



SunLine Transit Agency  
April 24, 2024  
11:15 a.m. – 11:30 a.m.

## AGENDA

### BOARD OPERATIONS COMMITTEE

Wellness Room  
32-505 Harry Oliver Trail  
Thousand Palms, CA 92276

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#### NOTICE TO THE PUBLIC

SunLine has discontinued its COVID-19 Emergency Declaration and has returned its Board and Board Committee meetings to live and in-person attendance at the location noted above. These meetings are no longer available for viewing, attendance, or comment by two-way audiovisual platform, two-way telephonic service, webcasting, or streaming video broadcast. SunLine may prepare audio or video recordings of Board meetings. In accordance with the Brown Act and California Public Records Act, these recordings are subject to public inspection for a period for thirty (30) days after the meeting.

In compliance with the Brown Act, agenda materials distributed 72 hours or less prior to the meeting, which are public records relating to open session agenda items, will be available for inspection by members of the public prior to or at the meeting at SunLine Transit Agency's Administration Building, 32505 Harry Oliver Trail, Thousand Palms, CA 92276 and on the Agency's website, [www.sunline.org](http://www.sunline.org).

In compliance with the Americans with Disabilities Act, Government Code Section 54954.2, and the Federal Transit Administration Title VI, please contact the Clerk of the Board at (760) 343-3456 if special assistance is needed to participate in a Board meeting, including accessibility and translation services. Notification of at least 72 hours prior to the meeting time will assist staff in assuring reasonable arrangements can be made to provide assistance at the meeting.

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#### ITEM

#### RECOMMENDATION

1. CALL TO ORDER
2. FLAG SALUTE
3. ROLL CALL
4. PRESENTATIONS

**ITEM**

**RECOMMENDATION**

5. FINALIZATION OF AGENDA

6. PUBLIC COMMENTS

RECEIVE COMMENTS

**NON AGENDA ITEMS**

Members of the public may address the Committee regarding any item within the subject matter jurisdiction of the Committee; however, no action may be taken on off-agenda items unless authorized. Comments shall be limited to matters not listed on the agenda. Members of the public may comment on any matter listed on the agenda at the time that the Board considers that matter. Comments may be limited to 3 minutes in length.

7. COMMITTEE MEMBER COMMENTS

RECEIVE COMMENTS

8. **EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE  
ACTION PROGRAM STATEMENT APPROVAL  
PURSUANT TO TITLE VII OF THE CIVIL RIGHTS ACT  
OF 1964; TITLE 49, CHAPTER 53, SECTION 5332 OF THE  
UNITED STATES CODE; AND THE FEDERAL TRANSIT  
ADMINISTRATION'S CIRCULAR 4704.1A**

**APPROVE**  
(PAGE 3-212)

(Staff: Carissa Sanchez, HR Manager/EEO Officer)

9. ADJOURN

**SunLine Transit Agency**

**DATE:** April 24, 2024 **ACTION**

**TO:** Board Operations Committee  
Board of Directors

**FROM:** Carissa Sanchez, HR Manager/EEO Officer

**RE:** Equal Employment Opportunity & Affirmative Action Program  
Statement Approval pursuant to Title VII of the Civil Rights Act of  
1964; Title 49, Chapter 53, Section 5332 of the United States Code;  
and the Federal Transit Administration's Circular 4704.1A

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**Recommendation**

Recommend that the Board of Directors approve the updated SunLine's Equal Employment Opportunity & Affirmative Action Program and authorize the CEO/General Manager to sign and implement the program.

**Background**

SunLine Transit Agency has an established Equal Employment Opportunity & Affirmative Action (EEO/AA) Program pursuant to Title VII of the Civil Rights Act of 1964; Title 49, Chapter 53, Section 5332 of the United States Code; and the Federal Transit Administration's (FTA) Circular 4704.1A "Equal Employment Opportunity (EEO) Requirements and Guidelines for Federal Transit Administration Recipients," dated July 2020.

SunLine must issue a signed and dated policy statement that expresses SunLine's commitment to its EEO/AA Program, state its objectives and outline responsibilities for its implementation. SunLine must circulate the statement throughout the organization.

SunLine, a recipient of federal funds, is required to submit an updated plan to the FTA every four (4) years. This document updates our program to reflect census and operating changes that have occurred since the previous program was submitted and approved by the FTA. It provides employment data by departments, job categories, gender, race and salary. It also identifies areas of underutilization and establishes goals to improve the recruitment of women and minorities. Staff is asking that the Board of Directors approve the policy statement and affirm its support of EEO/AA by approving this program.

**Financial Impact**

No financial impact.

Attachments:

- [Item 8a](#) – Redlined Copy of 2024 Equal Employment Opportunity & Affirmative Action Program
- [Item 8b](#) – 2024 Equal Employment Opportunity & Affirmative Action Program (Redlined Changes Accepted)



**EQUAL EMPLOYMENT OPPORTUNITY  
&  
AFFIRMATIVE ACTION PROGRAM**

~~July 2020~~ April March 2024  
~~Updated January 2023~~

**32-505 Harry Oliver Trail  
Thousand Palms, CA 92276**

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# Introduction

SunLine Transit Agency (SunLine) was formed as a Joint Powers Authority in July 1977 by Riverside County and the cities of the Coachella Valley to operate a public transit system within the eastern portion of Riverside County. -As the valley matured and grew, each of the cities joined the JPA until finally, all nine were members. -The current members are Desert Hot Springs, Palm Springs, Cathedral City, Rancho Mirage, Palm Desert, Indian Wells, La Quinta, Indio, Coachella and Riverside County.

SunLine is governed by a Board of Directors representing each of the ten entities. -The County's representative is a member of the Board of Supervisors, and each city has its mayor or a member of its city council serve as its representative.

SunLine also operates the SunDial dial-a-ride system for persons with disabilities. -SunLine's primary fixed route system operates 19 hours every day of the year with the exception of Thanksgiving and Christmas. -Bargaining unit employees are represented by one of two unions. (~~M~~Motor ~~C~~oach ~~O~~perators, ~~P~~araransit ~~O~~perators, ~~M~~Mechanics, Maintenance Supervisors and ~~F~~acility ~~M~~Maintainers) are represented by the Amalgamated Transit Union, Local 1277. Field Supervisors, Controllers, Paratransit Reservationists, Customer Service Representatives, Safety Officers, Transit Trainers, Accounting Technicians I & II, Accounting Clerks, Coin Counters, Grants Analysts, Senior Accountants, Contracts Assistant, Procurement Specialists, Material & Inventory Technicians and Materials & Inventory Supervisors are represented by the Teamsters Local 1932.

As of ~~June 2019~~January 2024, SunLine ~~employes~~employesd ~~34770~~ persons. SunLine is a proud supporter of Equal Employment Opportunity and Affirmative Action (EEO/AA). -Our statement of policy and affirmative action goals reflect SunLine's commitment to maintain a diversified and motivated workforce.

