  |  |  |  |  |  |
| R05009 - SPRVING BRIDGE INSPECTION EN   | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05010 - ESTIMATE AND REVIEW ENGINEER   | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R05013 - RESEARCH ENGINEER              | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R05018 - TRAFFIC LIAISON ENGINEER       | # | 0     | 1      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 33.33  |  |  |  |  |  |  |  |
| R05024 - TRAFFIC CENTER MANAGER         | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05029 - CONST & MATERIALS LIAISON ENGR | # | 0     | 0      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05032 - STRCTURAL PRELIM & REVIEW ENGR | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

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## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                        |   | Min  | Fem    |  |  |  |  |  |  |  |
|---|---|------|--------|--|--|--|--|--|--|--|
| R05046 - LOCAL PROGRAMS ADMINISTRATOR   | # | 0    | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R05072 - DISTRICT MAINTENANCE ENGINEER  | # | 0    | 0      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R05076 - ASST DIST MAINTENANCE ENGINEER | # | 0    | 1      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00 | 16.67  |  |  |  |  |  |  |  |
| R05077 - ASST DIST MAINT & TRAFF ENGINE | # | 0    | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R05078 - AST DISTRICT CONSTR & MATER EN | # | 0    | 1      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00 | 16.67  |  |  |  |  |  |  |  |
| R05080 - DISTRICT CONST & MATERIALS ENG | # | 0    | 2      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 0.00 | 28.57  |  |  |  |  |  |  |  |
| R05081 - DISTRICT MAINT & TRAFFIC ENGIN | # | 0    | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00 | 50.00  |  |  |  |  |  |  |  |
| R05082 - ASSISTANT TO THE RESIDENT ENGI | # | 0    | 2      |  |  |  |  |  |  |  |
| 13 Employees                            | % | 0.00 | 15.38  |  |  |  |  |  |  |  |
| R05083 - COMPUTER AIDED DRFT SUPPRT ENG | # | 0    | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00 | 100.00 |  |  |  |  |  |  |  |
| R05412 - BRIDGE RATING & INVENT ENGR    | # | 0    | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R05430 - STRUCTURAL HYDRAULICS ENGINEER | # | 0    | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00 | 0.00   |  |  |  |  |  |  |  |
| R05444 - TRANSPORTATION PROJECT MGR     | # | 2    | 7      |  |  |  |  |  |  |  |
| 28 Employees                            | % | 7.14 | 25.00  |  |  |  |  |  |  |  |
| R05449 - AREA ENGINEER                  | # | 1    | 8      |  |  |  |  |  |  |  |
| 19 Employees                            | % | 5.26 | 42.11  |  |  |  |  |  |  |  |
| R05450 - DISTRICT TRAFFIC ENGINEER      | # | 0    | 1      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00 | 20.00  |  |  |  |  |  |  |  |
| R05452 - DISTRICT DESIGN ENGINEER       | # | 0    | 2      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 0.00 | 28.57  |  |  |  |  |  |  |  |
| R05453 - DISTRICT BRIDGE ENGINEER       | # | 0    | 0      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00 | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

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## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                       |   | Min    | Fem    |  |  |  |  |  |  |  |
|--|---|--------|--------|--|--|--|--|--|--|--|
| R05459 - GEOLOGIST                     | # | 0      | 0      |  |  |  |  |  |  |  |
| 5 Employees                            | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05461 - TRANSP PLANNING COORDINATOR   | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                            | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05462 - DISTRICT PLANNING MANAGER     | # | 1      | 1      |  |  |  |  |  |  |  |
| 6 Employees                            | % | 16.67  | 16.67  |  |  |  |  |  |  |  |
| R05471 - STRUCTURAL RESOURCE MANAGER   | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05476 - STRUCTURAL PROJECT MANAGER    | # | 1      | 1      |  |  |  |  |  |  |  |
| 4 Employees                            | % | 25.00  | 25.00  |  |  |  |  |  |  |  |
| R05610 - CADD SERVICES ENGINEER        | # | 1      | 1      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 100.00 | 100.00 |  |  |  |  |  |  |  |
| R05614 - RAILROAD PROJECTS MANAGER     | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05642 - AVIATION PROGRAMS MANAGER     | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05652 - PLANNING & PROGRAMMING ENGR   | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R05667 - TRAFFIC OPERATIONS ENGINEER   | # | 1      | 1      |  |  |  |  |  |  |  |
| 10 Employees                           | % | 10.00  | 10.00  |  |  |  |  |  |  |  |
| R05711 - ASST STATE CO AND MA ENGINEER | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05717 - ASSISTANT STATE DESIGN ENGIN  | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R05737 - STRUCTURAL LIAISON ENGINEER   | # | 0      | 0      |  |  |  |  |  |  |  |
| 3 Employees                            | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05748 - TRANSP PROJECT DESIGNER       | # | 3      | 11     |  |  |  |  |  |  |  |
| 32 Employees                           | % | 9.38   | 34.38  |  |  |  |  |  |  |  |
| R05751 - ASSISTANT DISTRICT ENGINEER   | # | 1      | 1      |  |  |  |  |  |  |  |
| 11 Employees                           | % | 9.09   | 9.09   |  |  |  |  |  |  |  |
| R05757 - BID & CONTRACT SERVICE ENGR   | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

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## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R05765 - MAINTENANCE LIAISON ENGINEER   | # | 1     | 0      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 25.00 | 0.00   |  |  |  |  |  |  |  |
| R05797 - PHYSICAL LABORATORY DIRECTOR   | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05800 - TRANSPORT SYSTEM ANALYSIS ENGR | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05809 - RESIDENT ENGINEER              | # | 1     | 3      |  |  |  |  |  |  |  |
| 31 Employees                            | % | 3.23  | 9.68   |  |  |  |  |  |  |  |
| R05819 - SIGN & MARKING ENGINEER        | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05822 - GEOTECHNICAL ENGINEER          | # | 0     | 0      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05823 - GEOTECHNICAL DIRECTOR          | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05831 - STRUCT DEV & SUPPORT ENGR      | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05852 - ASST STATE BRIDGE ENGINEER     | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05858 - BRIDGE INSPECTION ENGINEER     | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05865 - FABRICATION OPERATIONS ENGR    | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05875 - STRUCTURAL SERVICES ENGINEER   | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05944 - LONG RANGE TRANS PLANNING CO   | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R06005 - RESEARCH ADMINISTRATOR         | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R06608 - ENVIRONMENTAL & HIST PRESV MGR | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R06689 - HISTORIC PRESERVATION MANAGER  | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

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## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                        |   | Min    | Fem    |  |  |  |  |  |  |  |
|---|---|--------|--------|--|--|--|--|--|--|--|
| R09910 - INTERIM DIRECTOR OF TRANSPORTA | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09900 - CHIEF ENGINEER                 | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09905 - MOTOR CARRIER SERVICES DIRECTR | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09907 - RIGHT OF WAY DIRECTOR          | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09908 - STATE BRIDGE ENGINEER          | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09909 - STATE DESIGN ENGINEER          | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09910 - ASST CHIEF COUNSEL-HUMAN RSRCS | # | 1      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 100.00 |  |  |  |  |  |  |  |
| R09911 - DISTRICT ENGINEER              | # | 0      | 2      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 0.00   | 28.57  |  |  |  |  |  |  |  |
| R09912 - STATE CO & MA ENGINEER         | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09914 - STATE MAINTENANCE ENGINEER     | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09915 - GENERAL SERVICES DIRECTOR      | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09916 - HUMAN RESOURCES DIRECTOR       | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09918 - INFO SYSTEMS DIRECTOR          | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09920 - AUDITS & INVESTIGATIONS DIR    | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09922 - ASSISTANT CHIEF ENGINEER       | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09924 - HIGHWAY SAFETY DIRECTOR        | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

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## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title                        |   | Min    | Fem    |  |  |  |  |  |  |  |
|---|---|--------|--------|--|--|--|--|--|--|--|
| R09930 - GOVERNMENTAL RELATIONS DIRECTO | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09931 - CUSTOMER RELATIONS DIRECTOR    | # | 1      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 100.00 |  |  |  |  |  |  |  |
| R09947 - TRANSPORTATION PLANNING DIR    | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09951 - MULTIMODAL OPRATNS DIRECTOR    | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09967 - ASST CHIEF COUNSEL-RISK MNGMNT | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09973 - RISK AND BENEFITS MGT DIRECTOR | # | 1      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 0.00   |  |  |  |  |  |  |  |
| R09977 - EXTERNAL CIVIL RIGHTS DIRECTOR | # | 1      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 0.00   |  |  |  |  |  |  |  |
| R09980 - EQUAL OP & DIVERSITY DIRECTOR  | # | 1      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 0.00   |  |  |  |  |  |  |  |
| R09981 - FINANCIAL SERVICES DIRECTOR    | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09984 - STATE TRAFFIC&HWY SAFTY ENGR   | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R09993 - REGIONAL COUNSEL               | # | 1      | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 33.33  | 66.67  |  |  |  |  |  |  |  |
| R09994 - ASST CHIEF COUNSEL-PROJ DEVEL  | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09997 - ASST CHIEF COUNSEL - ADMIN     | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09998 - CHIEF COUNSEL                  | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R09999 - SECRETARY TO THE COMMISSION    | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R04129 - SAFETY AND CLAIMS MANAGER      | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

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## OFFICIALS AND ADMINISTRATORS

EEO Code: A

| Job Code & Title |        | Min | Fem  |       |  |  |  |  |  |  |
|------------------|--------|-----|------|-------|--|--|--|--|--|--|
| 778 Employees    | Totals | #   | 52   | 150   |  |  |  |  |  |  |
|                  |        | %   | 6.68 | 19.28 |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |   | Min    | Fem    |  |  |  |  |  |  |  |
|---|---|--------|--------|--|--|--|--|--|--|--|
| R05041 - BRIDGE INSPECTOR               | # | 0      | 0      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R01004 - RAIL SAFETY SPECIALIST         | # | 0      | 0      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R04001 - SENIOR INVESTIGATOR            | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R04003 - INVESTIGATOR                   | # | 0      | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 50.00  |  |  |  |  |  |  |  |
| R04007 - SR GENERAL SERVICES SPEC       | # | 2      | 8      |  |  |  |  |  |  |  |
| 13 Employees                            | % | 15.38  | 61.54  |  |  |  |  |  |  |  |
| R04008 - GENERAL SERVICES SPEC          | # | 1      | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 33.33  | 66.67  |  |  |  |  |  |  |  |
| R04009 - SR EMPLOYEE DEVELOPMENT SPECIA | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R04010 - SR GOVT RELATIONS SPECIALIST   | # | 0      | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R04011 - EMPLOYEE DEVELOPMENT SPECIALIS | # | 0      | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 50.00  |  |  |  |  |  |  |  |
| R04019 - MARKET ANALYSIS COORDINATOR    | # | 1      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 0.00   |  |  |  |  |  |  |  |
| R04023 - BUS SYST SUPP SPECIALIST       | # | 1      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 100.00 |  |  |  |  |  |  |  |
| R04029 - INT INFO SYSTEMS TECHNOLOGIST  | # | 3      | 6      |  |  |  |  |  |  |  |
| 12 Employees                            | % | 25.00  | 50.00  |  |  |  |  |  |  |  |
| R04037 - TRANSP ENFRMNT INVESTIGATOR    | # | 0      | 3      |  |  |  |  |  |  |  |
| 13 Employees                            | % | 0.00   | 23.08  |  |  |  |  |  |  |  |
| R04038 - SR TRNS ENFRCEMNT INVESTIGATOR | # | 0      | 1      |  |  |  |  |  |  |  |
| 11 Employees                            | % | 0.00   | 9.09   |  |  |  |  |  |  |  |
| R04041 - SR CIVIL RIGHTS SPECIALIST     | # | 5      | 6      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 71.43  | 85.71  |  |  |  |  |  |  |  |
| R04045 - MC INVESTIGATIONS SPEC         | # | 0      | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 50.00  |  |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |   | Min    | Fem    |  |  |  |  |  |  |  |
|---|---|--------|--------|--|--|--|--|--|--|--|
| R04054 - SR ENVIRNMENTAL SPECIALIST     | # | 0      | 1      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00   | 33.33  |  |  |  |  |  |  |  |
| R04059 - COMMUNITY LIAISON              | # | 1      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 100.00 |  |  |  |  |  |  |  |
| R04061 - SR ORGANIZATIONAL PERF ANALYST | # | 0      | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 50.00  |  |  |  |  |  |  |  |
| R04063 - ORGANIZATIONAL PERFORMANCE ANA | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R04064 - BENEFITS SPECIALIST            | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R04066 - INTER BENEFITS SPECIALIST      | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R04071 - HISTORIC PRESERVATION SPECIALI | # | 0      | 1      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00   | 33.33  |  |  |  |  |  |  |  |
| R04074 - INTERM MULTIMODAL OPER SPECIAL | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R04076 - MULTIMODAL OPERATIONS SPECIALI | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R04078 - SENIOR GIS SPECIALIST          | # | 0      | 1      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00   | 25.00  |  |  |  |  |  |  |  |
| R04079 - SR HISTORIC PRESERVATION SPECI | # | 0      | 1      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00   | 16.67  |  |  |  |  |  |  |  |
| R04080 - SR MULTIMODAL OPER SPECIALIST  | # | 0      | 1      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00   | 25.00  |  |  |  |  |  |  |  |
| R04081 - SENIOR PARALEGAL               | # | 0      | 3      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00   | 75.00  |  |  |  |  |  |  |  |
| R04084 - PARALEGAL                      | # | 0      | 3      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R04085 - INTERMEDIATE PARALEGAL         | # | 0      | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R04087 - SENIOR CHEMIST                 | # | 0      | 2      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00   | 40.00  |  |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R04101 - SENIOR PROCUREMENT AGENT       | # | 2     | 7      |  |  |  |  |  |  |  |
| 10 Employees                            | % | 20.00 | 70.00  |  |  |  |  |  |  |  |
| R04107 - SENIOR DATA REPORT ANALYST     | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04112 - OUTDOOR ADVERT PERMIT SPEC     | # | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R04113 - SR OUTDOOR ADVERTISING PERM SP | # | 0     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 66.67  |  |  |  |  |  |  |  |
| R04118 - MOTOR CARRIER PROJECT MANAGER  | # | 0     | 1      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 33.33  |  |  |  |  |  |  |  |
| R04121 - RESOURCE MANAGEMENT SPECIALIST | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04124 - SR HISTORIC PRESERV SPEC-NSS   | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04126 - ENVIRONMENTAL SPECIALIST-SS    | # | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R04127 - INT ENVIRONMENTAL SPEC-SS      | # | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R04128 - SR ENVIRNMENTAL SPEC-SS        | # | 0     | 2      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00  | 40.00  |  |  |  |  |  |  |  |
| R04372 - SYSTEM MANAGEMENT SPECIALIST   | # | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R04408 - GIS SPECIALIST                 | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04409 - INT GIS SPECIALIST             | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04411 - ENVIRONMENTAL CHEMIST          | # | 0     | 1      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00  | 25.00  |  |  |  |  |  |  |  |
| R04422 - RISK MANAGEMENT SPECIALIST     | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04445 - INTERM GEN SERV SPECIALIST     | # | 1     | 3      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 25.00 | 75.00  |  |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R04465 - INTERMEDIATE SAFETY OFFICER    | # | 0     | 2      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00  | 33.33  |  |  |  |  |  |  |  |
| R04466 - SENIOR SAFETY OFFICER          | # | 1     | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 50.00 | 0.00   |  |  |  |  |  |  |  |
| R04467 - OUTDOOR ADVERTISING SPECIALIST | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04477 - INTERM CUSTOMER RELATIONS SPE  | # | 1     | 2      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 25.00 | 50.00  |  |  |  |  |  |  |  |
| R04480 - RESOURCE MANAGEMENT ANALYST    | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04481 - SR RESOURCE MGT ANALYST        | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04585 - INTER SYSTEM MANAGEMENT SPECIA | # | 1     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 50.00 | 50.00  |  |  |  |  |  |  |  |
| R04600 - LEAD INFO SYSTEMS TECHNOLOGIST | # | 2     | 15     |  |  |  |  |  |  |  |
| 28 Employees                            | % | 7.14  | 53.57  |  |  |  |  |  |  |  |
| R04603 - SAFETY OFFICER                 | # | 0     | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R04605 - INT HUMAN RESOURCES SPECLST    | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04606 - CUSTOMER RELATIONS COORDINATO  | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04607 - SR CUSTOMER RELATIONS SPECIAL  | # | 1     | 6      |  |  |  |  |  |  |  |
| 9 Employees                             | % | 11.11 | 66.67  |  |  |  |  |  |  |  |
| R04617 - INTERM FINANCIAL SERV SPECIALI | # | 0     | 3      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00  | 75.00  |  |  |  |  |  |  |  |
| R04628 - SENIOR AUDITOR                 | # | 1     | 6      |  |  |  |  |  |  |  |
| 10 Employees                            | % | 10.00 | 60.00  |  |  |  |  |  |  |  |
| R04632 - FINANCIAL SERVICES SPECIALIST  | # | 1     | 5      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 16.67 | 83.33  |  |  |  |  |  |  |  |
| R04639 - TRANSPORTATION DATA ANALYST    | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R04692 - SR RISK MGMT SPECIALIST        | # | 0     | 3      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00  | 60.00  |  |  |  |  |  |  |  |
| R04695 - INFO SYSTEMS TECHNOLOGIST      | # | 1     | 1      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 16.67 | 16.67  |  |  |  |  |  |  |  |
| R04696 - SR INFO SYSTEMS TECHNOLOGIST   | # | 2     | 10     |  |  |  |  |  |  |  |
| 35 Employees                            | % | 5.71  | 28.57  |  |  |  |  |  |  |  |
| R04698 - SR R/W SPECIALIST              | # | 1     | 11     |  |  |  |  |  |  |  |
| 22 Employees                            | % | 4.55  | 50.00  |  |  |  |  |  |  |  |
| R04699 - RIGHT OF WAY SPECIALIST        | # | 0     | 1      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00  | 25.00  |  |  |  |  |  |  |  |
| R04712 - SR SYSTEM MANAGEMENT SPECIALIS | # | 0     | 5      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00  | 83.33  |  |  |  |  |  |  |  |
| R04740 - SR FINANCIAL SERVICES SPECIALI | # | 1     | 20     |  |  |  |  |  |  |  |
| 23 Employees                            | % | 4.35  | 86.96  |  |  |  |  |  |  |  |
| R04779 - INTERMEDIATE AUDITOR           | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04828 - CUSTOMER RELATIONS SPECIALIST  | # | 1     | 3      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 25.00 | 75.00  |  |  |  |  |  |  |  |
| R04838 - AUDITOR                        | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04849 - HUMAN RESOURCES SPECIALIST     | # | 3     | 5      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 42.86 | 71.43  |  |  |  |  |  |  |  |
| R04861 - RIGHT OF WAY LIAISON           | # | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R04862 - SR HR SPECIALIST               | # | 6     | 17     |  |  |  |  |  |  |  |
| 20 Employees                            | % | 30.00 | 85.00  |  |  |  |  |  |  |  |
| R04870 - ROADSIDE MANAGEMENT SPEC       | # | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R04878 - INTER RISK MGT SPECIALIST      | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R04890 - CERTIFIED APPRAISER            | # | 1     | 7      |  |  |  |  |  |  |  |
| 10 Employees                            | % | 10.00 | 70.00  |  |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |   | Min    | Fem    |  |  |  |  |  |  |  |
|---|---|--------|--------|--|--|--|--|--|--|--|
| R05017 - RESEARCH ANALYST               | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05021 - PAVEMENT SPECIALIST            | # | 1      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 100.00 |  |  |  |  |  |  |  |
| R05023 - SENIOR PAVEMENT SPECIALIST     | # | 0      | 1      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00   | 16.67  |  |  |  |  |  |  |  |
| R05025 - DESIGN SUPPORT ENGINEER        | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R05026 - TRAFFIC MNGMNT & OPERATION ENG | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05030 - NON-MOTORIZED TRANSP ENGINEER  | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05033 - SR TRAFFIC STUDIES SPECIAL-NSS | # | 0      | 1      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00   | 33.33  |  |  |  |  |  |  |  |
| R05034 - SENIOR PROJECT REVIEWER        | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05035 - INTERMEDIATE PROJECT REVIEWER  | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05037 - SENIOR ESTIMATOR               | # | 0      | 0      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05043 - STANDARDS SPECIALIST           | # | 0      | 0      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05044 - INNOVATIONS ENGINEER           | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05056 - SR STRUCTURAL ENGINEER         | # | 1      | 0      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 20.00  | 0.00   |  |  |  |  |  |  |  |
| R05084 - STATEWIDE INCIDENT RESPONSE CO | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R05446 - PAVEMENT ENGINEER              | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05475 - INT TR STUDIES SPECIALIST      | # | 2      | 2      |  |  |  |  |  |  |  |
| 9 Employees                             | % | 22.22  | 22.22  |  |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |   | Min    | Fem    |  |  |  |  |  |  |  |
|---|---|--------|--------|--|--|--|--|--|--|--|
| R05623 - SENIOR MATERIALS SPECIALIST    | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05626 - INTER CONST INSPECTOR          | # | 2      | 6      |  |  |  |  |  |  |  |
| 40 Employees                            | % | 5.00   | 15.00  |  |  |  |  |  |  |  |
| R05629 - INTER HIGHWAY DESIGNER         | # | 0      | 3      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 0.00   | 42.86  |  |  |  |  |  |  |  |
| R05630 - INTER STRUCTURAL DESIGNER      | # | 1      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 0.00   |  |  |  |  |  |  |  |
| R05640 - CADD SUPPORT ANALYST           | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05659 - DISTRICT CONSTRUCTION LIAISON  | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R05697 - COMPUTER LIAISON, DESIGN       | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R05736 - CONSTRUCTION INSPECTOR         | # | 6      | 10     |  |  |  |  |  |  |  |
| 56 Employees                            | % | 10.71  | 17.86  |  |  |  |  |  |  |  |
| R05754 - SENIOR TRAFFIC STUDIES SPECIAL | # | 5      | 7      |  |  |  |  |  |  |  |
| 32 Employees                            | % | 15.63  | 21.88  |  |  |  |  |  |  |  |
| R05755 - DISTRICT UTILITIES ENGINEER    | # | 1      | 3      |  |  |  |  |  |  |  |
| 8 Employees                             | % | 12.50  | 37.50  |  |  |  |  |  |  |  |
| R05768 - FIELD MATERIALS ENGR           | # | 0      | 2      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00   | 50.00  |  |  |  |  |  |  |  |
| R05771 - INTER MATERIALS INSPECTOR      | # | 1      | 1      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 16.67  | 16.67  |  |  |  |  |  |  |  |
| R05772 - SENIOR MATERIALS INSPECTOR     | # | 3      | 4      |  |  |  |  |  |  |  |
| 23 Employees                            | % | 13.04  | 17.39  |  |  |  |  |  |  |  |
| R05773 - SR GEOTECHNICAL SPECIALIST     | # | 1      | 2      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 25.00  | 50.00  |  |  |  |  |  |  |  |
| R05776 - HIGHWAY DESIGNER               | # | 4      | 9      |  |  |  |  |  |  |  |
| 20 Employees                            | % | 20.00  | 45.00  |  |  |  |  |  |  |  |
| R05781 - MATERIALS SPECIALIST           | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R05787 - MATERIALS INSPECTOR            | # | 2     | 2      |  |  |  |  |  |  |  |
| 15 Employees                            | % | 13.33 | 13.33  |  |  |  |  |  |  |  |
| R05798 - INTER TRANSPORTATION PLANNER   | # | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R05813 - SR CONSTRUCTION INSPECTOR      | # | 9     | 15     |  |  |  |  |  |  |  |
| 152 Employees                           | % | 5.92  | 9.87   |  |  |  |  |  |  |  |
| R05814 - SENIOR HIGHWAY DESIGNER        | # | 10    | 23     |  |  |  |  |  |  |  |
| 81 Employees                            | % | 12.35 | 28.40  |  |  |  |  |  |  |  |
| R05815 - SR TRANSPORTATION PLANNER      | # | 1     | 10     |  |  |  |  |  |  |  |
| 16 Employees                            | % | 6.25  | 62.50  |  |  |  |  |  |  |  |
| R05816 - BRIDGE LOC & LAYOUT DESIGNER   | # | 0     | 0      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R05818 - SR STRUCTURAL DESIGNER         | # | 1     | 1      |  |  |  |  |  |  |  |
| 13 Employees                            | % | 7.69  | 7.69   |  |  |  |  |  |  |  |
| R05834 - STRUCTURAL DESIGNER            | # | 0     | 1      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00  | 20.00  |  |  |  |  |  |  |  |
| R05851 - TRAFFIC STUDIES SPECIALIST     | # | 2     | 1      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 33.33 | 16.67  |  |  |  |  |  |  |  |
| R05856 - TRANSPORTATION PLANNER         | # | 0     | 2      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00  | 33.33  |  |  |  |  |  |  |  |
| R05893 - DISTRICT DESIGN LIAISON        | # | 1     | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 50.00 | 0.00   |  |  |  |  |  |  |  |
| R06006 - ORGANIZATIONAL PERFORMANCE SPE | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R09036 - SENIOR LITIGATION COUNSEL      | # | 0     | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R09037 - SENIOR ADMINISTRATIVE COUNSEL  | # | 0     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 66.67  |  |  |  |  |  |  |  |
| R09969 - SENIOR ASSISTANT COUNSEL       | # | 0     | 1      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00  | 25.00  |  |  |  |  |  |  |  |
| R09996 - ASSISTANT COUNSEL              | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |

# Job Group Analysis

**B**

**PROFESSIONALS**

EEO Code: B

| Job Code & Title                        |          | Min  | Fem   |  |  |  |  |  |  |  |
|---|----------|------|-------|--|--|--|--|--|--|--|
| R05087 - SR PROJECT DEVELOPMENT SPECIAL | #        | 0    | 0     |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00 | 0.00  |  |  |  |  |  |  |  |
| R05649 - OFF-SYSTEM PLANS REVIEWER      | #        | 0    | 0     |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00 | 0.00  |  |  |  |  |  |  |  |
| 965 Employees                           | Totals # | 95   | 329   |  |  |  |  |  |  |  |
|   | %        | 9.84 | 34.09 |  |  |  |  |  |  |  |

# Job Group Analysis

C

TECHNICIANS

EEO Code: C

| Job Code & Title                       |   | Min   | Fem    |  |  |  |  |  |  |  |
|--|---|-------|--------|--|--|--|--|--|--|--|
| R01005 - SR RAILROAD SAFETY INSPECTOR  | # | 0     | 0      |  |  |  |  |  |  |  |
| 5 Employees                            | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01039 - SENIOR PLANNING TECHNICIAN    | # | 2     | 9      |  |  |  |  |  |  |  |
| 10 Employees                           | % | 20.00 | 90.00  |  |  |  |  |  |  |  |
| R01044 - AIRPORT PROJECT TECHNICIAN    | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01064 - MAINTENANCE TECHNICIAN        | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01065 - INTER MAINTENANCE TECHNICIAN  | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01066 - SENIOR MAINTENANCE TECHNICIAN | # | 1     | 4      |  |  |  |  |  |  |  |
| 7 Employees                            | % | 14.29 | 57.14  |  |  |  |  |  |  |  |
| R01071 - MATERIALS TESTING SPECIALIST  | # | 0     | 1      |  |  |  |  |  |  |  |
| 3 Employees                            | % | 0.00  | 33.33  |  |  |  |  |  |  |  |
| R01091 - BRIDGE INSPECTION TECHNICIAN  | # | 0     | 0      |  |  |  |  |  |  |  |
| 2 Employees                            | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01113 - SENIOR TRAFFIC TECHNICIAN-NSS | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                            | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01501 - SENIOR MATERIALS TECHNICIAN   | # | 3     | 5      |  |  |  |  |  |  |  |
| 16 Employees                           | % | 18.75 | 31.25  |  |  |  |  |  |  |  |
| R01515 - CONSTRUCTION TECHNICIAN       | # | 1     | 2      |  |  |  |  |  |  |  |
| 9 Employees                            | % | 11.11 | 22.22  |  |  |  |  |  |  |  |
| R01516 - SR CONSTRUCTION TECHNICIAN    | # | 5     | 6      |  |  |  |  |  |  |  |
| 45 Employees                           | % | 11.11 | 13.33  |  |  |  |  |  |  |  |
| R01517 - DESIGN TECHNICIAN             | # | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                            | % | 0.00  | 50.00  |  |  |  |  |  |  |  |
| R01534 - INTERMEDIATE DESIGN TECHNICN  | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01568 - ASSISTANT CONSTRUCTION TECH   | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01569 - ASSISTANT SURVEY TECHNICIAN   | # | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                             | % | 0.00  | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

C

TECHNICIANS

EEO Code: C

| Job Code & Title                        |   | Min    | Fem    |  |  |  |  |  |  |  |
|---|---|--------|--------|--|--|--|--|--|--|--|
| R01589 - INTER CONSTRUCTION TECH        | # | 0      | 2      |  |  |  |  |  |  |  |
| 11 Employees                            | % | 0.00   | 18.18  |  |  |  |  |  |  |  |
| R01591 - SENIOR DESIGN TECHNICIAN       | # | 0      | 11     |  |  |  |  |  |  |  |
| 23 Employees                            | % | 0.00   | 47.83  |  |  |  |  |  |  |  |
| R01592 - MATERIALS TECHNICIAN           | # | 1      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 0.00   |  |  |  |  |  |  |  |
| R01593 - INTER MATERIALS TECH           | # | 1      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 0.00   |  |  |  |  |  |  |  |
| R01594 - TRAFFIC TECHNICIAN             | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R01595 - INTER TRAFFIC TECHNICIAN       | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R01596 - SENIOR TRAFFIC TECHNICIAN      | # | 1      | 9      |  |  |  |  |  |  |  |
| 16 Employees                            | % | 6.25   | 56.25  |  |  |  |  |  |  |  |
| R02012 - INTERMEDIATE SURVEY TECHNICIAN | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R02013 - SENIOR SURVEY TECHNICIAN       | # | 1      | 1      |  |  |  |  |  |  |  |
| 15 Employees                            | % | 6.67   | 6.67   |  |  |  |  |  |  |  |
| R02014 - LAND SURVEYOR IN TRAINING      | # | 0      | 0      |  |  |  |  |  |  |  |
| 9 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R02015 - LAND SURVEY COORDINATOR        | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R02362 - LEAD FIELD ACQUISITION TECH    | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R02503 - AIRPLANE PILOT                 | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R02583 - LAND SURVEYOR                  | # | 0      | 0      |  |  |  |  |  |  |  |
| 16 Employees                            | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R03012 - SENIOR CADD SUPPORT SPECIALIST | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R03014 - SENIOR CARTOGRAPHER            | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |

# Job Group Analysis

C

TECHNICIANS

EEO Code: C

| Job Code & Title                        |          | Min    | Fem   |  |  |  |  |  |  |  |
|---|----------|--------|-------|--|--|--|--|--|--|--|
| R03020 - TR COMMUNICATION SPECIALIST    | #        | 0      | 0     |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00   | 0.00  |  |  |  |  |  |  |  |
| R03028 - SENIOR TRAFFIC SPECIALIST      | #        | 3      | 3     |  |  |  |  |  |  |  |
| 21 Employees                            | %        | 14.29  | 14.29 |  |  |  |  |  |  |  |
| R03058 - STRUCTURAL ANALYST             | #        | 0      | 0     |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00   | 0.00  |  |  |  |  |  |  |  |
| R03059 - SENIOR STRUCTURAL TECHNICIAN   | #        | 1      | 2     |  |  |  |  |  |  |  |
| 6 Employees                             | %        | 16.67  | 33.33 |  |  |  |  |  |  |  |
| R03414 - STRUCTURAL SPECIALIST          | #        | 0      | 3     |  |  |  |  |  |  |  |
| 6 Employees                             | %        | 0.00   | 50.00 |  |  |  |  |  |  |  |
| R03522 - TRAFFIC SPECIALIST             | #        | 0      | 0     |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00   | 0.00  |  |  |  |  |  |  |  |
| R03536 - SR FABRICATION TECHNICIAN      | #        | 0      | 1     |  |  |  |  |  |  |  |
| 3 Employees                             | %        | 0.00   | 33.33 |  |  |  |  |  |  |  |
| R03543 - INTER STRUCTURAL TECHNICIAN    | #        | 0      | 0     |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00   | 0.00  |  |  |  |  |  |  |  |
| R03544 - STRUCTURAL TECHNICIAN          | #        | 0      | 0     |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00   | 0.00  |  |  |  |  |  |  |  |
| R04096 - SENIOR MULTIMEDIA SERVICES SPE | #        | 0      | 1     |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00   | 50.00 |  |  |  |  |  |  |  |
| R04097 - MULTIMEDIA SERVICES SPECIALIST | #        | 1      | 0     |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 100.00 | 0.00  |  |  |  |  |  |  |  |
| 255 Employees                           | Totals # | 21     | 66    |  |  |  |  |  |  |  |
|   | %        | 8.24   | 25.88 |  |  |  |  |  |  |  |

# Job Group Analysis

E

PARAPROFESSIONALS

EEO Code: E

| Job Code & Title                        |   | Min   | Fem    |  |  |  |  |  |  |  |
|---|---|-------|--------|--|--|--|--|--|--|--|
| R01022 - ADMINISTRATIVE TECHNICIAN      | # | 1     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 33.33 | 66.67  |  |  |  |  |  |  |  |
| R01023 - SR ADMINISTRATIVE TECHNICIAN   | # | 1     | 16     |  |  |  |  |  |  |  |
| 16 Employees                            | % | 6.25  | 100.00 |  |  |  |  |  |  |  |
| R01027 - FINANCIAL SERVICES TECHNICIAN  | # | 0     | 5      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01028 - SENIOR FINANCIAL SERVICES TECH | # | 1     | 26     |  |  |  |  |  |  |  |
| 29 Employees                            | % | 3.45  | 89.66  |  |  |  |  |  |  |  |
| R01029 - HUMAN RESOURCES TECHNICIAN     | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01030 - SENIOR HUMAN RESOURCES TECHNIC | # | 1     | 8      |  |  |  |  |  |  |  |
| 9 Employees                             | % | 11.11 | 88.89  |  |  |  |  |  |  |  |
| R01031 - GENERAL SERVICES TECHNICIAN    | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01032 - SENIOR GENERAL SERVICES TECHN  | # | 1     | 8      |  |  |  |  |  |  |  |
| 10 Employees                            | % | 10.00 | 80.00  |  |  |  |  |  |  |  |
| R01033 - RISK MANAGEMENT TECHNICIAN     | # | 1     | 3      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 33.33 | 100.00 |  |  |  |  |  |  |  |
| R01034 - SENIOR RISK MANAGEMENT TECHNIC | # | 0     | 11     |  |  |  |  |  |  |  |
| 12 Employees                            | % | 0.00  | 91.67  |  |  |  |  |  |  |  |
| R01040 - MOTOR CARRIER TECHNICIAN       | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01046 - SENIOR RIGHT OF WAY TECHNICIAN | # | 0     | 5      |  |  |  |  |  |  |  |
| 5 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01075 - INTERMEDIATE IS TECHNICIAN     | # | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01083 - SENIOR OUTDOOR ADVERTISING TEC | # | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01084 - SENIOR CUSTOMER SERVICE REP    | # | 3     | 13     |  |  |  |  |  |  |  |
| 14 Employees                            | % | 21.43 | 92.86  |  |  |  |  |  |  |  |
| R01088 - SENIOR INF SYSTEMS TECHNICIAN  | # | 0     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00  | 66.67  |  |  |  |  |  |  |  |

# Job Group Analysis

E

PARAPROFESSIONALS

EEO Code: E

| Job Code & Title                        |          | Min   | Fem    |  |  |  |  |  |  |  |
|---|----------|-------|--------|--|--|--|--|--|--|--|
| R01098 - CUSTOMER SERVICE REP           | #        | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01289 - SENIOR PRINTING TECHNICIAN     | #        | 0     | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R03018 - MCS SYSTEM & TRAINING ANALYST  | #        | 0     | 4      |  |  |  |  |  |  |  |
| 4 Employees                             | %        | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R03097 - AUTOMATION LIAISON ANALYST     | #        | 1     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | %        | 33.33 | 66.67  |  |  |  |  |  |  |  |
| R03119 - CONSTRUCTION CONTRACT ADMINIST | #        | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R03133 - DIST FINAL PLANS & REP PROC    | #        | 1     | 4      |  |  |  |  |  |  |  |
| 7 Employees                             | %        | 14.29 | 57.14  |  |  |  |  |  |  |  |
| R03149 - FINAL PLANS REVIEWER           | #        | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R03564 - BRIDGE INVENTORY ANALYST       | #        | 0     | 1      |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00  | 50.00  |  |  |  |  |  |  |  |
| 139 Employees                           | Totals # | 11    | 122    |  |  |  |  |  |  |  |
|   | %        | 7.91  | 87.77  |  |  |  |  |  |  |  |