# Equal Employment Opportunity: Policy Statement

SunLine Transit Agency is committed to equal employment opportunity. This commitment starts with the Board of Directors, which supports a results-oriented program aimed at achieving equal employment opportunity throughout all organizational levels at SunLine. The mission of SunLine is “To provide safe and environmentally conscious public transportation services and alternative fuel solutions to meet the mobility needs of the Coachella Valley.” Fundamental to SunLine’s mission is our obligation to honor the diversity of our workforce and ensure all employees are treated with dignity and respect.

SunLine is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. -All employment decisions at SunLine are based on business needs, job requirements and individual qualifications, without regard to race, color, religion, sex, disability, age, national origin, ancestry, genetic information, gender, gender identity, gender expression, marital status, medical condition, national origin, sexual orientation, pregnancy, victim of domestic violence, sexual assault, or stalking, protected veteran status, or any other legally protected status. -This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, disciplinary actions, termination, layoff, recall, transfer, leaves of absence, compensation and training. -Any applicant or employee who believes they have been discriminated or harassed has the right to file a complaint alleging such with the appropriate official.

SunLine is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

SunLine will not tolerate discrimination or harassment based on any of the listed characteristics. Every employee has an obligation to ensure the work place is free of discrimination and harassment. -Any employee, who has knowledge of or witnesses, discrimination or harassment must report it to their supervisor, manager, or EEO Officer. Additionally, SunLine expects its contractors to embrace the principles of EEO and to provide workplaces free of discrimination and harassment.

Equal opportunity can best be achieved through programmed recruitments and personnel practices aligned with Title VII and the Agency’s Affirmative Action Plans. -Continued efforts to achieve and sustain equal employment opportunities for every employee and applicant requires participation from all levels throughout the Agency, especially at the management and supervisory levels. SunLine will remain proactive in ensuring compliance with its Affirmative Action Plan.



SunLine employees are critical in promoting SunLine as an employer of choice. –All current employees of SunLine are requested to encourage qualified disabled persons, minorities, women, special disabled veterans, and Vietnam Era veterans to apply for employment.

SunLine prohibits retaliation against anyone through harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights to any federal, state or local law regarding EEO, Title VII for qualified individuals with disabilities, or qualified protected veterans.

Our employees have a right to work in an environment free from discrimination and it is the responsibility of every manager and supervisor to assure that a non-discriminatory environment exists. –All department heads, managers and supervisors are assigned specific tasks in relation to SunLine’s EEO/AA plan and understand that their work performance will be evaluated on the basis of the compliance with and support of the EEO/AA policies and practices, among other Agency policies.

The assignment of the operational task and accountability for implementing the EEO/AA programs is the responsibility of the ~~Compliance Officer~~EEO Officer. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Carissa Sanchez as the an Tina Hamel, DBELO/EEEO /Compliance/Eligibility Officer.–She –whoShe can be reached at (760) 343-3456 Ext. 16091445 or via email at (enter email)csanchez@sunline.org thamel@sunline.org. Ms.The EEO Officer Hamel reports directly to me regarding EEO issues and acts with my authority with all levels of management, labor unions, and employees. All applicants and employees have a right to file complaints alleging discrimination with their direct supervisor, manager, department head or the EEO Compliance Officer. In addition, our expectation is that all employees will lend their active support to EEO principles and practices.

SunLine is committed to undertaking and developing a written nondiscrimination program that set forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

SunLine Transit Agency is committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

The successful achievement of SunLine’s EEO/AA program goals will benefit all employees by creating a more diverse working environment.

\_\_\_\_\_  
~~Lauren L. Skiver~~ Mona Babauta  
CEO/General Manager  
SunLine Transit Agency

\_\_\_\_\_  
Date

# General Objectives

The general objectives of this Equal Employment Opportunity/Affirmative Action Program are to achieve and maintain employment levels for members of protected classes within the various job group categories throughout the organization in proportion to their availability in the local labor market. This will be achieved through targeted recruitments, increased hiring, promotion and training of qualified applicants and employees in these protected classes.

In order to achieve a work place that reflects the demographics of the communities served, SunLine will do the following:

- Evaluate personnel transactions and enforce the use of objective employment practices to ensure that members of these protected classes are not adversely impacted.
- Assign responsibility and accountability for Affirmative Action progress. The most crucial parts for the policy implementation are at the department heads, manager and supervisory levels where decisions affecting hiring, assignments, training, promotions, compensation and disciplinary actions are made.
- Provide training on personnel policies and fair employment practices to department heads, managers and supervisors to increase awareness and acceptance of race/cultural, sex and disability differences among employees and prohibiting unlawful harassment of employees in the workplace.
- Advertise and target recruitments to these populations that are underrepresented at various levels of the organization.
- Ensure that employees of an underrepresented class are provided the opportunity to attend necessary training and/or given special projects or assignments to make them competitive for promotions.
- Partner with local schools, colleges and universities to target underrepresented groups within a job group category to provide internships and promote development within an occupational specialty.
- Ensure employee recognition and incentives for performance and contributions to SunLine are awarded fairly to all employees regardless of status.

# Designation of Responsibility

## A. Program Responsibility

The primary responsibility for the establishment of the EEO/Affirmative Action Program rests with SunLine's Board of Directors. They are charged to:

- Set policy and provide leadership necessary to achieve affirmative action goals.
- Express commitment to the goal of establishing work force parity with the community's qualified work force.

The Board of Directors designates the CEO/General Manager to express and carry out the responsibilities of the Board of Directors on a day-to-day basis.

## B. EEO Agency Affirmative Action Officer Responsibilities

The assignment of the operational tasks and accountability for implementing the EEO/Affirmative Action program ~~as the EEO/Affirmative Action Officer~~ is the responsibility of the EEO Compliance Officer. An Effective EEO officer exhibits the following essential characteristics:

- Sensitivity to, and subject-matter expertise of, the varied ways in which discrimination occurs.
- Total commitment to EEO goals and objectives.
- KnowledgeGeneral understanding of civil rights laws, policies, rules, regulations, and guidelines.
- Sufficient authority and ability to work and communicate with others (e.g., department heads) to achieve EEO goals and objectives.

The EEO Compliance Officer shall have the responsibility to audit the requirements of the program and to:

- Establish and direct SunLine's EEO/AA Program to meet federal and state requirements and achieve utilization goals.
- Develop and reaffirm equal employment opportunity in all personnel actions taken by SunLine.
- Create a pro-active attitude among members of the management team for formal dissemination, both internal and external.
- Discuss equal opportunity at meetings with management staff members.
- Assure that management members understand their personal performance evaluations will reflect their performance as measured against the EEO/Affirmative Action Program.
- Develop the EEO/Affirmative Action Program and techniques for communication of policy. Provide training to all responsible personnel.