# Job Group Analysis

F

OFFICE AND CLERICAL

EEO Code: F

| Job Code & Title                        |          | Min   | Fem    |  |  |  |  |  |  |  |
|---|----------|-------|--------|--|--|--|--|--|--|--|
| R01007 - MOTOR CARRIER AGENT            | #        | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01009 - SR MOTOR CARRIER SERVICES ASST | #        | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00  | 0.00   |  |  |  |  |  |  |  |
| R01015 - SR TRAFFIC SYSTEMS OPERATOR    | #        | 2     | 5      |  |  |  |  |  |  |  |
| 7 Employees                             | %        | 28.57 | 71.43  |  |  |  |  |  |  |  |
| R01024 - OFFICE ASSISTANT               | #        | 1     | 2      |  |  |  |  |  |  |  |
| 3 Employees                             | %        | 33.33 | 66.67  |  |  |  |  |  |  |  |
| R01025 - SENIOR OFFICE ASSISTANT        | #        | 6     | 23     |  |  |  |  |  |  |  |
| 24 Employees                            | %        | 25.00 | 95.83  |  |  |  |  |  |  |  |
| R01026 - EXECUTIVE ASSISTANT            | #        | 2     | 29     |  |  |  |  |  |  |  |
| 30 Employees                            | %        | 6.67  | 96.67  |  |  |  |  |  |  |  |
| 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 |  |  |  |  |  |  |  |
| R01213 - INT MOTOR CARRIER AGENT        | #        | 0     | 3      |  |  |  |  |  |  |  |
| 4 Employees                             | %        | 0.00  | 75.00  |  |  |  |  |  |  |  |
| R01272 - CONST PROJECT OFFICE ASSISTANT | #        | 2     | 27     |  |  |  |  |  |  |  |
| 27 Employees                            | %        | 7.41  | 100.00 |  |  |  |  |  |  |  |
| R01286 - LEGAL SECRETARY                | #        | 0     | 2      |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R01287 - SR MOTOR CARRIER AGENT         | #        | 0     | 15     |  |  |  |  |  |  |  |
| 18 Employees                            | %        | 0.00  | 83.33  |  |  |  |  |  |  |  |
| R03047 - LEGAL ASSISTANT                | #        | 0     | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00  | 100.00 |  |  |  |  |  |  |  |
| R03398 - FLD ACQUISITION COORDINATOR    | #        | 0     | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | %        | 0.00  | 0.00   |  |  |  |  |  |  |  |
| 123 Employees                           | Totals # | 13    | 112    |  |  |  |  |  |  |  |
|   | %        | 10.57 | 91.06  |  |  |  |  |  |  |  |

# Job Group Analysis

G

## SKILLED CRAFT WORKERS

EEO Code: G

| Job Code & Title                        |   | Min    | Fem    |  |  |  |  |  |  |  |
|---|---|--------|--------|--|--|--|--|--|--|--|
| R01042 - SUPPLY OFFICE ASSISTANT        | # | 1      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 100.00 | 0.00   |  |  |  |  |  |  |  |
| R01055 - SENIOR BRIDGE MT WORKER        | # | 0      | 0      |  |  |  |  |  |  |  |
| 2 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R01056 - INTERMEDIATE BRIDGE MT WORKER  | # | 0      | 1      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 100.00 |  |  |  |  |  |  |  |
| R01058 - BRIDGE MT CREW LEADER          | # | 0      | 0      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R01061 - MAINTENANCE CREW LEADER        | # | 33     | 23     |  |  |  |  |  |  |  |
| 434 Employees                           | % | 7.60   | 5.30   |  |  |  |  |  |  |  |
| R01073 - SENIOR SUPPLY AGENT            | # | 1      | 1      |  |  |  |  |  |  |  |
| 8 Employees                             | % | 12.50  | 12.50  |  |  |  |  |  |  |  |
| R01089 - ASSISTANT EQUIPMENT TECHNICIAN | # | 0      | 1      |  |  |  |  |  |  |  |
| 6 Employees                             | % | 0.00   | 16.67  |  |  |  |  |  |  |  |
| R01317 - SENIOR CORE DRILL ASSISTANT    | # | 1      | 0      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 25.00  | 0.00   |  |  |  |  |  |  |  |
| R01319 - CORE DRILL OPERATOR            | # | 0      | 0      |  |  |  |  |  |  |  |
| 3 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R01847 - MAINTENANCE CREW LEADER-TPT    | # | 0      | 0      |  |  |  |  |  |  |  |
| 1 Employee                              | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R02006 - FACILITY OPERATIONS SPECIALIST | # | 0      | 0      |  |  |  |  |  |  |  |
| 4 Employees                             | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R02007 - SENIOR FACILITY OPERATIONS SPE | # | 0      | 0      |  |  |  |  |  |  |  |
| 14 Employees                            | % | 0.00   | 0.00   |  |  |  |  |  |  |  |
| R02008 - SENIOR ELECTRICIAN             | # | 9      | 0      |  |  |  |  |  |  |  |
| 54 Employees                            | % | 16.67  | 0.00   |  |  |  |  |  |  |  |
| R02017 - EQUIPMENT TECHNICIAN           | # | 1      | 0      |  |  |  |  |  |  |  |
| 7 Employees                             | % | 14.29  | 0.00   |  |  |  |  |  |  |  |
| R02018 - INTERMEDIATE EQUIPMENT TECH    | # | 1      | 1      |  |  |  |  |  |  |  |
| 28 Employees                            | % | 3.57   | 3.57   |  |  |  |  |  |  |  |
| R02019 - SENIOR EQUIPMENT TECHNICIAN    | # | 5      | 0      |  |  |  |  |  |  |  |
| 115 Employees                           | % | 4.35   | 0.00   |  |  |  |  |  |  |  |

# Job Group Analysis

**G**

**SKILLED CRAFT WORKERS**

EEO Code: G

| Job Code & Title                        |          | Min   | Fem   |  |  |  |  |  |  |  |
|---|----------|-------|-------|--|--|--|--|--|--|--|
| R02021 - SENIOR FIELD ACQUISITION TECHN | #        | 0     | 0     |  |  |  |  |  |  |  |
| 4 Employees                             | %        | 0.00  | 0.00  |  |  |  |  |  |  |  |
| R02267 - INTER FLD ACQUISITION TECH     | #        | 0     | 0     |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00  | 0.00  |  |  |  |  |  |  |  |
| R02350 - ELECTRICIAN                    | #        | 3     | 0     |  |  |  |  |  |  |  |
| 15 Employees                            | %        | 20.00 | 0.00  |  |  |  |  |  |  |  |
| R02381 - ELECTRICIAN ASSISTANT          | #        | 7     | 3     |  |  |  |  |  |  |  |
| 18 Employees                            | %        | 38.89 | 16.67 |  |  |  |  |  |  |  |
| R03514 - EQUIP TECH SUPPORT SPECIALIST  | #        | 0     | 0     |  |  |  |  |  |  |  |
| 2 Employees                             | %        | 0.00  | 0.00  |  |  |  |  |  |  |  |
| 726 Employees                           | Totals # | 62    | 30    |  |  |  |  |  |  |  |
|   | %        | 8.54  | 4.13  |  |  |  |  |  |  |  |

# Job Group Analysis

H

## SERVICE MAINTENANCE

EEO Code: H

| Job Code & Title                        |        | Min   | Fem    |      |  |  |  |  |  |  |
|---|--------|-------|--------|------|--|--|--|--|--|--|
| R01057 - BRIDGE MAINTENANCE WORKER      | #      | 0     | 0      |      |  |  |  |  |  |  |
| 1 Employee                              | %      | 0.00  | 0.00   |      |  |  |  |  |  |  |
| R01301 - INTERMEDIATE MAINTENANCE WRKR  | #      | 27    | 19     |      |  |  |  |  |  |  |
| 221 Employees                           | %      | 12.22 | 8.60   |      |  |  |  |  |  |  |
| R01306 - FACILITY OPERATIONS CREW WORKE | #      | 1     | 0      |      |  |  |  |  |  |  |
| 2 Employees                             | %      | 50.00 | 0.00   |      |  |  |  |  |  |  |
| R01318 - CORE DRILL ASSISTANT           | #      | 0     | 0      |      |  |  |  |  |  |  |
| 2 Employees                             | %      | 0.00  | 0.00   |      |  |  |  |  |  |  |
| R01333 - MAINTENANCE WORKER             | #      | 87    | 33     |      |  |  |  |  |  |  |
| 560 Employees                           | %      | 15.54 | 5.89   |      |  |  |  |  |  |  |
| R01335 - SENIOR MAINTENANCE WORKER      | #      | 100   | 72     |      |  |  |  |  |  |  |
| 1200 Employees                          | %      | 8.33  | 6.00   |      |  |  |  |  |  |  |
| R01376 - SENIOR BUILDING CUSTODIAN      | #      | 0     | 2      |      |  |  |  |  |  |  |
| 2 Employees                             | %      | 0.00  | 100.00 |      |  |  |  |  |  |  |
| R01391 - SR FACILITY OPERATIONS CREW WO | #      | 2     | 0      |      |  |  |  |  |  |  |
| 6 Employees                             | %      | 33.33 | 0.00   |      |  |  |  |  |  |  |
| R01392 - MOTORIST ASSISTANCE OPERATOR   | #      | 13    | 2      |      |  |  |  |  |  |  |
| 43 Employees                            | %      | 30.23 | 4.65   |      |  |  |  |  |  |  |
| 2037 Employees                          |        |       |        |      |  |  |  |  |  |  |
|   | Totals | #     | 230    | 128  |  |  |  |  |  |  |
|   |        | %     | 11.29  | 6.28 |  |  |  |  |  |  |

## **Placement of Incumbents in Job Groups (41 CFR 60-2.13)**

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

Job Group Analysis Summary

| Job Group & Name                 | EEO Code |   | Min   | Fem   | Asi  | Blk  | His  | Ind  | Pac  | Two  | Wht   | Mal   |
|----------------------------------|----------|---|-------|-------|------|------|------|------|------|------|-------|-------|
| A - OFFICIALS AND ADMINISTRATORS |          | # | 52    | 150   | 3    | 28   | 8    | 10   | 0    | 3    | 726   | 628   |
| 778 Employees                    | A        | % | 6.68  | 19.28 | 0.39 | 3.60 | 1.03 | 1.29 | 0.00 | 0.39 | 93.32 | 80.72 |
| B - PROFESSIONALS                |          | # | 95    | 329   | 17   | 48   | 10   | 10   | 0    | 10   | 870   | 636   |
| 965 Employees                    | B        | % | 9.84  | 34.09 | 1.76 | 4.97 | 1.04 | 1.04 | 0.00 | 1.04 | 90.16 | 65.91 |
| C - TECHNICIANS                  |          | # | 21    | 66    | 0    | 14   | 3    | 4    | 0    | 0    | 234   | 189   |
| 255 Employees                    | C        | % | 8.24  | 25.88 | 0.00 | 5.49 | 1.18 | 1.57 | 0.00 | 0.00 | 91.76 | 74.12 |
| E - PARAPROFESSIONALS            |          | # | 11    | 122   | 0    | 9    | 0    | 2    | 0    | 0    | 128   | 17    |
| 139 Employees                    | E        | % | 7.91  | 87.77 | 0.00 | 6.47 | 0.00 | 1.44 | 0.00 | 0.00 | 92.09 | 12.23 |
| F - OFFICE AND CLERICAL          |          | # | 13    | 112   | 0    | 12   | 0    | 1    | 0    | 0    | 110   | 11    |
| 123 Employees                    | F        | % | 10.57 | 91.06 | 0.00 | 9.76 | 0.00 | 0.81 | 0.00 | 0.00 | 89.43 | 8.94  |
| G - SKILLED CRAFT WORKERS        |          | # | 62    | 30    | 2    | 44   | 5    | 7    | 0    | 4    | 664   | 696   |
| 726 Employees                    | G        | % | 8.54  | 4.13  | 0.28 | 6.06 | 0.69 | 0.96 | 0.00 | 0.55 | 91.46 | 95.87 |
| H - SERVICE MAINTENANCE          |          | # | 230   | 128   | 5    | 153  | 29   | 38   | 0    | 5    | 1807  | 1909  |
| 2037 Employees                   | H        | % | 11.29 | 6.28  | 0.25 | 7.51 | 1.42 | 1.87 | 0.00 | 0.25 | 88.71 | 93.72 |
| 5023 Employees                   | Totals   | # | 484   | 937   | 27   | 308  | 55   | 72   | 0    | 22   | 4539  | 4086  |
|                                  |          | % | 9.64  | 18.65 | 0.54 | 6.13 | 1.09 | 1.43 | 0.00 | 0.44 | 90.36 | 81.35 |

## **Determining Availabilities (41 CFR 60-2.14)**

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

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 geographical area from which the department usually seeks or reasonably could seek workers to fill positions in question.
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 that the department can reasonably provide, become promotable or transferrable during the AAP year.

The Incumbency vs. Availability (Utilization) Analysis is used to determine the availability of women and minorities with requisite skills in all of the recruitment sources. Internal availabilities are derived by reviewing 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 in 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

The 80% Rule *with this rule you can also use the Whole Person Rule (definition below)*

The Two-Standard Deviation Rule

The Three Standard Deviation Rule

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 0.95 people and the ratio of the percentage of minorities or women to the final availability percentage is less than 80%.

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

| EEO Code | EEO Title                    | External Factor | Internal Factor(s) | External Value Weight | Internal Value Weight |
|----------|------------------------------|-----------------|--------------------|-----------------------|-----------------------|
| A        | Officials and Administrators | Missouri        | B, C, G            | 7                     | 93                    |
| B        | Professionals                | Missouri        | C, E, F            | 39                    | 61                    |
| C        | Technicians                  | Missouri        | F, G, H            | 35                    | 65                    |
| E        | Paraprofessionals            | Missouri        | F                  | 41                    | 59                    |
| F        | Office And Clerical          | Missouri        | H                  | 56                    | 44                    |
| G        | Skilled Craft Workers        | Missouri        | H                  | 39                    | 61                    |
| H        | Service Maintenance          | Missouri        |                    | 100                   | 0                     |

MoDOT does not have any employees in EEO Code ‘D’ Protective Service

### **Comparing Incumbency to Availability (41 CFR 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. 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<br>778 | Employment %      | 6.68                         | 19.28 |
|                  | Availability %    | 9.81                         | 34.03 |
|                  | Statistical Value | 2.932                        | 8.683 |
|                  |                   |                              |       |
| B                |                   | PROFESSIONALS                |       |
| Total Emp<br>965 | Employment %      | 9.84                         | 34.09 |
|                  | Availability %    | 9.88                         | 43.22 |
|                  | Statistical Value | 0.037                        | 5.723 |
|                  |                   |                              |       |
| C                |                   | TECHNICIANS                  |       |
| Total Emp<br>255 | Employment %      | 8.24                         | 25.88 |
|                  | Availability %    | 10.83                        | 28.08 |
|                  | Statistical Value | 1.333                        | 0.781 |
|                  |                   |                              |       |
| E                |                   | PARAPROFESSIONALS            |       |
| Total Emp<br>139 | Employment %      | 7.91                         | 87.77 |
|                  | Availability %    | 11.67                        | 76.52 |
|                  | Statistical Value | 1.379                        |       |
|                  |                   |                              |       |
| F                |                   | OFFICE AND CLERICAL          |       |
| Total Emp<br>123 | Employment %      | 10.57                        | 91.06 |
|                  | Availability %    | 14.53                        | 55.04 |
|                  | Statistical Value | 1.247                        |       |
|                  |                   |                              |       |
| G                |                   | SKILLED CRAFT WORKERS        |       |
| Total Emp<br>726 | Employment %      | 8.54                         | 4.13  |
|                  | Availability %    | 14.63                        | 10.13 |
|                  | Statistical Value | 4.643                        | 5.356 |
|                  |                   |                              |       |

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<br>2037 |                   | Min                 | Fem  |
|                   | Employment %      | 11.29               | 6.28 |
|                   | Availability %    | 12.71               | 5.01 |
|                   | Statistical Value | 1.923               |      |

Total Employment: 5023

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 CFR 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 2016 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 | 9.81  | 34.03 |  |  |  |  |  |  |  |  |
| B - PROFESSIONALS                |       | 43.22 |  |  |  |  |  |  |  |  |
| C - TECHNICIANS                  | 10.83 |       |  |  |  |  |  |  |  |  |
| E - PARAPROFESSIONALS            | 11.67 |       |  |  |  |  |  |  |  |  |
| F - OFFICE AND CLERICAL          | 14.53 |       |  |  |  |  |  |  |  |  |
| G - SKILLED CRAFT WORKERS        | 14.63 | 10.13 |  |  |  |  |  |  |  |  |

*Missouri Department of Transportation*

**INTERNAL AND EXTERNAL AFFIRMATIVE ACTION PROGRAM  
FOR MINORITIES AND FEMALES**

**Section 3 – INTERNAL SUPPORT DATA**

**Accomplishment of Prior Year Placement Goals (41 CFR 60-1.40(c)) 41 CFR 60-1.12(b), - 2.1(c) and -2.16**

At the beginning of last Plan year (July, 1, 2014), placement rate goals were set for those job groups where the utilization analysis determined it was necessary. The following is an accounting of the results as of June 30, 2015:

Goal Attainment Report

Only job groups that were assigned a placement goal are listed.

| Job Group                  | Minorities %       |                |                    | Females %          |                |                    |
|----------------------------|--------------------|----------------|--------------------|--------------------|----------------|--------------------|
|                            | Employment 6-30-14 | Placement Goal | Employment 6-30-15 | Employment 6-30-14 | Placement Goal | Employment 6-30-15 |
| Officials & Administrators | 6.37               | 8.52           | 6.68               |                    |                |                    |
| Professionals              |                    |                |                    | 33.20              | 53.62          | 34.09              |
| Office Clerical            | 8.22               | 12.86          | 7.91               |                    |                |                    |
| Paraprofessionals          | 9.09               | 12.44          | 10.57              |                    |                |                    |
| Skilled Crafts             | 8.21               | 11.58          | 8.54               | 3.78               | 5.78           | 4.13               |

## **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, 2014 to Jun 30, 2015

Run Date: 09/02/15

| EEO Job Category Cd            | Total Male Separations | Male A   | Male B    | Male H   | Male I    | Male P   | Male W     | Male 2   | Male Unknown | Total Female Separations | Female A | Female B  | Female H | Female I | Female P | Female W  | Female 2 | Female Unknown | Gender Unknown | Total Separations |
|--------------------------------|------------------------|----------|-----------|----------|-----------|----------|------------|----------|--------------|--------------------------|----------|-----------|----------|----------|----------|-----------|----------|----------------|----------------|-------------------|
| OFFICIALS AND ADMINISTRATORS   | 60                     | 0        | 2         | 0        | 3         | 0        | 55         | 0        | 0            | 14                       | 0        | 1         | 0        | 0        | 0        | 13        | 0        | 0              | 0              | 74                |
| PROFESSIONALS                  | 74                     | 0        | 4         | 0        | 1         | 0        | 69         | 0        | 0            | 33                       | 1        | 5         | 1        | 0        | 0        | 26        | 0        | 0              | 0              | 107               |
| TECHNICIANS                    | 28                     | 0        | 2         | 0        | 0         | 0        | 26         | 0        | 0            | 3                        | 0        | 0         | 0        | 0        | 0        | 3         | 0        | 0              | 0              | 31                |
| PARAPROFESSIONALS              | 2                      | 0        | 0         | 0        | 0         | 0        | 2          | 0        | 0            | 14                       | 0        | 1         | 0        | 0        | 0        | 13        | 0        | 0              | 0              | 16                |
| OFFICE AND CLERICAL            | 1                      | 0        | 0         | 0        | 0         | 0        | 1          | 0        | 0            | 16                       | 0        | 2         | 0        | 0        | 0        | 14        | 0        | 0              | 0              | 17                |
| SKILLED CRAFT WORKERS          | 87                     | 0        | 12        | 2        | 0         | 0        | 73         | 0        | 0            | 3                        | 0        | 0         | 0        | 0        | 0        | 3         | 0        | 0              | 0              | 90                |
| SERVICE MAINTENANCE            | 324                    | 0        | 40        | 6        | 9         | 0        | 269        | 0        | 0            | 26                       | 0        | 4         | 0        | 0        | 0        | 22        | 0        | 0              | 0              | 350               |
| <b>MoDOT Total Separations</b> | <b>576</b>             | <b>0</b> | <b>60</b> | <b>8</b> | <b>13</b> | <b>0</b> | <b>495</b> | <b>0</b> | <b>0</b>     | <b>109</b>               | <b>1</b> | <b>13</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>94</b> | <b>0</b> | <b>0</b>       | <b>0</b>       | <b>685</b>        |