- Ensure the job-relatedness of all aspects of the personnel processes and concurs in all hires and promotions.
- Improve recruitment efforts to increase the number of qualified minority, women and disabled applicants.
- Inform all new employees of the EEO/Affirmative Action Program and Discrimination Complaint procedure. Assure that current legal information affecting affirmative action is disseminated to responsible officials.
- Investigate any discrimination complaint filed by employees and/ or applicants, and recommend appropriate remedies. Track all complaints, records of EEO inquiry and submits annual reports to that effect.
- Reporting at least semiannually to the CEO/GM on each department's progress in relation to the ~~Agency's~~ Agency's goals and on contractor and vendor compliance.
- Submits status reports concerning the program to the Board of Directors through the CEO/General Manager.
- Identify EEO/Affirmative Action problem area. Assist managerial and supervisory personnel in arriving at solutions to EEO/Affirmative Action problems and assists management in collecting and analyzing employment data.
- Design and implement audit and reporting systems which will:
  - Measure program effectiveness-
  - Identify areas requiring remedial action-
  - Determine degree to which goals and objectives have been attained-
- Serve as liaison between SunLine and relevant enforcement/reporting agencies and minority organizations as well as community action groups concerned with employment opportunities of minorities, women and the disabled.
- Assists in recruiting minority, persons with disabilities and women applicants and establish outreach sources for use by Human Resources.
- Assist in the identification of EEO/Affirmative Action problem areas and establishing of departmental goals and objectives.
- Become actively involved with local minority organizations, women's organizations, community action groups and community service programs.
- Perform periodic audits of training programs, hiring and promotion patterns to remove, as necessary, impediments to the attainment of SunLine's goals and objectives.
- Conduct regular discussions with supervisors and employees to be certain the EEO/Affirmative Action Policy is being followed.
- Conduct a review of the qualifications of all employees to ensure that minorities, women and persons with disabilities are given full opportunities for transfers and promotions.
- In conjunction with human resources, periodically reviewing employment practices policies (e.g., hiring, promotions, training), complaint policies, reasonable

accommodation policies, performance evaluations, grievance procedures, and union agreements.

- Provide career counseling for all employees.
- Conduct periodic audits to ensure that:
  - Appropriate EEO/Affirmative Action posters are properly displayed.
  - All employee facilities are, in fact, desegregated, both in policy and use, and that locker rooms and restrooms are comparable for both sexes.
  - Minority, female and persons with disabilities are afforded a full opportunity and are encouraged to participate in all of SunLine's sponsored educational, training, recreational, and social activities.
  
- Understand that their work performance is being evaluated on the basis of their EEO/Affirmative Action efforts and results, as well as other criteria.
- Take action to ensure acceptance by all employees of those placed through affirmative action efforts.
- Ensure that all interviews, offer of employment and/or wage commitments (equal pay regardless of race or sex) are consistent with the EEO guidelines.
- Participates in the review and/or investigation of complaints alleging discrimination.

Independence and impartiality are the hallmark of a strong EEO function. To ensure that no conflicts of position or conflicts of interest occurs, or appear to occur, the EEO Officer will have a direct reporting relationship with the CEO/General Manager of SunLine. This reporting relationship will facilitate an impartiality from the roles and responsibilities of the EEO Officer from HR Officials and HR functions, particularly when conducting EEO investigations and making EEO related decisions. When appropriate, an outside contractor will be employed when any conflict of interest arises between the EEO Officer and HR Officials in the investigation of complaints.

### C. **Responsibilities of Management**

All department heads, managers and supervisors are responsible to work with the EEO/Affirmative Action Officer to ensure the effectiveness of the affirmative action program include, but are not limited to, the following:

- Holding regular discussions with other managers, supervisors, employees, and affinity groups to ensure agency policies and procedures are being followed.
- In conjunction with the EEO Officer, maintaining and updating the personnel database for generating reports required for the nondiscrimination program.
- Cooperating with the EEO Officer in review of information and investigation of complaints.
- Encouraging employee participation to support the advancement of the EEO Program (e.g., professional development and career growth opportunities, posting promotional opportunities, shadowing, mentoring).

- Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when necessary.
- Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur.
- Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.



## Dissemination of Policy

A variety of means will be used to disseminate the program to employees, job applications, and the community. The EEO/Affirmative Action Officer is responsible to ensure that all of the following are accomplished:



#### A. Internal Dissemination

SunLine's written and signed policy statement from the CEO/General Manager (page 4-5) is printed and posted in common areas such as breakrooms.

The SunLine Board of Directors is committed to supporting the EEO/Affirmative Action Program as indicated in the "Policy Statement" section and the section to follow:

Meetings are held with employees and affinity groups to seek input on the EEO Program and its implementation. The following policy statement is included in the Employee Handbook, which is given to all employees at the time of hire:

*SunLine is an Equal Employment Opportunity/Affirmative Action employer and is committed to a policy of equal employment opportunity for applicants and employees. As an equal opportunity employer decisions made concerning employment with SunLine will not be based on race, sex, color, ancestry, national origin, alienage, gender, sexual orientation, religion, creed, age, marital status, family status, pregnancy, military status, veteran status, medical condition, disability, genetic information or any other legally protected status. Employment decisions will comply with all laws prohibiting discrimination. SunLine's employment practices seek to place employees in the job that best suits their abilities, interests, and skills, as well as SunLine's needs.*

SunLine recognizes the value of different cultures and their meaningful contributions to the development of our society.

The Harassment Policy is also disseminated to employees through the Employee Handbook, which is provided to all employees as a part of their orientation process. The Employee Handbook states:

*In keeping with our commitment to provide a work environment that is free of discrimination, SunLine strictly prohibits and will not tolerate harassment in any form, including sexual harassment and harassment based on race, color, religion, national origin, ancestry, age, medical condition, marital status, sexual orientation, disability, veteran status or genetics. Verbal, physical and visual conduct that create an intimidating, offensive or hostile working environment or that unreasonably interferes with job performance is also considered harassment.*

Meetings and roundtable discussions are held with all levels of management semi-annually to discuss the EEO Program and its implementation. Our management policy prohibits any employee or management person from any conduct (acts, words, or suggestions), which could be interpreted as related to sexual suggestion or harassment.

Any employee who believes they have been harassed by a co-worker or supervisor should promptly report the facts of the incident or incidents and the names of the individuals

involved (generally in writing) to their supervisor. The Human Resources Department receives and reviews all complaints. If the determination from the Human Resources Department that the particular complaints fall within the guidelines for further investigation regarding possible EEO/Affirmative Action violations, the EEO/Affirmative Action Officer will investigate all such claims, all complaints demand a file to be opened and are tracked through filing systems of the Compliance Office. The compete particulars and appropriate corrective action may be reviewed with the CEO/General Manager before it is implemented. While SunLine holds everyone accountable to adhere to the policy of non-discrimination and prohibition of harassment of any kind, supervisors, managers and department heads are held to even higher standard because of their position of authority.

The actions that may be taken against an offender are the same as for any other disciplinary action. They include an oral warning, written warning, suspension and/or discharge. In addition to any disciplinary action, the offender may also be ordered to participate in non-disciplinary programs such as the Employee Assistance Program.