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, 2014 to Jun 30, 2015

Run Date: 09/02/15

| 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  | 114                   | 0        | 4         | 1        | 2         | 0        | 107        | 0        | 0            | 16                      | 0        | 1        | 0        | 0        | 0        | 15        | 0        | 0              | 0              | 130              |
| PROFESSIONALS                 | 73                    | 1        | 0         | 1        | 1         | 0        | 70         | 0        | 0            | 37                      | 0        | 4        | 0        | 2        | 0        | 30        | 0        | 1              | 0              | 110              |
| TECHNICIANS                   | 16                    | 0        | 1         | 0        | 0         | 0        | 15         | 0        | 0            | 7                       | 0        | 0        | 1        | 1        | 0        | 5         | 0        | 0              | 0              | 23               |
| PARAPROFESSIONALS             | 1                     | 0        | 0         | 0        | 0         | 0        | 1          | 0        | 0            | 10                      | 0        | 0        | 0        | 0        | 0        | 10        | 0        | 0              | 0              | 11               |
| OFFICE AND CLERICAL           | 2                     | 0        | 0         | 0        | 0         | 0        | 2          | 0        | 0            | 5                       | 0        | 0        | 0        | 0        | 0        | 5         | 0        | 0              | 0              | 7                |
| SKILLED CRAFT WORKERS         | 97                    | 0        | 8         | 3        | 2         | 0        | 84         | 0        | 0            | 4                       | 0        | 0        | 0        | 0        | 0        | 4         | 0        | 0              | 0              | 101              |
| SERVICE MAINTENANCE           | 236                   | 0        | 20        | 2        | 6         | 0        | 208        | 0        | 0            | 14                      | 0        | 2        | 0        | 0        | 0        | 12        | 0        | 0              | 0              | 250              |
| <b>MoDOT Total Promotions</b> | <b>539</b>            | <b>1</b> | <b>33</b> | <b>7</b> | <b>11</b> | <b>0</b> | <b>487</b> | <b>0</b> | <b>0</b>     | <b>93</b>               | <b>0</b> | <b>7</b> | <b>1</b> | <b>3</b> | <b>0</b> | <b>81</b> | <b>0</b> | <b>1</b>       | <b>0</b>       | <b>632</b>       |

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 01, 2014 to June 30, 2015, MoDOT posted the majority of all open positions on the department's internet site. The Human Resources Division accepted applications for open positions, and all persons interested in obtaining employment with MoDOT were advised to apply according to our current policy. 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.

| Job Group                  | Qualified Applicants |              |              |            | Interviewed  |            |            |            | Hired      |           |            | Filled Internally | Filled Externally |
|----------------------------|----------------------|--------------|--------------|------------|--------------|------------|------------|------------|------------|-----------|------------|-------------------|-------------------|
|                            | Total                | Min          | Fem          | Unk        | Total        | Min        | Fem        | Unk        | Total      | Min       | Fem        |                   |                   |
| Officials & Administrators | 33                   | 1            | 6            | 2          | 15           | 0          | 3          | 1          | 1          | 0         | 0          | 1                 | 0                 |
| Managers*                  | 117                  | 7            | 46           | 8          | 76           | 5          | 30         | 2          | 10         | 1         | 6          | 10                | 0                 |
| Other Managers*            | 900                  | 99           | 122          | 26         | 595          | 60         | 61         | 10         | 114        | 9         | 8          | 109               | 5                 |
| Professionals*             | 1,012                | 140          | 522          | 89         | 237          | 28         | 121        | 26         | 33         | 4         | 17         | 4                 | 29                |
| Civil Engineers*           | 382                  | 75           | 51           | 35         | 218          | 38         | 32         | 15         | 52         | 7         | 11         | 33                | 19                |
| Professional Technical*    | 252                  | 24           | 80           | 37         | 80           | 5          | 32         | 11         | 17         | 2         | 8          | 6                 | 11                |
| Technician                 | 726                  | 104          | 116          | 67         | 217          | 26         | 32         | 16         | 39         | 4         | 5          | 13                | 26                |
| Paraprofessional           | 543                  | 49           | 408          | 46         | 133          | 10         | 103        | 9          | 20         | 2         | 17         | 7                 | 13                |
| Office Clerical            | 1,952                | 286          | 1,490        | 172        | 211          | 20         | 167        | 14         | 35         | 4         | 22         | 5                 | 30                |
| Skilled Crafts             | 1,056                | 108          | 104          | 49         | 644          | 56         | 31         | 17         | 108        | 15        | 3          | 79                | 29                |
| Maintenance                | 5,403                | 463          | 276          | 345        | 1,999        | 161        | 112        | 115        | 397        | 28        | 24         | 133               | 264               |
| <b>TOTAL</b>               | <b>12,376</b>        | <b>1,356</b> | <b>3,221</b> | <b>876</b> | <b>4,425</b> | <b>409</b> | <b>724</b> | <b>236</b> | <b>826</b> | <b>76</b> | <b>121</b> | <b>400</b>        | <b>426</b>        |

\* EEO Code is different from Job Group Code

Job Groups Managers and Other Managers' EEO Code is Officials and Administrators

Job Groups Professionals, Civil Engineers, and Professional Technical's EEO Code is Professionals

**Disciplinary Action  
July 1, 2014 through June 30, 2015**

Total number of employees who received disciplinary action by race.

|                           | <b>Asian</b> | <b>Black</b> | <b>Hispanic</b> | <b>American<br/>Indian</b> | <b>White</b> | <b>Unknown</b> |
|---------------------------|--------------|--------------|-----------------|----------------------------|--------------|----------------|
| Verbal<br>Warning         | 2            | 25           | 1               | 3                          | 208          | 2              |
| Written<br>Warning        | 0            | 15           | 1               | 1                          | 76           | 0              |
| Probation                 | 0            | 5            | 0               | 0                          | 21           | 0              |
| Suspension                | 0            | 3            | 0               | 0                          | 8            | 0              |
| Probation &<br>Suspension | 0            | 1            | 0               | 0                          | 13           | 0              |
| Demotion                  | 0            | 0            | 0               | 0                          | 0            | 0              |
| Termination               | 0            | 17           | 0               | 0                          | 43           | 0              |
| <b>Total</b>              | <b>2</b>     | <b>66</b>    | <b>2</b>        | <b>4</b>                   | <b>369</b>   | <b>2</b>       |

**445 total disciplinary actions over the selected fiscal year.**

## **FY 2015 Diversity Training Conducted**

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

## **FY 2015 Diversity Training Conducted**

The training listed was attended by one or more department employees. Instructors for the classes were a combination of MoDOT trainers, computer based, and external consultants.

- Regional Diversity & Inclusion Conference *Kansas City*
- Regional Diversity & Inclusion Conference *Southwest*
- Regional Diversity & Inclusion Conference *Northwest*
- Regional Diversity & Inclusion Conference *Central Office/Central District*
- Regional Diversity & Inclusion Conference *Northeast*
- Regional Diversity & Inclusion Conference *Southeast*
- Regional Diversity & Inclusion Conference *St. Louis*
- Principles of Diversity and Inclusion *Northwest*
- Principles of Diversity and Inclusion *Southwest*
- Deaf Culture and American Sign Language
- American Sign Language
- Generations in the Workplace
- Diversity and Winning Teams
- People are People: We all have abilities
- Feminism: Friend or Foe
- Dimensions of Diversity
- How to Manage Diversity on a Personal Level
- Diversity and Inclusion Communication

# Analysis of Hires and Offers v. Applicants

Statewide  
06/30/2015

*Report*

Standard Deviation Test (Peopleclick Authoria Corrected) by Job Group

*Sort and Summarize by*

Job Group

*Test for Adverse Impact*

Standard Deviation (Peopleclick Authoria Corrected)

The Standard Deviation Test, 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 is 'Peopleclick Authoria Corrected' in that it includes a correction factor that the OFCCP omits in its calculations. In cases where the selection pool is less than 30, and the expected number of selections is less than 5, AAPlanner 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

Statewide  
06/30/2015

|                   |                                  | Significant Disparity? |        |              |          |
|-------------------|----------------------------------|------------------------|--------|--------------|----------|
|                   |                                  | Male                   | Female | Non-Minority | Minority |
| <i>Job Group:</i> | 101 Officials and Administrators |                        |        |              |          |
| <i>Job Group:</i> | 102 Managers                     |                        |        |              |          |
| <i>Job Group:</i> | 104 Other Managers               |                        | Yes    |              |          |
| <i>Job Group:</i> | 204 Professionals                |                        |        |              |          |
| <i>Job Group:</i> | 207 Civil Engineers              |                        |        |              |          |
| <i>Job Group:</i> | 217 Professional Technical       |                        |        |              |          |
| <i>Job Group:</i> | 303 Technician                   |                        |        |              |          |
| <i>Job Group:</i> | 505 Paraprofessional             |                        |        |              |          |
| <i>Job Group:</i> | 604 Office Clerical              |                        |        |              |          |
| <i>Job Group:</i> | 701 Skilled Craft                |                        | Yes    |              |          |
| <i>Job Group:</i> | 804 Service Maintenance          |                        |        |              |          |
|                   |                                  |                        |        |              |          |

*Note: Yes indicates Number of Standard Deviations <= -2.00*

*Yes\* indicates Probability <= 0.0500*

*<sup>1</sup> indicates one-tail probabilities that have not been doubled*

## *Grievances and Complaints*

### **7/1/2014 - 6/30/2015**

| <i>Grievance/<br/>Complaint<br/>Filed With</i> | <i>Sex</i> | <i>Race</i>      | <i>Complaint</i>            | <i>Basis</i>                 | <i>Status</i>                    |
|--|------------|------------------|-----------------------------|------------------------------|----------------------------------|
| EEOC   | Female     |                  | Sexual Harassment           | Gender                       | Closed                           |
| AI   | Female     | African-American | Retaliation                 | Retaliation                  | Closed                           |
| MCHR/EEOC                                      | Female     | Caucasian        | Hiring                      | Disability                   | Report submitted to<br>MCHR/EEOC |
| AI   | Female     | Caucasian        | Treatment                   | Gender                       | Closed                           |
| AI   | Female     | Caucasian        | Treatment<br>Disciplinary   | Treatment<br>Gender          | Report Pending                   |
| AI   | Male       | Caucasian        | Disciplinary                | Grievance                    | Closed                           |
| AI   | Male       | Caucasian        | Promotion                   |                              | Investigation Underway           |
| AI   | Male       | Caucasian        | Retaliation<br>Disciplinary | Retaliation                  | Completed/Under Review           |
| MCHR/EEOC                                      | Female     | Caucasian        | Retaliation                 | Retaliation<br>Gender<br>Age | Closed                           |
|  | Male       | African-American | Hiring                      | Retaliation                  | Closed                           |
| EEOC   | Male       |                  | Hiring                      | Race                         | Closed                           |
| MCHR/EEOC                                      | Male       | African-American | Termination                 | Disability                   | Report submitted to<br>MCHR/EEOC |
| AI   | Male       | Caucasian        | Disciplinary                | Grievance                    | Closed                           |
| AI   | Female     | Caucasian        | Treatment<br>Retaliation    | Gender<br>Retaliation        | Investigation Underway           |
| EEOC   | Female     |                  | Termination<br>Retaliation  | Sexual Harassment<br>Gender  | Closed                           |
| AI   | Female     | Caucasian        | Treatment<br>Retaliation    | Retaliation                  | Completed/Under Review           |
| AI   | Male       |                  | Disciplinary                | Grievance                    | Closed                           |

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

**Census Code Assignments**

**Census Occupation Code 0010 - Chief executives and legislators**

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R09010   | INTERIM DIRECTOR OF TRANSPORTA | A        | A         |

**Census Occupation Code 0020 - General and operations managers**

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04880   | ADMINISTRATOR OF AVIATION      | A        | A         |
| R04116   | ADMINISTRATOR OF FREIGHT DEVEL | A        | A         |
| R04881   | ADMINISTRATOR OF RAILROADS     | A        | A         |
| R04882   | ADMINISTRATOR OF TRANSIT       | A        | A         |
| R04093   | ASST MOTOR CARRIER SERV DIRECT | A        | A         |
| R04434   | ASST TO THE DIST ENGINEER      | A        | A         |
| R09980   | EQUAL OP & DIVERSITY DIRECTOR  | A        | A         |
| R09977   | EXTERNAL CIVIL RIGHTS DIRECTOR | A        | A         |
| R09924   | HIGHWAY SAFETY DIRECTOR        | A        | A         |
| R04047   | HWY SAFETY PROG ADMINISTRATOR  | A        | A         |
| R05944   | LONG RANGE TRANS PLANNING CO   | A        | A         |
| R04035   | MC INVESTIGATIONS ADMINISTRATR | A        | A         |
| R09905   | MOTOR CARRIER SERVICES DIRECTR | A        | A         |
| R09951   | MULTIMODAL OPRATNS DIRECTOR    | A        | A         |
| R04431   | OUTDOOR ADVERTISING MANAGER    | A        | A         |
| R04033   | RAILROAD OPERATIONS MANAGER    | A        | A         |
| R09947   | TRANSPORTATION PLANNING DIR    | A        | A         |
| R04036   | TRANSPORTATION PROGRAM MANAGER | A        | A         |
| R01103   | URBAN TRAFFIC SUPERVISOR       | A        | A         |

**Census Occupation Code 0060 - Public relations and fundraising managers**

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

**Census Occupation Code 0100 - Administrative services managers**

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04440   | CENTRAL OFFICE GENERAL SERV MG | A        | A         |
| R09915   | GENERAL SERVICES DIRECTOR      | A        | A         |
| R04089   | GENERAL SERVICES MANAGER       | A        | A         |
| R04636   | SUPPORT SERVICES MANAGER       | A        | A         |

## Census Code Assignments

### Census Occupation Code 0110 - Computer and information systems managers

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

### Census Occupation Code 0120 - Financial managers

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04426   | AUDIT MANAGER                  | A        | A         |
| R04050   | FINANCIAL SERVICES ADMINISTRAT | A        | A         |
| R09981   | FINANCIAL SERVICES DIRECTOR    | A        | A         |
| R04724   | FINANCIAL SERVICES MANAGER     | A        | A         |

### Census Occupation Code 0135 - Compensation and benefits managers

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04634   | COMPENSATION MANAGER           | A        | A         |
| R04115   | EMPLOYEE BENEFITS MANAGER      | A        | A         |
| R09973   | RISK AND BENEFITS MGT DIRECTOR | A        | A         |

### Census Occupation Code 0136 - Human resources managers

| Job Code | Job Title                    | EEO Code | Job Group |
|----------|------------------------------|----------|-----------|
| R04720   | ASST HUMAN RESOURCE DIRECTOR | A        | A         |
| R04633   | EMPLOYMENT MANAGER           | A        | A         |
| R09916   | HUMAN RESOURCES DIRECTOR     | A        | A         |
| R04897   | HUMAN RESOURCES MANAGER      | A        | A         |

### Census Occupation Code 0137 - Training and development managers

| Job Code | Job Title                    | EEO Code | Job Group |
|----------|------------------------------|----------|-----------|
| R04442   | EMPLOYEE DEVELOPMENT MANAGER | A        | A         |

### Census Occupation Code 0220 - Construction managers

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

### Census Occupation Code 0300 - Architectural and engineering managers

| Job Code | Job Title                    | EEO Code | Job Group |
|----------|------------------------------|----------|-----------|
| R05449   | AREA ENGINEER                | A        | A         |
| R09922   | ASSISTANT CHIEF ENGINEER     | A        | A         |
| R05751   | ASSISTANT DISTRICT ENGINEER  | A        | A         |
| R05717   | ASSISTANT STATE DESIGN ENGIN | A        | A         |

## Census Code Assignments

|        |                                |   |   |
|--------|--------------------------------|---|---|
| R05082 | ASSISTANT TO THE RESIDENT ENGI | A | A |
| R05077 | ASST DIST MAINT & TRAFF ENGINE | A | A |
| R05076 | ASST DIST MAINTENANCE ENGINEER | A | A |
| R05852 | ASST STATE BRIDGE ENGINEER     | A | A |
| R05711 | ASST STATE CO AND MA ENGINEER  | A | A |
| R05078 | AST DISTRICT CONSTR & MATER EN | A | A |
| R05757 | BID & CONTRACT SERVICE ENGR    | A | A |
| R05858 | BRIDGE INSPECTION ENGINEER     | A | A |
| R05412 | BRIDGE RATING & INVENT ENGR    | A | A |
| R05610 | CADD SERVICES ENGINEER         | A | A |
| R09900 | CHIEF ENGINEER                 | A | A |
| R05083 | COMPUTER AIDED DRFT SUPPRT ENG | A | A |
| R05029 | CONST & MATERIALS LIAISON ENGR | A | A |
| R05453 | DISTRICT BRIDGE ENGINEER       | A | A |
| R05080 | DISTRICT CONST & MATERIALS ENG | A | A |
| R05452 | DISTRICT DESIGN ENGINEER       | A | A |
| R09911 | DISTRICT ENGINEER              | A | A |
| R05081 | DISTRICT MAINT & TRAFFIC ENGIN | A | A |
| R05072 | DISTRICT MAINTENANCE ENGINEER  | A | A |
| R05450 | DISTRICT TRAFFIC ENGINEER      | A | A |
| R06608 | ENVIRONMENTAL & HIST PRESV MGR | A | A |
| R05865 | FABRICATION OPERATIONS ENGR    | A | A |
| R05823 | GEOTECHNICAL DIRECTOR          | A | A |
| R06689 | HISTORIC PRESERVATION MANAGER  | A | A |
| R05046 | LOCAL PROGRAMS ADMINISTRATOR   | A | A |
| R05765 | MAINTENANCE LIAISON ENGINEER   | A | A |
| R05797 | PHYSICAL LABORATORY DIRECTOR   | A | A |
| R05652 | PLANNING & PROGRAMMING ENGR    | A | A |
| R05614 | RAILROAD PROJECTS MANAGER      | A | A |
| R05809 | RESIDENT ENGINEER              | A | A |
| R05009 | SPRVING BRIDGE INSPECTION EN   | A | A |
| R09908 | STATE BRIDGE ENGINEER          | A | A |
| R09912 | STATE CO & MA ENGINEER         | A | A |
| R09909 | STATE DESIGN ENGINEER          | A | A |
| R09914 | STATE MAINTENANCE ENGINEER     | A | A |
| R09984 | STATE TRAFFIC&HWY SAFTY ENGR   | A | A |
| R05032 | STRCTURAL PRELIM & REVIEW ENGR | A | A |
| R05831 | STRUCT DEV & SUPPORT ENGR      | A | A |
| R05476 | STRUCTURAL PROJECT MANAGER     | A | A |
| R05471 | STRUCTURAL RESOURCE MANAGER    | A | A |
| R05875 | STRUCTURAL SERVICES ENGINEER   | A | A |
| R05018 | TRAFFIC LIAISON ENGINEER       | A | A |
| R05667 | TRAFFIC OPERATIONS ENGINEER    | A | A |
| R05800 | TRANSPORT SYSTEM ANALYSIS ENGR | A | A |