The actions which may be taken for the victim include written apology, shielding from backlash or retaliation, retraction of improper adverse action, leave of absence or special counseling.

To ensure that all current employees are aware of job opportunities for promotion and/or transfer, SunLine uses a job posting system. All postings are placed on all SunLine bulletin boards and posted on SunLine's intranet page.

SunLine posts the required federal and state EEO posters on all SunLine bulletin boards.

Certain employees of SunLine are currently represented by the Amalgamated Transit Union (ATU). The Memorandum of Understanding (MOU) currently in existence between SunLine and the Union contains the following nondiscrimination provision in Article G-2, Section 1, paragraph 2:

*SunLine and the Union agree that they shall not discriminate against any employee because of race, color, sex, sexual orientation, age, national origin, political or religious opinions or affiliation or citizenship status. SunLine and the Union shall meet and confer on any provision of this Agreement for the purpose of complying with any final order of a Federal or State agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this Agreement in compliance with State or Federal anti-discrimination laws.*

*Certain employees of SunLine are currently represented by the International Brotherhood of Teamsters (Teamsters). The Memorandum of Understanding (MOU) currently in existence between SunLine and the Union contains the following nondiscrimination provision in Section 6.4.2*

*SUNLINE and TEAMSTERS agree not to discriminate against an employee because of race, color, sex, age, marital status, religious creed, national origin, ancestry, disability, medical*

*condition, sexual orientation or citizenship status. Employees must address these concerns via HR Policy and Procedure and these complaints are not subject to the grievance procedure.*

EEO training is conducted periodically for all employees and for managers. All new supervisors or managers receive EEO training within 90 days of hire or their appointment, if promoted.

**B. External Dissemination**

All recruiting sources are informed of SunLine’s EEO/Affirmative Action Program both orally and in writing. These sources are requested to actively recruit minorities, women and persons with disabilities for all positions listed.

When employment advertisements are placed they are placed in minority as well as other news media. All advertisements will contain the footer, “An EEO/Affirmative Action Employer.”

Appropriate minority and women’s organizations, community agencies, community leaders, secondary school, and colleges are notified of SunLine’s policy.

Prospective employees are informed of the existence of the EEO/Affirmative Action Program and such elements that will enable them to avail themselves of its benefits.

Written notification of this policy is sent to all contractors, sub-contractors, vendors and suppliers requesting appropriate action on their part.

# Utilization Analysis

The purpose of a utilization analysis is to identify those job categories where there is an underutilization and/or concentration of minorities and women in relation to their availability in the relevant labor market. The utilization analysis is also used to set placement goals for job groups that experienced underutilization.

SunLine's utilization analysis is comprised of three parts. These parts are:

- Examination of current workforce
- Availability analysis
- Utilization analysis with goals for next period

The current workforce analysis is based on SunLine's employment records as of ~~March 2023~~ ~~April 2020~~. The appendices following this document are: "Job Group Analysis and Description", "Utilization Analysis by Job Category Chart", "Salary Analysis", "Employment Practices Charts", "Organizational Chart", and "EEO Concurrence Compliance Checklist".

Availability analysis was completed by analyzing the eight factors listed in the Federal Register Affirmative Action Program guidelines to arrive at the percent of females and minorities available in each job group. The EEO-ALL06W Chart from the EEO Tabulation ~~2014-2018~~ ~~2006-2010~~ (5-year ACS data) for Riverside County (the recruiting area for SunLine) was the source data. The eight factors are:

- Minority and female population in the applicable labor market area
- Minority and female unemployment force in the applicable labor market
- Percent of minority and female workforce as compared with the total workforce in the labor market area
- General availability of minorities and females having requisite skills in the labor market area
- The availability of minorities and females having requisite skills in an area in which SunLine can reasonably recruit; an expanded area may be utilized in some efforts
- The availability of promotable minorities and females in SunLine
- The existence of training institutions capable of training a person requisite skills
- The degree of training SunLine is reasonably able to undertake as a means of making all job classes available to minorities and females

# Goals and Timetables

In SunLine's last report the minority population was ~~80.76%~~ an. The last report also indicated an underutilization in the Service-Maintenance category for two female minority groups. ~~no job group category was underutilized.~~ SunLine's current minority population is 82%. SunLine's current female population is 32%.

Since our last reporting we have increased our minority population by 6%. We, ~~but~~ are currently showing an underutilization of female incumbents in the following categories:

- Officials and Administrators (1)
- Professionals (5)
- Protective Services (2): including (1) Hispanic/Latino female
- Administrative Support (8): including (1) Black female and (1) Asian female
- Service and Maintenance (35): including (15) Hispanic/Latino females and five (5) Asian females in our Service-Maintenance category for two female minority groups. The two groups showing an underutilization for our current reporting period are: Hispanic/Latino (female) and Asian (female).

Although we still have an underutilization of females in our workforce; we are continuing to make strides to correct this area. In our previous evaluation, 29% ~~26%~~ of the workforce was female. Our total increased to 32% of the current workforce, a gain of 3%, indicating progress in this area. Since our last reporting SunLine continues to meet its goals for females in the following categories: ~~Officials and Administrators,~~ Technicians, ~~Protective Service,~~ Para-Professionals, and Skilled Craft Workers. Females are underutilized in the following job group categories: Officials and Administrators, Professionals, Protective Services, Administrative Support, and Service-Maintenance Workers.

We have and will continue to address this underutilization of females. In fact, SunLine has seen an increase in the number of females being hired since our last reporting period, increasing from 29% in 2020 report to the current 32% of the workforce population. The increase in females hired has ranged from 21% to 50% per fiscal year.

Goals for the period ahead are shown in Appendix B. The 80% rule of thumb or "Whole Person Rule" was followed in declaring underutilization and establishing goals when the actual employment of minorities or females is less than 80% of their availability. If the female/minority incumbency percent (%) is less than the female/minority availability percent (%) and the ratio of incumbency to availability is less than 80%, a goal was established.

In establishing placement goals, SunLine applied the following principles:

- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups. The Placement goals are

guideposts that may be used as a measure of SunLine's progress in remedying areas of underutilization in our workforce.

- In all employment decisions, SunLine makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, veteran status, or national origin.
- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the Agency to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.

SunLine believes that through our good faith efforts to making all aspects of our EEO/AA programs work, we will achieve our placement goals. These placement goals are attainable with continued outreach and recruitment efforts targeted towards increasing a diverse pool of qualified applicants and with the implementation of action-oriented programs.

The Short Term Placement Goals have been established to address the more immediate actions needed over the next year to achieve our Long Term Placement Goals. Recruiting efforts will continue to concentrate on both females and minorities with an emphasis on those job groups where underutilization has occurred. Efforts will be increased to attract females from similar ~~the~~ positions from other public agencies, the private sector, and the community at large. Recruitment efforts have been expanded, facilitated by Sunline's Hiring Project Action Team, a diverse group of agency staff dedicated to effective and fair recruitment, outreach, and timely hiring processes. Searches will be made through trade publications and professional associations. SunLine will utilize female staff from our underutilized categories at job fairs and public outreach events -to promote careers to females. The Agency will continue to develop internal female candidates, emphasizing promotional opportunities for long term careers with the agency. -

SunLine provides a variety of ongoing training classes. Our training programs have expanded to include all departments of SunLine. Some topics include harassment prevention, continuing safety education, and alternative fuels training for mechanics, mentor training for operators and management development.

One training program that has been implemented is SunLine University. Classes are offered on property and instructors range from department heads and managers, to professors from College of the Desert, our local community college. During the Pandemic, classes were moved from in-person to online. Employees are encouraged to take classes to develop skills and to learn about other departments in which they may have an interest. Fortunately, SunLine has resumed in person professional growth training in 2024. Employees are encouraged to take classes to develop skills and to learn about other departments in which they may have an interest. We also offer external opportunities for growth with our Leadership Academy, Track 3B (SunLine University), participation in the Transit and Paratransit Management Certificate Program, and

continuing to offer our Educational Reimbursement Program. These are some of the positive steps in our good faith efforts to contribute toward achieving our Affirmative Action goals.

SunLine's Long Term Goals are established to correct areas of female underutilization in the following EEO-4 Categories and are established for achievement in a four-year period:

- Increase female Official and Administrators by one (1) female
- Increase female Professionals by ~~five (5)~~6 females
- Increase female Protective Services by two (2) females; including one (1) Hispanic/Latino female
- Increase female Administrative Support by ~~89~~ females; including: one (1) Black female and one (1) Asian female
- Increase female Service-Maintenance Workers by ~~2048~~ females; including fifteen (15) Hispanic/Latino females, and five (5) Asian females

SunLine's Long Term Goals are established to correct areas of minority underutilization in the following EEO-4 Categories and are established for achievement in a four-year period

- Increase Male Asian Professionals by one (1)
- Increase Male Black Administrative Support by one (1)

# Affirmative Action Program

A review of total operations has been made to identify any problem area where appropriate corrective action will be instituted.

**Underutilization** is referenced in Appendix B for analysis. Goals have been established to provide needed correction.

**Promotions and Transfers** are available to all employees through our job posting system. All qualified employees (meeting minimum qualifications) who request a transfer or who apply for an opening are included in the selection processes. In all cases, SunLine will select the most qualified candidate to fill a vacant position.

**Employment Application** is in compliance with all legal requirements and has been revised to incorporate the provisions of the Americans with Disabilities Act (ADA).

**Selection Criteria** are uniform for all applicants competing for a specific position. All qualified applicants are considered equally. Supervisors and those who make hiring decisions are aware of SunLine's goals and are actively involved in their achievement.

**Job Descriptions** are written to eliminate any unfair advantages. Related equivalent experience can be used to qualify in lieu of educational requirements. For example, if a position requires a bachelor's degree and one year experience, an applicant with five years related equivalent work experience would qualify. That is, four years of experience to equal the degree requirement and one year of additional experience.

**Testing** consists of a formal interview panel and for some classifications, there is a basic skills tests consisting of 52 questions.

**SunLine Sponsored Social Events and Special Programs** are held for all employees and all employees are encouraged to participate.

**All Facilities** of SunLine are integrated. This includes offices, lunchrooms, restrooms, and all employee areas.

**Seniority** practices are governed by the MOU and the Employee Handbook. These seniority provisions do not have a disparate impact on minority group status or sex, for length of service or type of job held.

**Management Support** of this policy is insisted upon by the Board of Directors and the CEO/General Manager of SunLine Transit Agency.



**Training** for career improvement is provided to employees on an as-needed basis (i.e. mechanic's training). This training is given to all employees in a job group with no disparity by minority group status or sex.

**Recruiting Area** is large enough to include several minority communities. Public and private transportation is available equally to minority, females, and persons with disabilities.

**Employee Attitude** toward Equal Employment Opportunity is good and monitored by the Human Resources Department through exit interview and casual contact with various employees throughout SunLine. All employees have access to the Human Resources Department and other administrative management at all times, either casually or by appointment.

**Technical Compliance** is achieved through the posting of all required notices on SunLine bulletin boards. Applications for employment are retained in accordance with federal guidelines. Notice of our commitment to Equal Employment Opportunity/Affirmative Action is transmitted externally and internally as discussed elsewhere in this document.

**SunLine Employee Handbook** includes a special procedure for the investigation of complaints of discrimination or harassment under the Equal Employment Policy and Harassment Policy. This special procedure is as follows:

*Employees who believe that they have been the subject of harassment, should contact (by phone, mail, or a visit) STA's representative for complaints or any STA supervisor or manager. The complaint should include details of the incident(s), names of individuals involved, and the names of any witnesses. Supervisors or managers must report any complaints received immediately to the EEO Officer.*

*Employees also have the option of contacting the California Department of Fair Employment and Housing (DFEH) at <http://www.dfeh.ca>. or the federal Equal Employment Opportunity Commission (EEOC), [www.eeoc.gov](http://www.eeoc.gov).*

The EEO Officer will cause an investigation to be conducted by personally investigating or assigning appropriate staff or an external investigator. Everyone involved in an investigation will be admonished prior to any interviews that the matters under investigation are serious; that the employee/applicant must be honest and forthright in their responses; that they are not to discuss the matter with anyone other than the investigator; that they are not to interfere with the investigation or destroy evidence; and that retaliation against anyone participating in the investigation is prohibited.

The investigation process will incorporate the following:

- The complainant will be interviewed to clarify specific details about the alleged act(s) based on his or her recollection – the “who, what, when, where and why” of the incident; any witnesses or others who have mentioned similar treatment. Additionally, the

complainant would have the opportunity to provide any documents or evidence to support the claim.

- The accused will be interviewed to learn specific details about the alleged act based on his or her recollection. This is an opportunity for the accused to provide a response to the allegations and identify any witnesses, documents or other evidence regarding the specific allegations. The accused must be advised that, if the allegations are founded, he or she will be subject to disciplinary action up to and including termination.
- Interview witnesses and other individuals who may have first-hand knowledge regarding the matter(s) under investigation.
- Review any documents or evidence that may be available that are relevant to determining the facts of the case, which may include, but are not limited to, emails, computer usage, and video tapes.
- Conduct follow up interviews with the complainant, the accused or witnesses as may be necessary.
- Determine timeline of events, determine facts based on evidence, collaboration of witness statements, and witness credibility. Once the facts are established, the investigator must make a finding and recommendation. A finding may be, substantiated, partially substantiated, inconclusive, or unfounded.
- The investigator makes the determination as to the findings of the discrimination or harassment. If the complaint is deemed substantiated or partially substantiated, the ~~Compliance-EEO~~ Officer will determine the appropriate action. The details and the decision response are to be reviewed with the General Manager/CEO before being implemented. The decision is final and binding.
- The ~~Compliance-EEO~~ Officer will issue the decision to the complainant in a meeting and in writing and advise the accused of the decision in the same manner. He or she will assure that any disciplinary action determined is promptly taken.
- The final step is to advise witnesses and/or supervisors of the outcome only to the extent they may need to know to bring closure to the investigation. In addition, efforts to monitor the situation to protect the complainant and other potential victims are implemented.