## Census Code Assignments

### Census Occupation Code 0360 - Natural sciences managers

| Job Code | Job Title                    | EEO Code | Job Group |
|----------|------------------------------|----------|-----------|
| R04727   | CHEMICAL LABORATORY DIRECTOR | A        | A         |

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

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04728   | ASST RIGHT OF WAY MNGR-CERTIFI | A        | A         |
| R09907   | RIGHT OF WAY DIRECTOR          | A        | A         |
| R04861   | RIGHT OF WAY LIAISON           | B        | B         |
| R04752   | RIGHT OF WAY MANAGER           | A        | A         |

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

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R09920   | AUDITS & INVESTIGATIONS DIR    | A        | A         |
| R05642   | AVIATION PROGRAMS MANAGER      | A        | A         |
| R04644   | CLAIMS ADMINISTRATION MGR      | A        | A         |
| R04122   | COMMRCIAL MTR VEHICLE PROG MGR | A        | A         |
| R04051   | DISTRICT SFTY & HLTH MGR       | A        | A         |
| R04665   | ENVIRONMENTAL COMPLNC MANAGER  | A        | A         |
| R04016   | INVESTIGATION MANAGER          | A        | A         |
| R03238   | MOTOR CARRIER COMPLIANCE SUPV  | A        | A         |
| R05024   | TRAFFIC CENTER MANAGER         | A        | A         |
| R04042   | TRANS ENFORCEMENT INVESTI SUPV | A        | A         |

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

| Job Code | Job Title                | EEO Code | Job Group |
|----------|--------------------------|----------|-----------|
| R04101   | SENIOR PROCUREMENT AGENT | B        | B         |

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

| Job Code | Job Title                  | EEO Code | Job Group |
|----------|----------------------------|----------|-----------|
| R04878   | INTER RISK MGT SPECIALIST  | B        | B         |
| R04422   | RISK MANAGEMENT SPECIALIST | B        | B         |
| R04692   | SR RISK MGMT SPECIALIST    | B        | B         |

### Census Occupation Code 0565 - Compliance officers

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04045   | MC INVESTIGATIONS SPEC         | B        | B         |
| R04112   | OUTDOOR ADVERT PERMIT SPEC     | B        | B         |
| R04467   | OUTDOOR ADVERTISING SPECIALIST | B        | B         |

## Census Code Assignments

|        |                                |   |   |
|--------|--------------------------------|---|---|
| R04129 | SAFETY AND CLAIMS MANAGER      | A | A |
| R04001 | SENIOR INVESTIGATOR            | B | B |
| R04041 | SR CIVIL RIGHTS SPECIALIST     | B | B |
| R04113 | SR OUTDOOR ADVERTISING PERM SP | B | B |
| R04038 | SR TRNS ENFRCEMNT INVESTIGATOR | B | B |
| R04037 | TRANSP ENFRMNT INVESTIGATOR    | B | B |

### Census Occupation Code 0630 - Human resources workers

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

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

| Job Code | Job Title                 | EEO Code | Job Group |
|----------|---------------------------|----------|-----------|
| R04064   | BENEFITS SPECIALIST       | B        | B         |
| R04066   | INTER BENEFITS SPECIALIST | B        | B         |

### Census Occupation Code 0650 - Training and development specialists

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04011   | EMPLOYEE DEVELOPMENT SPECIALIS | B        | B         |
| R04009   | SR EMPLOYEE DEVELOPMENT SPECIA | B        | B         |

### Census Occupation Code 0735 - Market research analysts and marketing specialists

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

### Census Occupation Code 0740 - Business operations specialists, all other

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04008   | GENERAL SERVICES SPEC          | B        | B         |
| R04585   | INTER SYSTEM MANAGEMENT SPECIA | B        | B         |
| R05798   | INTER TRANSPORTATION PLANNER   | B        | B         |
| R04445   | INTERM GEN SERV SPECIALIST     | B        | B         |
| R04074   | INTERM MULTIMODAL OPER SPECIAL | B        | B         |
| R04465   | INTERMEDIATE SAFETY OFFICER    | B        | B         |
| R04118   | MOTOR CARRIER PROJECT MANAGER  | B        | B         |
| R04076   | MULTIMODAL OPERATIONS SPECIALI | B        | B         |
| R06006   | ORGANIZATIONAL PERFORMANCE SPE | B        | B         |
| R04699   | RIGHT OF WAY SPECIALIST        | B        | B         |
| R04870   | ROADSIDE MANAGEMENT SPEC       | B        | B         |
| R04603   | SAFETY OFFICER                 | B        | B         |
| R04466   | SENIOR SAFETY OFFICER          | B        | B         |

## Census Code Assignments

|        |                                |   |   |
|--------|--------------------------------|---|---|
| R04032 | SPECIAL PROJECTS COORD         | A | A |
| R04007 | SR GENERAL SERVICES SPEC       | B | B |
| R04080 | SR MULTIMODAL OPER SPECIALIST  | B | B |
| R04061 | SR ORGANIZATIONAL PERF ANALYST | B | B |
| R04698 | SR R/W SPECIALIST              | B | B |
| R04712 | SR SYSTEM MANAGEMENT SPECIALIS | B | B |
| R05815 | SR TRANSPORTATION PLANNER      | B | B |
| R04372 | SYSTEM MANAGEMENT SPECIALIST   | B | B |
| R05856 | TRANSPORTATION PLANNER         | B | B |

### Census Occupation Code 0800 - Accountants and auditors

| Job Code | Job Title            | EEO Code | Job Group |
|----------|----------------------|----------|-----------|
| R04838   | AUDITOR              | B        | B         |
| R04779   | INTERMEDIATE AUDITOR | B        | B         |
| R04628   | SENIOR AUDITOR       | B        | B         |

### Census Occupation Code 0810 - Appraisers and assessors of real estate

| Job Code | Job Title           | EEO Code | Job Group |
|----------|---------------------|----------|-----------|
| R04890   | CERTIFIED APPRAISER | B        | B         |

### Census Occupation Code 0840 - Financial analysts

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04480   | RESOURCE MANAGEMENT ANALYST    | B        | B         |
| R04121   | RESOURCE MANAGEMENT SPECIALIST | B        | B         |
| R04481   | SR RESOURCE MGT ANALYST        | B        | B         |

### Census Occupation Code 0950 - Financial specialists, all other

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

### Census Occupation Code 1005 - Computer and information research scientists

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

### Census Occupation Code 1006 - Computer systems analysts

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04023   | BUS SYST SUPP SPECIALIST       | B        | B         |
| R04695   | INFO SYSTEMS TECHNOLOGIST      | B        | B         |
| R04029   | INT INFO SYSTEMS TECHNOLOGIST  | B        | B         |
| R04600   | LEAD INFO SYSTEMS TECHNOLOGIST | B        | B         |

## Census Code Assignments

|        |                              |   |   |
|--------|------------------------------|---|---|
| R04107 | SENIOR DATA REPORT ANALYST   | B | B |
| R04696 | SR INFO SYSTEMS TECHNOLOGIST | B | B |

### Census Occupation Code 1050 - Computer support specialists

| Job Code | Job Title                     | EEO Code | Job Group |
|----------|-------------------------------|----------|-----------|
| R03097   | AUTOMATION LIAISON ANALYST    | E        | E         |
| R01075   | INTERMEDIATE IS TECHNICIAN    | E        | E         |
| R03018   | MCS SYSTEM & TRAINING ANALYST | E        | E         |
| R01088   | SENIOR INF SYSTEMS TECHNICIAN | E        | E         |

### Census Occupation Code 1105 - Network and computer systems administrators

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

### Census Occupation Code 1107 - Computer occupations, all other

| Job Code | Job Title                   | EEO Code | Job Group |
|----------|-----------------------------|----------|-----------|
| R04408   | GIS SPECIALIST              | B        | B         |
| R04060   | INF SYSTEMS PROJECT MANAGER | A        | A         |
| R04409   | INT GIS SPECIALIST          | B        | B         |
| R04078   | SENIOR GIS SPECIALIST       | B        | B         |
| R04639   | TRANSPORTATION DATA ANALYST | B        | B         |

### Census Occupation Code 1310 - Surveyors, cartographers, and photogrammetrists

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

### Census Occupation Code 1360 - Civil engineers

| Job Code | Job Title                     | EEO Code | Job Group |
|----------|-------------------------------|----------|-----------|
| R05816   | BRIDGE LOC & LAYOUT DESIGNER  | B        | B         |
| R05640   | CADD SUPPORT ANALYST          | B        | B         |
| R05697   | COMPUTER LIAISON, DESIGN      | B        | B         |
| R05736   | CONSTRUCTION INSPECTOR        | B        | B         |
| R05003   | DESIGN LIAISON ENGINEER       | A        | A         |
| R05025   | DESIGN SUPPORT ENGINEER       | B        | B         |
| R05659   | DISTRICT CONSTRUCTION LIAISON | B        | B         |
| R05893   | DISTRICT DESIGN LIAISON       | B        | B         |
| R05755   | DISTRICT UTILITIES ENGINEER   | B        | B         |
| R05010   | ESTIMATE AND REVIEW ENGINEER  | A        | A         |

## Census Code Assignments

|        |                                |   |   |
|--------|--------------------------------|---|---|
| R05768 | FIELD MATERIALS ENGR           | B | B |
| R05822 | GEOTECHNICAL ENGINEER          | A | A |
| R05776 | HIGHWAY DESIGNER               | B | B |
| R05044 | INNOVATIONS ENGINEER           | B | B |
| R05475 | INT TR STUDIES SPECIALIST      | B | B |
| R05626 | INTER CONST INSPECTOR          | B | B |
| R05629 | INTER HIGHWAY DESIGNER         | B | B |
| R05771 | INTER MATERIALS INSPECTOR      | B | B |
| R05630 | INTER STRUCTURAL DESIGNER      | B | B |
| R05787 | MATERIALS INSPECTOR            | B | B |
| R05781 | MATERIALS SPECIALIST           | B | B |
| R05030 | NON-MOTORIZED TRANSP ENGINEER  | B | B |
| R05649 | OFF-SYSTEM PLANS REVIEWER      | B | B |
| R05446 | PAVEMENT ENGINEER              | B | B |
| R05013 | RESEARCH ENGINEER              | A | A |
| R05037 | SENIOR ESTIMATOR               | B | B |
| R05814 | SENIOR HIGHWAY DESIGNER        | B | B |
| R05772 | SENIOR MATERIALS INSPECTOR     | B | B |
| R05623 | SENIOR MATERIALS SPECIALIST    | B | B |
| R05023 | SENIOR PAVEMENT SPECIALIST     | B | B |
| R05034 | SENIOR PROJECT REVIEWER        | B | B |
| R05754 | SENIOR TRAFFIC STUDIES SPECIAL | B | B |
| R05819 | SIGN & MARKING ENGINEER        | A | A |
| R05813 | SR CONSTRUCTION INSPECTOR      | B | B |
| R05773 | SR GEOTECHNICAL SPECIALIST     | B | B |
| R05087 | SR PROJECT DEVELOPMENT SPECIAL | B | B |
| R05818 | SR STRUCTURAL DESIGNER         | B | B |
| R05056 | SR STRUCTURAL ENGINEER         | B | B |
| R05033 | SR TRAFFIC STUDIES SPECIAL-NSS | B | B |
| R05043 | STANDARDS SPECIALIST           | B | B |
| R05084 | STATEWIDE INCIDENT RESPONSE CO | B | B |
| R05430 | STRUCTURAL HYDRAULICS ENGINEER | A | A |
| R05737 | STRUCTURAL LIAISON ENGINEER    | A | A |
| R05026 | TRAFFIC MNGMNT & OPERATION ENG | B | B |
| R03586 | TRAFFIC OPERATIONS SUPERVISOR  | A | A |
| R05851 | TRAFFIC STUDIES SPECIALIST     | B | B |
| R05748 | TRANSP PROJECT DESIGNER        | A | A |
| R05444 | TRANSPORTATION PROJECT MGR     | A | A |

## Census Occupation Code 1540 - Drafters

| Job Code | Job Title                   | EEO Code | Job Group |
|----------|-----------------------------|----------|-----------|
| R03564   | BRIDGE INVENTORY ANALYST    | E        | E         |
| R03543   | INTER STRUCTURAL TECHNICIAN | C        | C         |

## Census Code Assignments

|        |                              |   |   |
|--------|------------------------------|---|---|
| R03059 | SENIOR STRUCTURAL TECHNICIAN | C | C |
| R03058 | STRUCTURAL ANALYST           | C | C |
| R03414 | STRUCTURAL SPECIALIST        | C | C |
| R03544 | STRUCTURAL TECHNICIAN        | C | C |

### Census Occupation Code 1550 - Engineering technicians, except drafters

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R01044   | AIRPORT PROJECT TECHNICIAN     | C        | C         |
| R01091   | BRIDGE INSPECTION TECHNICIAN   | C        | C         |
| R01515   | CONSTRUCTION TECHNICIAN        | C        | C         |
| R01517   | DESIGN TECHNICIAN              | C        | C         |
| R01589   | INTER CONSTRUCTION TECH        | C        | C         |
| R01065   | INTER MAINTENANCE TECHNICIAN   | C        | C         |
| R01593   | INTER MATERIALS TECH           | C        | C         |
| R01534   | INTERMEDIATE DESIGN TECHNICN   | C        | C         |
| R01064   | MAINTENANCE TECHNICIAN         | C        | C         |
| R01592   | MATERIALS TECHNICIAN           | C        | C         |
| R03012   | SENIOR CADD SUPPORT SPECIALIST | C        | C         |
| R01591   | SENIOR DESIGN TECHNICIAN       | C        | C         |
| R01066   | SENIOR MAINTENANCE TECHNICIAN  | C        | C         |
| R01501   | SENIOR MATERIALS TECHNICIAN    | C        | C         |
| R03028   | SENIOR TRAFFIC SPECIALIST      | C        | C         |
| R01516   | SR CONSTRUCTION TECHNICIAN     | C        | C         |
| R03522   | TRAFFIC SPECIALIST             | C        | C         |

### Census Occupation Code 1560 - Surveying and mapping technicians

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R01569   | ASSISTANT SURVEY TECHNICIAN    | C        | C         |
| R02016   | DISTRICT LAND SURVEY MANAGER   | A        | A         |
| R02012   | INTERMEDIATE SURVEY TECHNICIAN | C        | C         |
| R02014   | LAND SURVEYOR IN TRAINING      | C        | C         |
| R03014   | SENIOR CARTOGRAPHER            | C        | C         |
| R02013   | SENIOR SURVEY TECHNICIAN       | C        | C         |

### Census Occupation Code 1610 - Biological scientists

| Job Code | Job Title           | EEO Code | Job Group |
|----------|---------------------|----------|-----------|
| R04086   | WETLAND COORDINATOR | A        | A         |

### Census Occupation Code 1720 - Chemists and materials scientists

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

### Census Occupation Code 1740 - Environmental scientists and

## Census Code Assignments

### geoscientists

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R05459   | GEOLOGIST                      | A        | A         |
| R04054   | SR ENVIRONMENTAL SPECIALIST    | B        | B         |
| R04132   | STORMWATER COMPLIANCE COORDINA | A        | A         |

### Census Occupation Code 1840 - Urban and regional planners

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

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

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04071   | HISTORIC PRESERVATION SPECIALI | B        | B         |
| R04079   | SR HISTORIC PRESERVATION SPECI | B        | B         |

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

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R09996   | ASSISTANT COUNSEL              | B        | B         |
| R09997   | ASST CHIEF COUNSEL - ADMIN     | A        | A         |
| R09910   | ASST CHIEF COUNSEL-HUMAN RSRCS | A        | A         |
| R09994   | ASST CHIEF COUNSEL-PROJ DEVEL  | A        | A         |
| R09967   | ASST CHIEF COUNSEL-RISK MNGMNT | A        | A         |
| R09998   | CHIEF COUNSEL                  | A        | A         |
| R09993   | REGIONAL COUNSEL               | A        | A         |
| R09037   | SENIOR ADMINISTRATIVE COUNSEL  | B        | B         |
| R09969   | SENIOR ASSISTANT COUNSEL       | B        | B         |
| R09036   | SENIOR LITIGATION COUNSEL      | B        | B         |

### Census Occupation Code 2145 - Paralegals and legal assistants

| Job Code | Job Title              | EEO Code | Job Group |
|----------|------------------------|----------|-----------|
| R04085   | INTERMEDIATE PARALEGAL | B        | B         |
| R04084   | PARALEGAL              | B        | B         |
| R04081   | SENIOR PARALEGAL       | B        | B         |

### Census Occupation Code 2825 - Public relations specialists

| Job Code | Job Title                     | EEO Code | Job Group |
|----------|-------------------------------|----------|-----------|
| R04059   | COMMUNITY LIAISON             | B        | B         |
| R04606   | CUSTOMER RELATIONS COORDINATO | B        | B         |
| R04828   | CUSTOMER RELATIONS SPECIALIST | B        | B         |

## Census Code Assignments

|        |                               |   |   |
|--------|-------------------------------|---|---|
| R04477 | INTERM CUSTOMER RELATIONS SPE | B | B |
| R04607 | SR CUSTOMER RELATIONS SPECIAL | B | B |
| R04010 | SR GOVT RELATIONS SPECIALIST  | B | B |

### Census Occupation Code 2910 - Photographers

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04097   | MULTIMEDIA SERVICES SPECIALIST | C        | C         |
| R04096   | SENIOR MULTIMEDIA SERVICES SPE | C        | C         |

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

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

### Census Occupation Code 4220 - Janitors and building cleaners

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

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

| Job Code | Job Title                    | EEO Code | Job Group |
|----------|------------------------------|----------|-----------|
| R01147   | DIV ADMIN SUPPORT SUPERVISOR | A        | A         |
| R04088   | LEGAL OFFICE MANAGER         | A        | A         |
| R09999   | SECRETARY TO THE COMMISSION  | A        | A         |
| R01082   | TRAFFIC SYSTEMS SUPERVISOR   | A        | A         |

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

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

### Census Occupation Code 5240 - Customer service representatives

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

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

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

### Census Occupation Code 5620 - Stock clerks and order fillers

## Census Code Assignments

| Job Code | Job Title               | EEO Code | Job Group |
|----------|-------------------------|----------|-----------|
| R01073   | SENIOR SUPPLY AGENT     | G        | G         |
| R01042   | SUPPLY OFFICE ASSISTANT | G        | G         |

### Census Occupation Code 5700 - Secretaries and administrative assistants

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

### Census Occupation Code 5860 - Office clerks, general

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R01272   | CONST PROJECT OFFICE ASSISTANT | F        | F         |
| R01213   | INT MOTOR CARRIER AGENT        | F        | F         |
| R01007   | MOTOR CARRIER AGENT            | F        | F         |
| R01287   | SR MOTOR CARRIER AGENT         | F        | F         |
| R01009   | SR MOTOR CARRIER SERVICES ASST | F        | F         |

### Census Occupation Code 5940 - Miscellaneous office and administrative support workers, including desktop publishers

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

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

| Job Code | Job Title                   | EEO Code | Job Group |
|----------|-----------------------------|----------|-----------|
| R01380   | ASST MAINTENANCE SUPERVISOR | A        | A         |
| R01054   | BR MAINTENANCE SUPERVISOR   | A        | A         |
| R01356   | CORE DRILL SUPERINTENDENT   | A        | A         |
| R01370   | CORE DRILL SUPERVISOR       | A        | A         |

## Census Code Assignments

|        |                        |   |   |
|--------|------------------------|---|---|
| R01379 | MAINTENANCE SUPERVISOR | A | A |
|--------|------------------------|---|---|

### Census Occupation Code 6260 - Construction laborers

| Job Code | Job Title                     | EEO Code | Job Group |
|----------|-------------------------------|----------|-----------|
| R01057   | BRIDGE MAINTENANCE WORKER     | H        | H         |
| R01058   | BRIDGE MT CREW LEADER         | G        | G         |
| R01056   | INTERMEDIATE BRIDGE MT WORKER | G        | G         |
| R01055   | SENIOR BRIDGE MT WORKER       | G        | G         |

### Census Occupation Code 6355 - Electricians

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

### Census Occupation Code 6730 - Highway maintenance workers

| Job Code | Job Title                     | EEO Code | Job Group |
|----------|-------------------------------|----------|-----------|
| R01301   | INTERMEDIATE MAINTENANCE WRKR | H        | H         |
| R01061   | MAINTENANCE CREW LEADER       | G        | G         |
| R01333   | MAINTENANCE WORKER            | H        | H         |
| R01335   | SENIOR MAINTENANCE WORKER     | H        | H         |

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

| Job Code | Job Title                   | EEO Code | Job Group |
|----------|-----------------------------|----------|-----------|
| R01318   | CORE DRILL ASSISTANT        | H        | H         |
| R01319   | CORE DRILL OPERATOR         | G        | G         |
| R01317   | SENIOR CORE DRILL ASSISTANT | G        | G         |

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

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R02020   | EQUIPMENT TECHNICIAN SUPERVISO | A        | A         |
| R02005   | FACILITY OPERATIONS SUPERVISOR | A        | A         |
| R02009   | TRAFFIC SUPERVISOR             | A        | A         |

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

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

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

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R01089   | ASSISTANT EQUIPMENT TECHNICIAN | G        | G         |

## Census Code Assignments

|        |                               |   |   |
|--------|-------------------------------|---|---|
| R03514 | EQUIP TECH SUPPORT SPECIALIST | G | G |
| R02017 | EQUIPMENT TECHNICIAN          | G | G |
| R02018 | INTERMEDIATE EQUIPMENT TECH   | G | G |
| R02019 | SENIOR EQUIPMENT TECHNICIAN   | G | G |

### Census Occupation Code 7340 - Maintenance and repair workers, general

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

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

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

### Census Occupation Code 8255 - Printing press operators

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

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

| Job Code | Job Title                    | EEO Code | Job Group |
|----------|------------------------------|----------|-----------|
| R01071   | MATERIALS TESTING SPECIALIST | C        | C         |
| R03536   | SR FABRICATION TECHNICIAN    | C        | C         |

### Census Occupation Code 9000 - Supervisors of transportation and material moving workers

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R04021   | AVIATION OPERATIONS MANAGER    | A        | A         |
| R01020   | INCIDENT MANAGEMENT COORDINATR | A        | A         |
| R01393   | MOTOR ASSISTANCE SHIFT SUPV    | A        | A         |

### Census Occupation Code 9030 - Aircraft pilots and flight engineers

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

### Census Occupation Code 9410 - Transportation inspectors

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

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

## Census Code Assignments

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R01053   | BRIDGE MAINTENANCE SUPERINTEND | A        | A         |
| R03398   | FLD ACQUISITION COORDINATOR    | F        | F         |
| R02267   | INTER FLD ACQUISITION TECH     | G        | G         |
| R01595   | INTER TRAFFIC TECHNICIAN       | C        | C         |
| R02362   | LEAD FIELD ACQUISITION TECH    | C        | C         |
| R01392   | MOTORIST ASSISTANCE OPERATOR   | H        | H         |
| R01004   | RAIL SAFETY SPECIALIST         | B        | B         |
| R02021   | SENIOR FIELD ACQUISITION TECHN | G        | G         |
| R01039   | SENIOR PLANNING TECHNICIAN     | C        | C         |
| R01596   | SENIOR TRAFFIC TECHNICIAN      | C        | C         |
| R01113   | SENIOR TRAFFIC TECHNICIAN-NSS  | C        | C         |
| R01015   | SR TRAFFIC SYSTEMS OPERATOR    | F        | F         |
| R01594   | TRAFFIC TECHNICIAN             | C        | C         |

### Census Occupation Code B - Pro: All

| Job Code | Job Title                      | EEO Code | Job Group |
|----------|--------------------------------|----------|-----------|
| R05041   | BRIDGE INSPECTOR               | B        | B         |
| R04126   | ENVIRONMENTAL SPECIALIST-SS    | B        | B         |
| R04849   | HUMAN RESOURCES SPECIALIST     | B        | B         |
| R04127   | INT ENVIRONMENTAL SPEC-SS      | B        | B         |
| R05035   | INTERMEDIATE PROJECT REVIEWER  | B        | B         |
| R04003   | INVESTIGATOR                   | B        | B         |
| R04063   | ORGANIZATIONAL PERFORMANCE ANA | B        | B         |
| R05021   | PAVEMENT SPECIALIST            | B        | B         |
| R05017   | RESEARCH ANALYST               | B        | B         |
| R04128   | SR ENVIRONMENTAL SPEC-SS       | B        | B         |
| R04124   | SR HISTORIC PRESERV SPEC-NSS   | B        | B         |
| R05834   | STRUCTURAL DESIGNER            | B        | B         |

### Census Occupation Code C - Tch: All

| Job Code | Job Title                   | EEO Code | Job Group |
|----------|-----------------------------|----------|-----------|
| R01568   | ASSISTANT CONSTRUCTION TECH | C        | C         |

### Census Occupation Code E - O&C: All

| Job Code | Job Title       | EEO Code | Job Group |
|----------|-----------------|----------|-----------|
| R03047   | LEGAL ASSISTANT | F        | F         |

### Census Occupation Code F - Cft: All

| Job Code | Job Title                   | EEO Code | Job Group |
|----------|-----------------------------|----------|-----------|
| R01847   | MAINTENANCE CREW LEADER-TPT | G        | G         |

*Missouri Department of Transportation*

**INTERNAL AND EXTERNAL AFFIRMATIVE ACTION PROGRAM  
FOR MINORITIES AND FEMALES**

**Section 4 – EXTERNAL NARRATIVE AND STATISTICS**

# **AFFIRMATIVE ACTION PROGRAMS**

## **Section 4 – External Narrative and Statistics**

**Plan Effective Date:** 07/01/2015

**Plan Expiration Date:** 06/30/2016

**Prepared by:** Melissa Stuedle  
Senior External Civil Rights Specialist

**ECR Director:** Lester Woods  
External Civil Rights Director

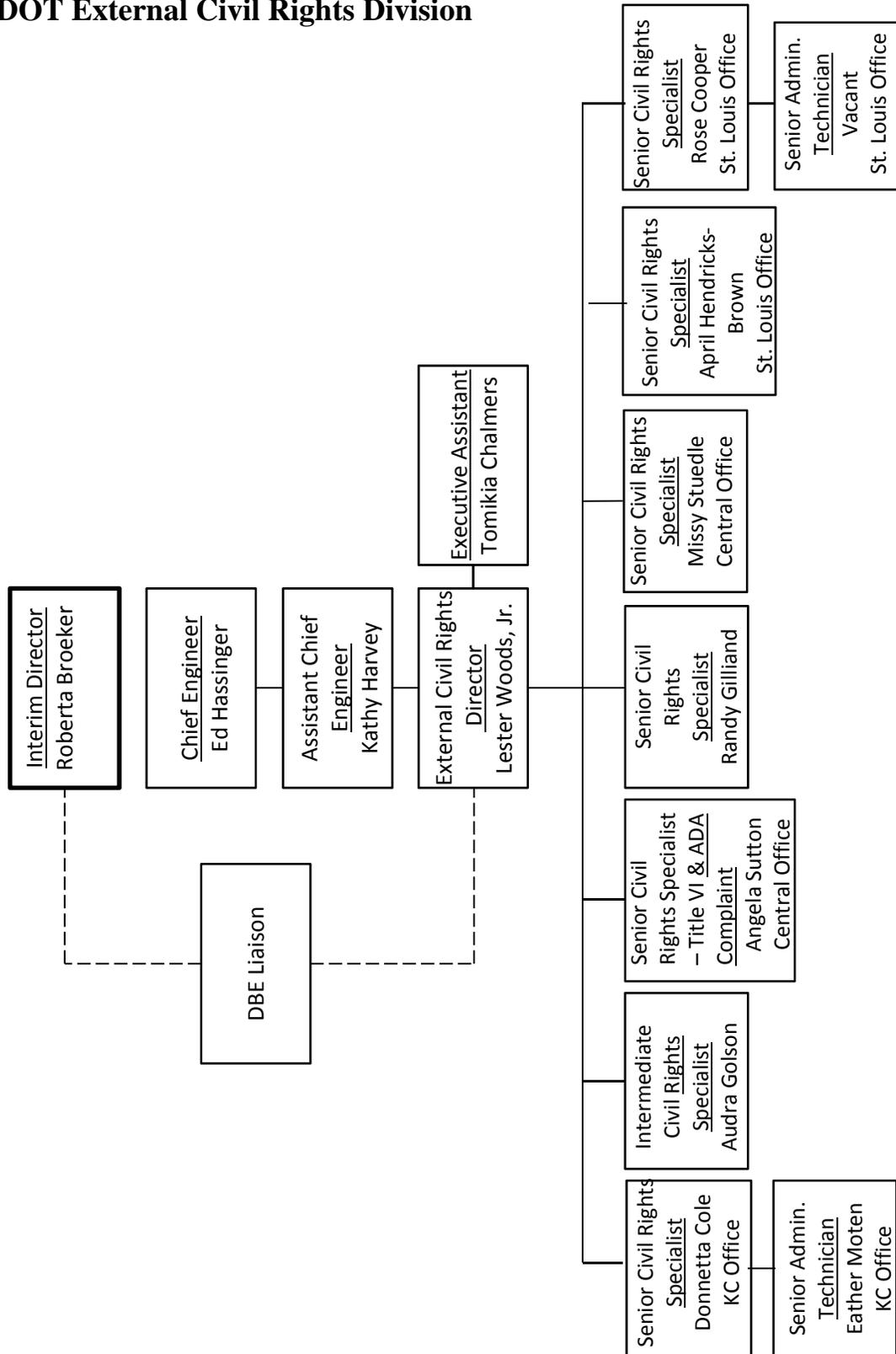
**Approved by:** Roberta Broeker  
Chief Financial Officer

**Establishment Name:** Missouri Department of Transportation

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

1. Specify the department/section within the 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.

### MoDOT External Civil Rights Division



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

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

MoDOT has a Civil Rights Specialist assigned to the Kansas City area and 2 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 Division reports to the External Civil Rights Director. The External Civil Rights Director reports directly to the Assistant Chief Engineer and he 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 western portion of the state, the St. Louis specialists are responsible for the eastern portion, and a specialist in the Central Office is responsible for the central portion of the state. The specialist conducts compliance reviews, monitors projects, develops supportive services, and increases 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
- Executive Assistant – Full Time - Tomikia Chalmers
- 7 Senior Civil Rights Specialists – Full Time - Donnetta Cole, Missy Stuedle, Randy Gilliland, Rose Lucas, Audra Golson, Angela Sutton and April Hendricks-Brown
- 2 Senior Administrative Technicians – Full Time - Esther Moten, St. Louis – vacant

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

The External Civil Rights staff has received training in various areas this past year, including Environmental Justice, Title VI, CUF training, Contract Compliance and DBE Certification and Denial. Staff also attended MRCC Certification Training Workshop, Statewide Collaborative Diversity Conference, FHWA Civil Rights Virtual Symposium in February 2015 which included training on Title VI, Environmental Justice, ADA, Understanding DBE from a Different Perspective, Building a Collaborative State and Federal Relationship, and Data Collection: Analyzing Data to Meet Program Requirements in EEO.

The External Civil Rights Director also participated in several events, including the following: MoDOT AGC Coop Meeting, DBE Contract Compliance Seminar, COMTO Team Leadership Meeting, COMTO National Meeting and Training Conference, and COMTO Joint Leadership Team Meeting and Brain Trust, which focused on “Growing America: Embracing Innovation and Inspiring Leaders”.

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

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

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

Contract compliance

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

On-the-Job Training

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

Supportive services

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

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

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

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

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

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

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

The procedures are modeled after the FHWA guidelines.

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

The procedures have not been revised since the last assessment.

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

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

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

List of liquidated damages: The total amount assessed as of September 30, 2015 is \$0.00 for failure to meet DBE goals, \$0.00 for failure to meet the DBE goals due to CUF issues and \$16,723 for failure to meet OJT goals. To date, MoDOT has issued 3 Voluntary Corrective Action Plan (VCAP).

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

MoDOT hosted the Annual EEO Workshop in April 2015, AGC / MoDOT Coop meeting was held in December 2014.

- 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 be scored low 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 2015 as of September 30, 2015.**

Thirty-eight trainee slots have been assigned to MoDOT federally-funded projects as of September 30, 2015.

**14. Indicate the total number of individuals by race, gender, and job category that participated as OJT trainees in calendar year 2015 as of September 30, 2015. In addition, designate the number by race, gender, and job category:**

A. New trainees during the year

| Craft              | Non-minority Males | Non-Minority Females | Minority Males | Minority Females | Craft Totals |
|--------------------|--------------------|----------------------|----------------|------------------|--------------|
| Carpenter          | 0                  | 0                    | 6              | 0                | 6            |
| Laborer            | 2                  | 3                    | 19             | 0                | 24           |
| Equipment Operator | 0                  | 5                    | 2              | 0                | 7            |
| Electrician        | 0                  | 1                    | 0              | 0                | 1            |
| <b>Total</b>       | 2                  | 9                    | 27             | 0                | 38           |

B. Graduated during the year as of September 30, 2015

| Craft              | Non-Minority Males | Non-Minority Females | Minority Males | Minority Females | Craft Totals |
|--------------------|--------------------|----------------------|----------------|------------------|--------------|
| Ironworker         | 0                  | 0                    | 1              | 0                | 1            |
| Laborer            | 0                  | 1                    | 9              | 0                | 10           |
| Equipment Operator | 1                  | 4                    | 2              | 0                | 7            |
| Electrician        | 0                  | 0                    | 2              | 0                | 2            |
| <b>Total</b>       | 1                  | 5                    | 14             | 0                | 20           |

C. Were still in training as of September 30, 2015

| Craft              | Non-Minority Males | Non-Minority Females | Minority Males | Minority Females | Craft Totals |
|--------------------|--------------------|----------------------|----------------|------------------|--------------|
| Carpenter          | 0                  | 0                    | 11             | 0                | 11           |
| Cement Mason       | 0                  | 0                    | 0              | 0                | 0            |
| Iron Worker        | 0                  | 0                    | 2              | 0                | 2            |
| Laborer            | 1                  | 5                    | 36             | 2                | 44           |
| Equipment Operator | 0                  | 9                    | 4              | 0                | 13           |
| Electrician        | 0                  | 1                    | 0              | 0                | 1            |
| <b>Total</b>       | 1                  | 15                   | 53             | 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 2014**

| Organization                     | Amount Funded |
|----------------------------------|---------------|
| Sanctuary Workshop – Kansas City | \$104,740.50  |
| Job Point – Outstate             | \$104,740.50  |

**FY 2015**

| Organization                | Amount Funded |
|-----------------------------|---------------|
| To be awarded – pending RFP | \$246,275.00  |

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

MoDOT will respond to FHWA's 2016 OJT SS and DBE solicitations winter 2015-2016. In addition, we will continue to provide prime and subcontractor contract compliance training and guidance through our EEO Conference. Additionally, the ECR office plans to sponsor training sessions with resident engineer offices regarding the monitoring of civil rights issues.

***Missouri Department of Transportation***

**INTERNAL AND EXTERNAL AFFIRMATIVE ACTION PROGRAM  
FOR MINORITIES AND FEMALES**

**APPENDIX**

## **APPENDIX 1**

### **POLICY 0505: Equal Employment Opportunity**

# Policy 0505

## PERSONNEL POLICY MANUAL

**MoDOT Personnel Policy Title:** Equal Employment Opportunity

**Policy Number:** 0505    **Chapter Title:** Employment

**Effective Date:** October 1, 2015

**Supersedes Policy Number:** 0505    **Dated:** January 1, 2103

**Approved By:** Micki Knudsen, Human Resources Director

(Signature on file)

## **POLICY STATEMENT**

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

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

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

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

## **DEFINITIONS**

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

**Discrimination:** An adverse job action taken against an employee including, but not limited to, disciplinary action, work assignments, performance evaluation, or promotion denial based on race, sex, age, religion, color, national origin, ancestry,

disability, sexual orientation, gender identification, veteran status, or genetic information.

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

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

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

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

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

## **PROVISIONS / REQUIREMENTS**

1. Any employee found to have engaged in discrimination, harassment, sexual harassment, or retaliation will be subject to discipline, up to and including termination.
2. In an effort to prevent sexual harassment, the department prohibits any consensual social relationship between a management level employee or supervisor and an employee in his/her line of authority. See Personnel Policy 2513, "Workplace Relationships."