# Assessment of Employment Practices

SunLine has a policy to aggressively recruit the most qualified people to staff the agency. It affords equal opportunity for employment, selection, training, promotion, compensation and benefits to all persons without regard to race, color, age, sex, religion, national origin, marital status, disability, ancestry or any other protected class not related to the requirements of the work assignment.

The Human Resources Department shall be responsible for establishing recruitment and referral procedures and shall be responsible for all employment activity in SunLine.

SunLine actively seeks minorities and females for all employment opportunities. Recruitment orders and/or notices are distributed to various sources including, but not limited to, those agencies listed below:

**Riverside County Workforce Development Center**

44-199 Monroe Street

Indio, CA 92201

<https://rivcworkforce.com/Home> (includes website)

**College of The Desert**

43-500 Monterey Avenue

Palm Desert, CA 92260

**CSU San Bernardino Palm Desert Campus**

37500 Cook Street

Palm Desert, CA 92211

**Transit Talent.com**

www.transittalent.com

**Indeed**

www.indeed.com

**Government Jobs**

www.governmentjobs.com

**Valley Wide Employment Expo**

Fantasy Springs Casino Special Events Center

84245 Indio Springs Parkway

Indio, CA 92203

Community Outreach by the Outreach Team and the Hiring Project Action Team

Internal groups within SunLine dedicated to promoting new hires, promotional opportunities and long term careers at the agency.

~~Newspaper advertising is normally placed in the Riverside Press Enterprise and the Palm Springs Desert Sun. The Press Enterprise is circulated in the high minority communities located in eastern and western Riverside County.~~

The majority of applicants for positions below the professional and managerial level gain knowledge of openings through the state and county workforce development offices, ~~newspaper advertisements~~, SunLine's website: [www.sunline.org](http://www.sunline.org), Indeed and Government Jobs that redirect applicants to the SunLine website and through the various organizations receiving a recruitment notice. An advertising campaign for Motor Coach Operators was conducted at local California DMV offices on the DMV electronic job posting board to attract applicants. Other sources of applicants are walk-ins and friends and relatives of SunLine employees.

Professional and managerial applicants are usually the result of highlighting high level positions in our external recruiting efforts, as well as utilizing recruitment firms for high level and difficult to fill positions. ~~Local, regional and national newspaper and industry journal advertising, national job boards or respondents to recruitment notices sent to the various transit properties and public agencies.~~

The statistical information to support applicant flow data is voluntarily completed by applicants. A personnel requisition assists in tracking not only the sources of communicating the opening, but recording of applicants and source. In the current reporting period, March 2016—April 2020 to June 2023, the applicant flow data evaluation shows that 37.35% of our applicants are female and 78.76% are minority. Female applicants increased from the previous report from 35.26% to 37.35%, an increase of 2.9%. However, Additionally the number of minority applicants decreased increased since the last report, down up 2.3% from 78.5% to the current 76.78%. This is a reflection of SunLine's continuing efforts to recruit females and minorities. This reflects the challenges of recruiting for both female and minority candidates, and recruitment and hiring in general, during the Pandemic. SunLine remains committed to diversity in recruitment and selection as we move forward.

Over the reporting period, eighteen (18) six (6) applicants self-identified as a person with a disability and applied for positions with the agency. within the Paraprofessional, Administrative Support and Service-Maintenance job categories. Of the eighteen six (6) (18) applicants, four (4) none were hired. Of the fourthree (43) employees who self-identified as a person with a disability whothat were hired; one (1) was a Caucasian female; two (2) were Caucasian males; and one was a (1) Mixed Race male. applied for promotions within the Paraprofessional and Administrative Support job categories. One (1) employee was promoted within the Paraprofessional job category. Please see "Appendix D Employment Practices Charts" for the breakdown by year and cross-referenced by sex and race.

~~Over the reporting period, thirty-eight (38) applicants self-identified as a veteran and during the reporting period when apply/applied for positions with the agency. within the Paraprofessional, Administrative Support and Service Maintenance job categories. Of those thirty eight (38) 72 applicants, three (3) were one (1) was hired. Of the three (3) employees who self-identified as a veteran who were hired; one (1) was a Caucasian male; two (2) were Black males. into Paraprofessional, two (2) were hired into Administrative Support and four (4) were hired into Service Maintenance job categories. Nine (9) employees self-identified as a veteran and applied for promotions in the Officials, Professionals and Paraprofessionals job categories. A total of four (4) employees were promoted; one (1) in Officials, two (2) in Professionals and one (1) in Paraprofessionals job categories.~~ Please see “Appendix D Employment Practices Charts” for the breakdown by year and cross-referenced by sex and race.

Selection procedures commence with the completion of an agency employment application.

The Human Resources Department conducts the initial review of the applicant’s qualifications using a system specially designed to be relevant to the job specifications shown on the Personnel Requisition and contained in the job description. Those applicants meeting the minimum requirements will be referred for an interview with the hiring manager or supervisor.

Prior to the panel interview, the Human Resources Department verifies previous employment history with the applicant as well as the driving record (for positions requiring a Class B driver’s license, or which will involve driving company vehicles) and the DMV report is requested when the application is submitted.

Following the interview and subsequent testing (noted above), a review of all formal candidates with the hiring manager is conducted to select the most qualified applicants to participate in a panel interview.

Where interview panels are used, they shall include minority or female members wherever practical or applicable. Interview questions are pre-planned and all candidates will receive the same battery of questions. All questions are constructed in such a way as to assure that they are relevant to the job in question and in no way infringe on any individual privacy matters. In the event of any non-agency staff for a panel, the member will be given an orientation in proper interviewing techniques, including agency commitment to Equal Employment Opportunity/Affirmative Action guidelines prior to commencement of the interviews.

The applicants that complete the panel interview process are then considered for selection. If applicable, applicants for specified positions are given a written test of basic skills on a pass/fail basis. For positions that are represented by the union, Human Resources will review the terms and conditions of employment as agreed to in the Memorandum of Understanding. The best candidate is selected and a written conditional offer is made to the most qualified candidate. A formal, conditional offer is made that allows the agency to commence the required testing and background investigations.

The applications of finalists that are deemed eligible for hire will be filed for future consideration.

The results of all physical examinations required by SunLine prior to employment shall be used in confidence. No person outside of the Human Resources Department will be given specific results. However, any limitations or restrictions listed by the doctor will be discussed with the hiring news as part of an interactive process to determine any reasonable accommodations.

All new employees report to the Human Resources Department on their first day of employment for orientation. An orientation checklist is used to assure that all major areas of SunLine orientation, including special departmental procedures are covered. The employee, as well as the person(s) conducting the orientation, must sign the check list showing completion of each item. The completed checklist becomes a permanent part of the employee personnel file.