3. The Missouri Department of Transportation's Diversity Plan is the Affirmative Action Plan. The plan is a set of results-oriented policies, programs, and procedures designed to prevent discrimination and to promote employment opportunities for minorities and females. The procedures included in the plan, coupled with good faith efforts, are designated to ensure equal employment opportunity. The Diversity Plan serves as a directive to all supervisory and administrative personnel, who are accountable for familiarity with the contents of the plan, for carrying out their responsibilities in accordance with the plan, and ensuring that all employees and applicants are provided with their right to be free from unlawful discrimination in the hiring and promoting process. Employees can contact their local Human Resources Manager if they would like to view the plan.

4. When a job vacancy is to be staffed, refer to Personnel Policy 0517, "Staffing of Department Vacancies." An attempt should be made to ensure a diverse applicant pool, especially for those positions for which the department's workforce shows underutilization.

5. Supervisory personnel will be evaluated on and held accountable for demonstrating support for the department's commitment to equal opportunity and diversity. Demonstrated support for the department's commitment to equal opportunity and diversity includes, but is not limited to, the following:

A. Taking immediate action to stop or prevent any occurrences of reported or observed incidents of discrimination, harassment, sexual harassment, retaliation, or non-inclusive behavior within the workplace.

B. Immediately reporting allegations, observations, reports of discrimination, harassment, sexual harassment, retaliation, or any other inappropriate behavior to a local human resource representative. Any allegations involving the workplace must be reported even if they were discovered outside of the workplace. Human resources representatives are responsible for notifying the Audits and Investigations Division of reported potential violations of this policy.

C. Cooperating in any investigation of harassment, sexual harassment, or discrimination, including providing signed, sworn statements regarding the allegations.

D. Making good faith efforts to employ, promote, and train females and minorities in the MoDOT workforce.

E. Being respectful and inclusive at all times in personal actions and personal communications while conducting MoDOT business.

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

## **CROSS REFERENCES**

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

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

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

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

## **APPENDIX 2**

### **POLICY 2101: Equal Employment Opportunity Complaint Procedure**

# Policy 2101

## PERSONNEL POLICY MANUAL

**MoDOT Personnel Policy Title:** Equal Employment Opportunity Complaint Procedure

**Policy Number:** 2101    **Chapter Title:** Grievances and Complaints

**Effective Date:** September 1, 2012

**Supersedes Policy Number:** 2101    **Dated:** January 17, 2012

**Approved By:** Micki Knudsen, Human Resources Director

(Signature on file)

## **PURPOSE**

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

## **POLICY**

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

formal hearing pursuant to Personnel Policy 2103, "Formal Termination Hearings," and Procedure 2103, "Formal Termination Hearing Procedure." Employees listed in paragraph 6 of Personnel Policy 2103 are not eligible to use the formal termination hearing procedure.

3. An EEO complaint must be filed in writing and received by the AI or EOD director as outlined in paragraph 1 within 30 calendar days of the alleged discrimination or retaliation. The opportunity to file a complaint of unlawful discrimination or retaliation will be denied if it is received more than 30 calendar days after the act, occurrence, or omission leading to the complaint, unless a determination is made that the act, occurrence, or omission could not reasonably be detected by the employee until a later date. In such circumstances, the complaint must be filed in writing and received by the appropriate division director within 30 calendar days from the date the act, occurrence, or omission could have reasonably been detected by the employee. The individual filing an EEO complaint should explain the basis for the complaint, present all facts which caused the complaint to arise, and describe the corrective action expected.

4. The AI director (or EOD director) will ensure whatever investigation is necessary to establish or validate the facts of the case is conducted. The investigation may include, but will not be limited to, the scheduling of a meeting and/or interviews for the purpose of gathering information from the employee, the supervisor(s), or other employees involved in the matter. While the AI director (or EOD director) is interviewing the employee who filed the complaint, the employee will have the option of having another person of his or her choice present. However, this individual will not be allowed to represent the employee, including providing legal counsel, or participate during the interview.

5. After reviewing the circumstances leading to the complaint with the director, department of transportation, a summary of the information regarding the complaint will be presented to the Missouri Highways and Transportation Commission (Commission) at a subsequent meeting for review and final disposition. The AI director (or EOD director) will notify the employee and supervisors in writing of the Commission's final disposition and any corrective action that will be taken as soon as practical.

6. All steps should be carried out within a reasonable time period unless there are extenuating circumstances, such as extended absence of personnel involved, etc. The employee will be kept generally informed of the status of the EEO complaint.

7. Any investigation, correspondence, etc., involved in the proceedings of an EEO complaint handled by the AI director (or EOD director) should be treated as confidential information to minimize publicity and embarrassment to all parties concerned; however, anonymity cannot be promised to persons (public or employees) who provide information as part of the investigation. The identity of persons who provide information and the information provided shall only be disclosed to those who have a legitimate need to know. Intimidation, coercion, or retaliation of any kind against individuals who exercise their rights to file a complaint or against those individuals who assist in the investigation of a complaint will not be tolerated.

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

## **CROSS REFERENCES**

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

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

[Procedure 2103, Formal Termination Hearings](#)

## **APPENDIX 3**

### **POLICY 2100: Grievance Procedure**

# Policy 2100

## PERSONNEL POLICY MANUAL

**MoDOT Personnel Policy Title:** Grievance Procedure

**Policy Number:** 2100    **Chapter Title:** Grievances and Complaints

**Effective Date:** November 1, 2013

**Supersedes Policy Number:** 2100    **Dated:** September 1, 2012

**Approved By:** Micki Knudsen, Human Resources Director

(Signature on file)

## **POLICY STATEMENT**

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

## **PROCEDURES**

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

be filed in writing and received within 30 calendar days from the date the act, occurrence, or omission could have reasonably been detected by the employee.

2. Appeals of verbal and written warnings must be filed in writing with the local Human Resources (HR) manager for review by the relevant district engineer or division leader/state engineer (Step 2 of the process defined in paragraph 7 below). Such appeals must be received by the local HR manager within 30 calendar days of the disciplinary action. Review of appeals of verbal warnings will be resolved by the district engineer or division leader/state engineer. Employees appealing written warnings who are not satisfied after the first review can further appeal to the AI Division for resolution pursuant to Steps 3 and 4 of paragraph 7 below. Appeals of higher level discipline, such as suspension, probation, demotion, or termination, must be filed in writing and received by the AI Director within 30 calendar days of the disciplinary action. Such appeals are to be filed in writing directly with the AI Director, Missouri Department of Transportation, P. O. Box 270, Jefferson City, Missouri 65102 (start at Step 3 of the process defined in paragraph 7 below). When employees in the AI Division want to file an appeal regarding discipline of a written warning or higher level discipline, they should write to the Equal Opportunity and Diversity Division (EODD) Director at this same address. The EODD director will follow the same procedures as identified for the AI director throughout the remainder of this policy. Except as provided in paragraph 4, discipline resulting from findings of an investigation by the AI Division is not grievable to the AI or EODD director.

3. A terminated full-time or permanent part-time employee who successfully completed his/her initial probationary period may elect to have his/her appeal heard either as a grievance pursuant to Steps 3 and 4 of paragraph 7 of this policy or as a formal hearing pursuant to the policy and procedure described in Personnel Policy 2103, "Formal Termination Hearings," and Procedure 2103, "Formal Termination Hearing Procedure."

4. A termination that results from findings of an investigation by the AI Division may be appealed by timely filing a grievance initially with the AI director (must be received within 30 days of termination), who will forward such grievance to the EODD director, who will review and respond to such grievance consistent with this policy.

5. A full-time or permanent part-time employee who successfully completed his/her initial probationary period and is terminated as the result of findings of an investigation by the AI Division will be allowed, in lieu of a grievance to the EODD, the option of a formal hearing as described in Personnel Policy 2103, "Formal Termination Hearings," and Procedure 2103, "Formal Termination Hearings." The formal hearing will only be allowed if the terminated employee timely files a completed Formal Complaint form attached to Procedure 2103.

6. The result or method of implementation of a job evaluation study is not grievable. In addition, salary inequity issues and performance-based pay decisions are not grievable.

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

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

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

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

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

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

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

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

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

termination resulting from an investigation by the AI director, such grievance shall be forwarded to EODD director who will follow the process as outlined in Steps 3 and 4 herein: investigating, making the recommendation to the department director, and notifying the grievant and supervisors of the final disposition and any corrective action. The EODD director will similarly follow the steps, requirements and process outlined in paragraphs 8 and 9 below. The AI director (or EODD director) will ensure whatever investigation is necessary to establish or validate the facts of the case is conducted. This investigation may include, but is not limited to, the scheduling of a grievance meeting or conducting interviews for the purpose of obtaining information from the grievant, the supervisor(s), and other employees involved in the matter.

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

8. All steps should be carried out in the time specified in this policy and its accompanying procedures, unless there are extenuating circumstances, such as absence of personnel involved, need for higher review or local investigation, etc. The employee should be kept informed of the status of the grievance when an immediate decision cannot be reached and a reply will be delayed.

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

10. The Commission and appointed officials of the Missouri Department of Transportation hold a responsibility to fairly and efficiently carry out designated functions, and nothing in this policy and its accompanying procedures precludes this responsibility or authority to do so.

11. This policy and its accompanying procedure shall not apply to employees that leave employment with the department as a result of: (1) a layoff; (2) a resignation or retirement from the department; or (3) a resignation or retirement in lieu of termination from the department. Such employees do not have the rights outlined in this policy and its accompanying procedures.

12. This policy and its accompanying procedures shall not apply to employees in personnel policy making and other designated positions. The following list identifies positions which are exempt from this procedure. Promotions to positions on the list cannot be filed as a grievance.

#### Job Titles Exempt From Personnel Policy 2100

Director, Department of Transportation

Chief Engineer

Chief Financial Officer

Assistant Chief Engineer

Chief Counsel

Assistant Chief Counsel

Secretary to the Commission

District Engineer

Regional Counsel

Division Leader/State Engineer

Attorneys I-V

Law Clerk

Seasonal and other wage employees

#### **CROSS REFERENCES**

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

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

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

## **APPENDIX 4**

### **POLICY 0517: Staffing of Department Vacancies**

# Policy 0517

## PERSONNEL POLICY MANUAL

**MoDOT Personnel Policy Title:** Staffing of Department Vacancies

**Policy Number:** 0517    **Chapter Title:** Employment

**Effective Date:** March 1, 2011

**Supersedes Policy Number:** 0517    **Dated:** January 15, 2011

**Approved By:** Micki Knudsen, Human Resources Director

(Signature on file)

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## **POLICY STATEMENT**

All supervisors will follow a fair and consistent procedure for filling all vacancies. A formal interview process is required for all full-time, permanent part-time, seasonal, and cooperative education positions filled, unless otherwise provided in this policy. A formal interview process is not required for filling temporary part-time positions, including retirees, summer, internship, or emergency positions. 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.

Qualified Department Employee: An active employee who meets or exceeds the minimum qualifications of the advertised position based on the employee's relevant education and experience.

## **PROCEDURES**

### 1. Advertising Requirements:

A. Vacancies may be advertised as outlined in the Title (TITL) query screen of the SAM II HR/Payroll System. Each human resources (HR) office is responsible for advertising vacancies within their area. The decision to advertise as stated below or to waive advertisement is at the discretion of the respective district engineer or division leader/state engineer and must be supported by appropriate documentation.

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. When additional advertising is necessary, it should be discussed with the assigned HR representative. Significant external recruitment efforts should be made when external advertising is required.

D. Prior to advertising a vacancy, the supervisor must obtain approval to staff a vacant position from the district engineer or division leader/state engineer or designee.

E. Internal and external advertising will be publicized using the Job Opportunity Announcement (JOA).

F. The JOA will generally be posted for 14 calendar days; however, exceptions can be made based on the needs of the position.

### 2. Applications:

A. Employees interested in being considered for an advertised vacancy must complete an Internal Opportunity Application by the closing date stipulated on the JOA.

B. All persons seeking employment or reemployment with the department must complete an application for employment. Applicants must be at least 18 years of age and a high school graduate or have a GED equivalent in order to be considered for a position with the department.

C. All applications for employment and internal opportunity applications must be received or postmarked on or before the closing date stipulated on the JOA.

D. The HR Division 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, documentation of whether or not an applicant meets minimum qualifications 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" that indicates the criteria used to develop the interview questions. The document containing these criteria must be included in the job fill file.

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."

1) The HR representative will assist the hiring supervisor in reviewing Personnel Policy 0503, "Employment of Relatives," to determine if there is a conflict.

2) For internal candidates, the current supervisor should be contacted to provide performance management information and obtain a hiring recommendation.

3) Interviews should be scheduled by the hiring supervisor or the HR representative at a time and place when all panel members can be present.

D. The interview questions form should contain the name of the person interviewed, the date and time of interview, and the name and job title of all panel members.

#### 4. Panel Interviews:

A. Panel interviews are required for all vacancies unless waived by the district engineer or division leader/state engineer.

1) The size of, and specific members to serve on, each panel will be determined by the district engineer or division leader/state engineer or designee.

a. Diversity of the panel should be considered when selecting the composition of the panel.

b. For all supervisory and management level positions, a direct report to the vacant supervisory level position will be included on the panel.

(1) 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) The direct report who serves on the panel should not be an individual who has applied for the position.

(3) There may 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.

(4) 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 should also include a partner from an external organization or agency in addition to a direct report.

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 conflict of interest exists with this partner's participation.

b. 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 will reside 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 will include a direct report and an internal partner.

4) All panel members (except for direct reports and external 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. Each member is required to take notes on the answers given by each candidate. Immediately 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."

#### 5. Selection Process:

A. When all interviews are completed and the panel has completed the Form P-20, each panel member should review the application, his or her interview notes, the P-20, 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 the candidate's education, experience, and preferred employee qualities relative to the position as demonstrated by his/her job application, resume,

answers to interview questions, and other information available for consideration. Documentation supporting the decision to select the specific candidate should be included in the job fill file.

D. An HR representative is responsible to ensure employment references are verified on all external candidates who are seriously being considered for the vacant position and who have completed and signed the authorization and consent to release portion of the application. Extreme care is required to honor the candidate's instructions regarding contact with his/her current employer. There are two forms used to perform reference checks: "Telephone Reference Form," and Form P-15, "Reference Questionnaire." For further guidelines, refer to the "Behavioral Interview Handbook."

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.

When waiver of the minimum requirements as stated on the job specification requires approval from the HR director, 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. Before making a conditional offer of employment, hiring supervisors should consult with their HR representative to determine the appropriate salary offer. For all positions, 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 applicant's level of job related experience and additional relevant education beyond the minimum qualifications. (Refer to Personnel Policy 0521, "Substitution of Education or Experience.")

An HR representative will review the candidate selected and provide a salary recommendation in accordance with Personnel Policy 1016, "Salary Increases;" Personnel Policy 1021, "Demotion;" and Personnel Policy 0522, "Waiver of Job Specification Minimum Requirements," as applicable and consistent with how those policies have been applied in the past.

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 by phone.

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:

- a. Temporary part-time
- b. Seasonal
- c. Summer employment
- d. Internship
- e. Emergency snow removal
- f. Retirees
- g. 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 or physical is needed for the new position. If so, a conditional offer should be made.

C. When the conditional offer is accepted, the HR representative will contact the candidate and 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 screening results 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 the I-9, tax paperwork, and other applicable forms within three days of his/her start date.

B. The HR representative will ensure that written notification is sent to all external applicants not selected for an interview who applied for the advertised position. 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 should 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:

- A. Job Opportunity Announcement
- B. Advertising/recruiting efforts or waiver, if waived
- C. All documentation forms (forms/spreadsheets/etc.)
- D. Interview questions and notes from all panel members
- E. Form P-20, Applicant Evaluation Worksheet
- F. Copies of notifications to external applicants who applied for a specific position but were not interviewed, or a copy of the notification and list of the applicants receiving it
- G. Staffing announcement
- H. Hiring and salary justification for person selected
- I. Conditional offer letters for all external hires with salary amount if no final offer letter \*,\*\*
- J. Confirmation letters to all internal applicants and to external applicants, if used
- K. Written authorization to fill position
- L. Employment references for all internal applicants and all external applicants seriously considered

M. Indication that selected candidate met minimum qualifications for the job or a waiver of minimum qualifications

N. Notation of time, date, and person notifying 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

Behavioral Interview Handbook

## **FORMS**

Create/View Employee Profile (Employment Application)

Reference Questionnaire

Applicant Evaluation Worksheet

New Hire Checklist

Separation Checklist

Separation Supplement

# **APPENDIX 5**

## **Job Groups and Job Titles**

| <b>Job Group A (OA)</b>                                | <b>Job Group B (Professionals)</b>  |
|--|---|
| <b>101, 102, 104</b>                                   | <b>204, 207, 217</b>  |
| <b>Upper Management<br/>Managers<br/>Other Mangers</b> | <b>Professionals- Administrative<br/>Civil Engineers<br/>Professionals- Technical</b> |
| <b>101</b>   | <b>204</b>  |
| ASSISTANT CHIEF ENGINEER                               | ASSISTANT COUNSEL   |
| AUDITS & INVESTIGATIONS DIR                            | AUDITOR   |
| CHIEF COUNSEL  | BENEFITS SPECIALIST   |
| CHIEF ENGINEER   | BUS SYST SUPP SPECIALIST  |
| COMMUNICATIONS DIRECTOR                                | CERTIFIED APPRAISER   |
| DISTRICT ENGINEER                                      | COMMUNICATIONS COORDINATOR  |
| EQUAL OP & DIVERSITY DIRECTOR                          | COMMUNICATIONS SPECIALIST   |
| EXTERNAL CIVIL RIGHTS DIRECTOR                         | COMMUNITY LIAISON   |
| FINANCIAL SERVICES DIRECTOR                            | EMPLOYEE DEVELOPMENT SPECIALIS  |
| GENERAL SERVICES DIRECTOR                              | FINANCIAL SERVICES SPECIALIST   |
| GOVERNMENTAL RELATIONS DIRECTO                         | GENERAL SERVICES SPEC   |
| HIGHWAY SAFETY DIRECTOR                                | HUMAN RESOURCES SPECIALIST  |
| HUMAN RESOURCES DIRECTOR                               | INT COMMUNICATIONS SPECIALIST   |
| INFO SYSTEMS DIRECTOR                                  | INT HUMAN RESOURCES SPECLST   |
| INTERIM DIRECTOR OF TRANSPORTA                         | INTER BENEFITS SPECIALIST   |
| MOTOR CARRIER SERVICES DIRECTR                         | INTER RISK MGT SPECIALIST   |
| MULTIMODAL OPRATNS DIRECTOR                            | INTER SYSTEM MANAGEMENT SPECIA  |
| RIGHT OF WAY DIRECTOR                                  | INTER TRANSPORTATION PLANNER  |
| RISK AND BENEFITS MGT DIRECTOR                         | INTERM FINANCIAL SERV SPECIALI  |
| SECRETARY TO THE COMMISSION                            | INTERM GEN SERV SPECIALIST  |
| STATE BRIDGE ENGINEER                                  | INTERMEDIATE AUDITOR  |
| STATE CO & MA ENGINEER                                 | INTERMEDIATE PARALEGAL  |
| STATE DESIGN ENGINEER                                  | INTERMEDIATE SAFETY OFFICER   |
| STATE MAINTENANCE ENGINEER                             | INVESTIGATOR  |
| STATE TRAFFIC&HWY SAFTY ENGR                           | MARKET ANALYSIS COORDINATOR   |
| TRANSPORTATION PLANNING DIR                            | MC INVESTIGATIONS SPEC  |
| <b>102</b>   | MOTOR CARRIER PROJECT MANAGER   |
| ADMIN OF FREIGHT & WATERWAYS                           | ORGANIZATIONAL PERFORMANCE ANA  |
| ADMINISTRATOR OF AVIATION                              | ORGANIZATIONAL PERFORMANCE SPE  |
| ADMINISTRATOR OF RAILROADS                             | OUTDOOR ADVERT PERMIT SPEC  |
| ADMINISTRATOR OF TRANSIT                               | OUTDOOR ADVERTISING SPECIALIST  |
| AREA ENGINEER  | PARALEGAL   |
| ASSISTANT DISTRICT ENGINEER                            | RESOURCE MANAGEMENT ANALYST   |
| ASSISTANT STATE DESIGN ENGIN                           | RESOURCE MANAGEMENT SPECIALIST  |
| ASST CHIEF COUNSEL - ADMIN                             | RIGHT OF WAY LIAISON  |
| ASST CHIEF COUNSEL-HUMAN RSRCS                         | RIGHT OF WAY SPECIALIST   |
| ASST CHIEF COUNSEL-PROJ DEVEL                          | RISK MANAGEMENT SPECIALIST  |
| ASST CHIEF COUNSEL-RISK MNGMNT                         | SAFETY OFFICER  |
| ASST COMMUNICATIONS DIRECTOR                           | SENIOR ADMINISTRATIVE COUNSEL   |
| ASST HUMAN RESOURCE DIRECTOR                           | SENIOR ASSISTANT COUNSEL  |