Seniority is not a part of any decision relation to promotions and transfers outside of the bargaining unit. Any matters within the bargaining unit which relate to seniority are contained in the MOU; such requirements have no disparate impact on any members of any protected class of employee. With the job posting system mentioned earlier, SunLine demonstrates its desire to fill job vacancies by promotion, transfer or qualified internal candidates whenever possible. The skills, attitudes and abilities demonstrated by past performance will be evaluated in considering internal candidates.

Compensation and benefits programs of SunLine are administered according to SunLine policy and requirements as set forth in the MOU for the bargaining unit personnel. These policies are applied uniformly and have no relationship to race, color, national origin or any other protected class. Some benefit levels and SunLine contributions toward benefits may vary in amount by employee groups: non-bargaining unit and bargaining unit personnel. The variation is the result of a negotiated labor agreement. Therefore, these benefits and contributions are governed by the Employee Handbook and MOU.

Termination and Disciplinary practices are established for all personnel through the Employee Handbook and for bargaining unit employees, the MOU. An ~~introductory~~probationary period applies to all employees either as new hires or for transfers and promotions. If an employee during the ~~introductory~~orientation period is performing in an unsatisfactory manner, and it is determined that the performance cannot improve, the employee will be released.

If an employee who has completed the ~~introductory period~~ -orientation period performs in an unsatisfactory manner, the immediate supervisor will discuss the job performance with the employee. All employees are provided a period of time to improve performance deficiencies. The employee may be dismissed if no improvement is noted at the end of mutually agreed period of probation.

Discipline procedures are contained within SunLine's Employee Handbook for non-bargaining personnel and bargaining personnel are governed by the requirements of the MOU. All policies

and procedures are progressive in nature and is administered without regard to any protected characteristics or classes.

The supervisor reviews the specific incident(s) with Human Resources prior to issuing the discipline that may result in loss of pay. This review has the purpose of assuring consistency in the application of policy and is a positive step toward the correction of the behavior. In the case of a disagreement between an employee and management all employees have access to the use of a grievance/complaint process which is set forth in the Employee Handbook and MOU of SunLine. No supervisor or department head may summarily dismiss an employee who has completed the orientation period.

When all corrective procedures have been exhausted, the employee is handled through appropriate and legal due process.

# Internal Monitoring and Reporting Plan

In an effort to monitor goals and SunLine's commitment to Equal Employment/Affirmative Action, the EEO Officer is responsible for submitting an annual summary of the progress made over the preceding twelve (12) months to the General Manager/CEO. Assessments and any actions to provide correction will be determined and implemented. The evaluation process will highlight the policies and objectives that were accomplished. New objectives and timetables to remedy any deficiencies will be included in the report.

Subrecipients and contractors must conduct a detailed assessment of present employment practices to identify those practices that operate as employment barriers and unjustifiably contribute to underutilization. Contracts contain language regarding complying with federal and state laws. SunLine Transit Agency does not have any subrecipients or contractors.

The Compliance-EEO Officer audits personnel activity on a monthly basis in order to measure the effectiveness of the Affirmative Action Program. The following actions are key to the auditing and reporting system:

- Monitoring of all personnel activity including: placements, transfers, promotions, terminations, and compensation at all levels to ensure nondiscrimination.
- Requiring internal reporting on a scheduled basis as to the degree to which equal opportunity and organizational objectives are attained.
- Review report results will all levels of management.
- Advising top management of program effectiveness and submitting recommendations to improve unsatisfactory performance.
- The department heads of Human Relations (HR) and Compliance serve on the SunLine negotiations team during contract negotiations with our collective bargaining units to ensure there is not disparate impact.

Complaints are monitored by the Compliance-DepartmentEEO Officer. Pages 19-2018-19 detail the processes for filing a complaint and the investigation. Every effort is made to ensure investigations are completed in a timely manner. Once completed, the complainant and subject are notified in writing of the outcome. The findings are sent the head of the department of the employee who was the subject of the investigation. If the complaint was found to be sustained, the head of the department will assess what level of disciplinary action will be issued. The Compliance-DepartmentEEO Officer will recommend and conduct retraining.

Records are kept in accordance with SunLine Transit Agency Records Management Policy/Retention Schedule. The files are secured in the Compliance-EEO Officer's office in a locked filing cabinet. The complaints are filed by date and the name of the subject of the investigation to monitor trends.



At least once a month the ~~Compliance-EEO~~ Officer reviews workforce utilization by logging and tracking ~~hirings~~hiring, terminations and promotions within the Agency. The reports demonstrate the Agency's recruitment and selection choices are based on considerations that do not involve any protected classes. The data gathered has been used in various ways to find the best format to report our progress to management and staff. ~~In 2016 and 2017, the Compliance Officer reported monthly metrics showing areas of our workforce that were underutilized and what was being done to engage those groups.~~

~~On April 22, 2019, during the weekly Chief's meeting, the Compliance Officer gave a presentation on the EEO Policy and new reporting requirements. She followed up with answers to questions that were asked and the effective date of the new requirements. During the last reporting period, the incumbent~~The EEO Officer regularly attends all Chief's meetings and as part of the Executive Team meetings to update department heads, managers and supervisors on the state of the agency' EEO program. The EEO Officer will continue to inform and engage management on the status of the EEO program.

Monthly, recurring, one-on-one meetings are held with CEO/General Manager to discuss updates in the ~~Compliance Department~~EEO office~~area~~. Meetings are held more frequently if requested. Matters discussed with the CEO/General Manager include updates to program requirements, EEO-4 reporting and workforce utilization.

~~The Compliance Officer administered held biannual, agency wide EEO-Sexual Harassment Prevention and Discrimination Prevention training in safety meetings to all attended by Agency staff in November June 2016, May 2017-2021 and November 2023,18 to meet the biannual prevention training requirements, as well as providing training to all new staff attending new employee orientation. The EEO officer will continue to assure that all Harassment and Discrimination Prevention training is completed as required.~~