ASST IS DIRECTOR  
 ASST MOTOR CARRIER SERV DIRECT  
 ASST STATE BRIDGE ENGINEER  
 ASST STATE CO AND MA ENGINEER  
 ASST TO THE DIST ENGINEER  
 BID & CONTRACT SERVICE ENGR  
 BRIDGE MANAGEMENT ENGINEER  
 CADD SERVICES ENGINEER  
 CHEMICAL LABORATORY DIRECTOR  
 COMPUTER AIDED DRFT SUPPRT ENG  
 CONST & MATERIALS LIAISON ENGR  
 DESIGN LIAISON ENGINEER  
 DISTRICT CONST & MATERIALS ENG  
 DISTRICT DESIGN ENGINEER  
 DISTRICT MAINT & TRAFFIC ENGIN  
 DISTRICT MAINTENANCE ENGINEER  
 DISTRICT PLANNING MANAGER  
 DISTRICT TRAFFIC ENGINEER  
 ENVIRONMENTAL & HIST PRESV MGR  
 FINANCIAL SERVICES ADMINISTRAT  
 GEOTECHNICAL DIRECTOR  
 INF SYSTEMS PROJECT MANAGER  
 INFO SYS TECHNOLOGY SPECIALIST  
 LOCAL PROGRAMS ADMINISTRATOR  
 LONG RANGE TRANS PLANNING CO  
 MAINTENANCE LIAISON ENGINEER  
 MC INVESTIGATIONS ADMINISTRATR  
 PHYSICAL LABORATORY DIRECTOR  
 PLANNING & PROGRAMMING ENGR  
 RAILROAD OPERATIONS MANAGER  
 REGIONAL COUNSEL  
 RESEARCH ADMINISTRATOR  
 RIGHT OF WAY MANAGER  
 SPECIAL PROJECTS COORD  
 STRCTURAL PRELIM & REVIEW ENGR  
 STRUCT DEV & SUPPORT ENGR  
 STRUCTURAL LIAISON ENGINEER  
 STRUCTURAL RESOURCE MANAGER  
 TRAFFIC CENTER MANAGER  
 TRAFFIC LIAISON ENGINEER  
 TRANSPORT SYSTEM ANALYSIS ENGR

SENIOR AUDITOR  
 SENIOR DATA REPORT ANALYST  
 SENIOR INVESTIGATOR  
 SENIOR LITIGATION COUNSEL  
 SENIOR PARALEGAL  
 SENIOR PROCUREMENT AGENT  
 SENIOR SAFETY OFFICER  
 SR CIVIL RIGHTS SPECIALIST  
 SR COMMUNICATIONS SPECIALIST  
 SR EMPLOYEE DEVELOPMENT SPECIA  
 SR FINANCIAL SERVICES SPECIALI  
 SR GENERAL SERVICES SPEC  
 SR GOVT RELATIONS SPECIALIST  
 SR HR SPECIALIST  
 SR ORGANIZATIONAL PERF ANALYST  
 SR OUTDOOR ADVERTISING PERM SP  
 SR R/W SPECIALIST  
 SR RESOURCE MGT ANALYST  
 SR RISK MGMT SPECIALIST  
 SR SYSTEM MANAGEMENT SPECIALIS  
 SR TRANSPORTATION PLANNER  
 SR TRNS ENFRCEMNT INVESTIGATOR  
 SYSTEM MANAGEMENT SPECIALIST  
 TRANSP ENFRMNT INVESTIGATOR  
 TRANSPORTATION PLANNER

207

BRIDGE INSPECTOR  
 BRIDGE LOC & LAYOUT DESIGNER  
 CADD SUPPORT ANALYST  
 COMPUTER LIAISON, DESIGN  
 CONSTRUCTION INSPECTOR  
 DESIGN SUPPORT ENGINEER  
 DISTRICT CONSTRUCTION LIAISON  
 DISTRICT DESIGN LIAISON  
 DISTRICT UTILITIES ENGINEER  
 FIELD MATERIALS ENGR  
 HIGHWAY DESIGNER  
 INNOVATIONS ENGINEER  
 INT TR STUDIES SPECIALIST  
 INTER CONST INSPECTOR  
 INTER HIGHWAY DESIGNER  
 INTER MATERIALS INSPECTOR  
 INTER STRUCTURAL DESIGNER  
 MATERIALS INSPECTOR  
 MATERIALS SPECIALIST  
 NON-MOTORIZED TRANSP ENGINEER  
 OFF-SYSTEM PLANS REVIEWER

104

ASSISTANT TO THE RESIDENT ENGI  
 ASST DIST MAINT & TRAFF ENGINE  
 ASST DIST MAINTENANCE ENGINEER  
 ASST MAINTENANCE SUPERVISOR  
 ASST RIGHT OF WAY MNGR-CERTIFI

AST DISTRICT CONSTR & MATER EN  
AUDIT MANAGER  
AVIATION OPERATIONS MANAGER  
AVIATION PROGRAMS MANAGER  
BR INSPECTION CREW SUPERVISOR  
BRIDGE INSPECTION ENGINEER  
BRIDGE MAINTENANCE SUPERINTEND  
BRIDGE RATING & INVENT ENGR  
BUSINESS SYST SUPPORT MANAGER  
CENTRAL OFFICE GENERAL SERV MG  
CLAIMS ADMINISTRATION MGR  
COMMRCIAL MTR VEHICLE PROG MGR  
COMMUNICATIONS MANAGER  
COMPENSATION MANAGER  
CONSTR MANGMNT SYSTEMS ADMINIS  
CORE DRILL SUPERINTENDENT  
CORE DRILL SUPERVISOR  
DESIGN MGT SYSTEMS ADMINISTRAT  
DIST INFORMATION SYSTM MANAGER  
DISTRICT BRIDGE ENGINEER  
DISTRICT LAND SURVEY MANAGER  
DISTRICT MAINTENANCE ENGINEER  
DISTRICT SFTY & HLTH MGR  
DIV ADMIN SUPPORT SUPERVISOR  
EMPLOYEE BENEFITS MANAGER  
EMPLOYEE DEVELOPMENT MANAGER  
EMPLOYMENT MANAGER  
ENVIRONMENTAL COMPLNC MANAGER  
EQUIPMENT TECHNICIAN SUPERVISO  
ESTIMATE AND REVIEW ENGINEER  
FABRICATION OPERATIONS ENGR  
FACILITY OPERATIONS SUPERVISOR  
FINANCIAL SERVICES MANAGER  
GENERAL SERVICES MANAGER  
GEOLOGIST  
GEOTECHNICAL ENGINEER  
HISTORIC PRESERVATION MANAGER  
HUMAN RESOURCES MANAGER  
HWY SAFETY PROG ADMINISTRATOR  
INCIDENT MANAGEMENT COORDINATR  
INFORMATION SYSTEMS SUPERVISOR  
INVESTIGATION MANAGER  
LAND SURVEY SUPERVISOR  
LEGAL OFFICE MANAGER  
MAINT SUPERINTENDENT  
MAINTENANCE SUPERVISOR  
MATERIALS TESTING SUPERVISOR

PAVEMENT ENGINEER  
PAVEMENT SPECIALIST  
PROJECT REVIEWER  
RESEARCH ANALYST  
SENIOR ESTIMATOR  
SENIOR HIGHWAY DESIGNER  
SENIOR MATERIALS INSPECTOR  
SENIOR MATERIALS SPECIALIST  
SENIOR PAVEMENT SPECIALIST  
SENIOR PROJECT REVIEWER  
SENIOR TRAFFIC STUDIES SPECIAL  
SR CONSTRUCTION INSPECTOR  
SR GEOTECHNICAL SPECIALIST  
SR PROJECT DEVELOPMENT SPECIAL  
SR STRUCTURAL DESIGNER  
SR STRUCTURAL ENGINEER  
SR TRAFFIC STUDIES SPECIAL-NSS  
STANDARDS SPECIALIST  
STATEWIDE INCIDENT RESPONSE CO  
STRUCTURAL DESIGNER  
TRAFFIC MNGMNT & OPERATION ENG  
TRAFFIC STUDIES SPECIALIST

217

ENVIRONMENTAL CHEMIST  
ENVIRONMENTAL SPECIALIST-SS  
GIS SPECIALIST  
HISTORIC PRESERVATION SPECIALI  
INFO SYSTEMS TECHNOLOGIST  
INT ENVIRONMENTAL SPEC-SS  
INT GIS SPECIALIST  
INT INFO SYSTEMS TECHNOLOGIST  
INTERM MULTIMODAL OPER SPECIAL  
LEAD INFO SYSTEMS TECHNOLOGIST  
MULTIMODAL OPERATIONS SPECIALI  
RAIL SAFETY SPECIALIST  
SENIOR CHEMIST  
SENIOR GIS SPECIALIST  
SR ENVIRNMENTAL SPECIALIST  
SR ENVIRNMENTAL SPEC-SS  
SR HISTORIC PRESERV SPEC-NSS  
SR HISTORIC PRESERVATION SPECI  
SR INFO SYSTEMS TECHNOLOGIST  
SR MULTIMODAL OPER SPECIALIST  
SR ROADSIDE MANAGEMENT SPECIAL  
TRANSPORTATION DATA ANALYST

MOTOR ASSISTANCE SHIFT SUPV  
MOTOR CARRIER COMPLIANCE SUPV  
OUTDOOR ADVERTISING MANAGER  
RAILROAD PROJECTS MANAGER  
RESEARCH ENGINEER  
RESIDENT ENGINEER  
ROADSIDE MANAGER  
SAFETY AND CLAIMS MANAGER  
SIGN & MARKING ENGINEER  
SPRVING BRIDGE INSPECTION EN  
STORMWATER COMPLIANCE COORDINA  
STRUCTURAL HYDRAULICS ENGINEER  
STRUCTURAL PROJECT MANAGER  
SUPPORT SERVICES MANAGER  
TRAFFIC OPERATIONS ENGINEER  
TRAFFIC OPERATIONS SUPERVISOR  
TRAFFIC SUPERVISOR  
TRAFFIC SYSTEMS SUPERVISOR  
TRANS ENFORCEMENT INVESTI SUPV  
TRANSP MGT SYS ADMINISTRATOR  
TRANSP PLANNING COORDINATOR  
TRANSP PROJECT DESIGNER  
TRANSPORTATION PLANNING SPECIA  
TRANSPORTATION PROGRAM MANAGER  
TRANSPORTATION PROJECT MGR  
URBAN TRAFFIC SUPERVISOR  
WETLAND COORDINATOR

| <b>Job Group C</b> | <b>Job Group E</b>       |
|--------------------|--------------------------|
| <b>303</b>         | <b>501</b>               |
| <b>Technicians</b> | <b>Paraprofessionals</b> |

AIRPLANE PILOT  
 AIRPORT PROJECT TECHNICIAN  
 ASSISTANT CONSTRUCTION TECH  
 BRIDGE INSPECTION TECHNICIAN  
 CONSTRUCTION TECHNICIAN  
 DESIGN TECHNICIAN  
 INTER CONSTRUCTION TECH  
 INTER MAINTENANCE TECHNICIAN  
 INTER MATERIALS TECH  
 INTER STRUCTURAL TECHNICIAN  
 INTER TRAFFIC TECHNICIAN  
 INTERMEDIATE DESIGN TECHNICN  
 INTERMEDIATE SURVEY TECHNICIAN  
 LAND SURVEY COORDINATOR  
 LAND SURVEYOR  
 LAND SURVEYOR IN TRAINING  
 LEAD FIELD ACQUISITION TECH  
 MAINTENANCE TECHNICIAN  
 MATERIALS TECHNICIAN  
 MATERIALS TESTING SPECIALIST  
 MULTIMEDIA SERVICES SPECIALIST  
 SENIOR CADD SUPPORT SPECIALIST  
 SENIOR CARTOGRAPHER  
 SENIOR DESIGN TECHNICIAN  
 SENIOR MAINTENANCE TECHNICIAN  
 SENIOR MATERIALS TECHNICIAN  
 SENIOR MULTIMEDIA SERVICES SPE  
 SENIOR PLANNING TECHNICIAN  
 SENIOR STRUCTURAL TECHNICIAN  
 SENIOR SURVEY TECHNICIAN  
 SENIOR TRAFFIC SPECIALIST  
 SENIOR TRAFFIC TECHNICIAN  
 SENIOR TRAFFIC TECHNICIAN-NSS  
 SR CONSTRUCTION TECHNICIAN  
 SR FABRICATION TECHNICIAN  
 SR RAILROAD SAFETY INSPECTOR  
 STRUCTURAL ANALYST  
 STRUCTURAL SPECIALIST  
 STRUCTURAL TECHNICIAN  
 TR COMMUNICATION SPECIALIST  
 TRAFFIC SPECIALIST

ADMINISTRATIVE TECHNICIAN  
 AUTOMATION LIAISON ANALYST  
 BRIDGE INVENTORY ANALYST  
 CONSTRUCTION CONTRACT ADMINIST  
 CUSTOMER SERVICE REP  
 DIST FINAL PLANS & REP PROC  
 FINAL PLANS REVIEWER  
 FINANCIAL SERVICES TECHNICIAN  
 GENERAL SERVICES TECHNICIAN  
 HUMAN RESOURCES TECHNICIAN  
 INFORMATION SYSTEMS TECHNICIAN  
 INTERMEDIATE IS TECHNICIAN  
 MCS SYSTEM & TRAINING ANALYST  
 MOTOR CARRIER TECHNICIAN  
 RISK MANAGEMENT TECHNICIAN  
 SENIOR CUSTOMER SERVICE REP  
 SENIOR FINANCIAL SERVICES TECH  
 SENIOR GENERAL SERVICES TECHN  
 SENIOR HUMAN RESOURCES TECHN  
 SENIOR INF SYSTEMS TECHNICIAN  
 SENIOR OUTDOOR ADVERTISING TEC  
 SENIOR PRINTING TECHNICIAN  
 SENIOR RIGHT OF WAY TECHNICIAN  
 SENIOR RISK MANAGEMENT TECHN  
 SR ADMINISTRATIVE TECHNICIAN

| <b>Job Group F</b>     | <b>Job Group G</b>    |
|------------------------|-----------------------|
| <b>601</b>             | <b>701</b>            |
| <b>Office/Clerical</b> | <b>Skilled Crafts</b> |

CONST PROJECT OFFICE ASSISTANT  
 EXECUTIVE ASSISTANT  
 FLD ACQUISITION COORDINATOR  
 INT MOTOR CARRIER AGENT  
 LEGAL ASSISTANT  
 LEGAL SECRETARY  
 MOTOR CARRIER AGENT  
 OFFICE ASSISTANT  
 SENIOR EXECUTIVE ASSISTANT  
 SENIOR OFFICE ASSISTANT  
 SR EXECUTIVE ASST TO THE DIREC  
 SR MOTOR CARRIER AGENT  
 SR MOTOR CARRIER SERVICES ASST  
 SR TRAFFIC SYSTEMS OPERATOR

ASSISTANT EQUIPMENT TECHNICIAN  
 BRIDGE INSPECTION CREW LEADER  
 CORE DRILL OPERATOR  
 ELECTRICIAN  
 ELECTRICIAN ASSISTANT  
 EQUIP TECH SUPPORT SPECIALIST  
 EQUIPMENT TECHNICIAN  
 FACILITY OPERATIONS SPECIALIST  
 INT BR INSPECTION CREW MEMBER  
 INTER FLD ACQUISITION TECH  
 INTERMEDIATE EQUIPMENT TECH  
 MAINTENANCE CREW LEADER  
 SENIOR CORE DRILL ASSISTANT  
 SENIOR ELECTRICIAN  
 SENIOR EQUIPMENT TECHNICIAN  
 SENIOR FACILITY OPERATIONS SPE  
 SENIOR FIELD ACQUISITION TECHN  
 SENIOR SUPPLY AGENT  
 SR BR INSPECTION CREW MEMBER  
 SUPPLY OFFICE ASSISTANT

|                                  |
|----------------------------------|
| <b>Job Group H</b>               |
| <b>804</b>                       |
| <b>Service &amp; Maintenance</b> |

BRIDGE INSPECTION CREW MEMBER  
CORE DRILL ASSISTANT  
FACILITY OPERATIONS CREW WORKE  
INTERMEDIATE MAINTENANCE WRKR  
MAINTENANCE WORKER  
MOTORIST ASSISTANCE OPERATOR  
SENIOR BUILDING CUSTODIAN  
SENIOR MAINTENANCE WORKER  
SR FACILITY OPERATIONS CREW WO

**Missouri Department of Transportation (MoDOT)**

Equal Opportunity and Diversity Division

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**Contact Information**

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*Jefferson City, Mo 65102*

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