# Appendix A

## Job Group Analysis and Description

# OFFICIALS AND ADMINISTRATORS

## JOB GROUP 1

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

POSITION TITLES	ADVANCEMENT	ADVANCEMENT
<p>CEO/GENERAL MANAGER                      CHIEF OF HUMAN RELATIONS                      CHIEF FINANCIAL OFFICER                      CHIEF TRANSPORTATION OFFICER                      CHIEF MAINTENANCE OFFICER                      CHIEF PERFORMANCE OFFICER                      CHIEF SAFETY OFFICER/TAXI ADMIN.                      CHIEF OF PUBLIC AFFAIRS &amp; CLERK OF THE BOARD                      DEPUTY CHIEF FINANCIAL OFFICER                      DEPUTY CHIEF OF TRANSPORTATION                      DEPUTY CHIEF OPERATING OFFICER-MAINTENANCE                      DEPUTY CHIEF SAFETY OFFICER/TAXI ADMINISTRATOR</p>	<p>CEO/GENERAL MANAGER                      FEEDER POSITION(S):                      CHIEF PERFORMANCE OFFICER                      CHIEF OPERATIONS OFFICER                      CHIEF FINANCIAL OFFICER</p> <p>CHIEF OF HUMAN RELATIONS                      FEEDER POSITION(S):                      HUMAN RESOURCES MANAGER</p>	<p>CHIEF PERFORMANCE OFFICER                      FEEDER POSITION(S):                      DEPUTY CPO/CAPITAL PROJECTS</p> <p>CHIEF SAFETY OFFICER                      FEEDER POSITION(S):                      DEPUTY CHIEF SAFETY OFFICER</p>
<p><b>SKILL SET</b></p> <p>POSITIONS ARE HIGH-LEVEL, HIGHLY SKILLED AND MAY REQUIRE EXTENSIVE SEARCH.</p> <p>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</p>	<p>CHIEF FINANCIAL OFFICER                      FEEDER POSITION(S):                      DEPUTY CHIEF FINANCIAL OFFICER</p> <p>CHIEF OPERATING OFFICER                      FEEDER POSITION(S):                      DEPUTY COO SUPERINTENDENT OF TRANSPORTATION</p>	<p>DEPUTY CHIEF FINANCIAL OFFICER                      FEEDER POSITION(S):                      ACCOUNTING MANAGER</p> <p>DEPUTY CHIEF OPERATING OFFICER                      FEEDER POSITION(S):                      SUPERINTENDENT OF TRANSPORTATION</p> <p>DEPUTY CHIEF SAFETY OFFICER                      FEEDER POSITION(S):                      SENIOR SAFETY OFFICER</p>

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# PROFESSIONALS

## JOB GROUP 2

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

POSITION TITLES	ADVANCEMENT	ADVANCEMENT
<p>ACCOUNTING MANAGER                      ALTERNATIVE FUELS MANAGER                      HUMAN RESOURCES MANAGER                      SUPERINTENDENT OF TRANSPORTATION                      FACILITIES MAINTENANCE SUPERINTENDENT                      SUPERINTENDENT OF SAFETY &amp; TRAINING                      MATERIALS &amp; INVENTORY MANAGER                      PARATRANSIT OPERATIONS MANAGER                      TAXI ADMINISTRATOR                      TRANSIT PLANNING MANAGER                      COMPLIANCE OFFICER</p>	<p>ALTERNATIVE FUELS MANAGER                      FEEDER POSITION(S): ALTERNATIVE FUELS TECHNICIAN</p> <p>HUMAN RESOURCES MANAGER                      FEEDER POSITION(S): HUMAN RESOURCES TECH.</p> <p>FACILITIES MAINT. SUPERINTENDENT                      FEEDER POSITION(S): FACILITIES MAINTENANCE SUPERVISOR</p> <p>MATERIALS &amp; INVENTORY MANAGER                      FEEDER POSITION(S): MATERIALS &amp; INVENTORY TECHNICIAN</p> <p>PROCUREMENT MANAGER                      FEEDER POSITION(S): CONTRACTS ADMINISTRATOR</p> <p>ACCOUNTING MANAGER                      FEEDER POSITION(S): SENIOR ACCOUNTANT</p> <p>PROCUREMENT MANAGER                      FEEDER POSITION(S): CONTRACTS ADMINISTRATOR</p>	<p>SUPERINTENDENT OF TRANSPORTATION                      FEEDER POSITION(S): PARATRANSIT OPERATIONS MANAGER                      LEAD CONTROLLER                      SENIOR SUPERVISOR</p> <p>SUPERINTENDENT OF TRAINING &amp; SAFETY                      FEEDER POSITION(S): SENIOR TRAINING SUPERVISOR                      SENIOR SAFETY SUPERVISOR</p> <p>PARATRANSIT OPERATIONS MANAGER                      FEEDER POSITION: LEAD CONTROLLER                      SENIOR SUPERVISOR</p> <p>TAXI ADMINISTRATOR                      FEEDER POSITION(S): ASST. TAXI CAB ADMINISTRATOR 1</p> <p>TRANSIT PLANNING MANAGER                      FEEDER POSITION(S): PLANNING ANALYST</p> <p>COMPLIANCE OFFICER                      FEEDER POSITION(S): NONE</p>
SKILL SET		
<p>POSITIONS ARE HIGH-LEVEL, HIGHLY SKILLED AND MAY REQUIRE EXTENSIVE SEARCH.</p> <p>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</p>		

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# TECHNICIANS

## JOB GROUP 3

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

POSITION TITLES	ADVANCEMENT
<p><b>ADMINISTRATIVE ANALYST</b></p> <p><b>MATERIALS &amp; INVENTORY SUPERVISOR</b></p> <p><b>ASSISTANT IT ADMINISTRATOR</b></p> <p><b>IT DESKTOP SUPPORT TECHNICIAN</b></p>	<p><b>ASSISTANT IT ADMINISTRATOR</b> <b>FEEDER POSITION(S):</b> <b>IT DESKTOP SUPPORT TECHNICIAN</b></p> <p><b>ADMINISTRATIVE ANALYST</b> <b>FEEDER POSITION(S):</b> <b>ADMINISTRATIVE ASSISTANTS</b></p> <p><b>MATERIALS &amp; INVENTORY SUPERVISOR</b> <b>FEEDER POSITION(S):</b> <b>MATERIALS &amp; INVENTORY TECHNICIAN</b></p> <p><b>IT DESKTOP SUPPORT TECHNICIAN</b> <b>FEEDER POSITION(S):</b> <b>NONE</b></p>
SKILL SET	
<p><b>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</b></p>	

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# PROTECTIVE SERVICE WORKERS

## JOB GROUP 4

Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

POSITION TITLES	ADVANCEMENT
<p><b>SENIOR SAFETY OFFICER</b></p> <p><b>SAFETY OFFICER</b></p>	<p><b>SENIOR SAFETY OFFICER</b> <b>FEEDER POSITION(S):</b> <b>SAFETY OFFICER</b></p> <p><b>SAFETY OFFICER</b> <b>FEEDER POSITION(S):</b> <b>FIELD SUPERVISOR</b> <b>MOTOR COACH</b> <b>OPERATOR</b> <b>PARATRANSIT</b> <b>OPERATOR</b></p>
SKILL SET	
<p><b>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THIS POSITION.</b></p>	

[www.sunline.org](http://www.sunline.org)

# PARA-PROFESSIONALS

## JOB GROUP 5

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

POSITION TITLES	ADVANCEMENT	ADVANCEMENT
<p style="text-align: center;"> <b>LEAD CONTROLLER</b>  <b>FIXED ROUTE CONTROLLER</b>  <b>PARATRANSIT LEAD CONTROLLER</b>  <b>FIXED ROUTE CONTROLLER</b>  <b>PARATRANSIT CONTROLLER</b>  <b>SENIOR SUPERVISOR</b>  <b>FIELD SUPERVISOR</b>  <b>TRAINING SUPERVISOR</b>  <b>OPERATIONS SYSTEM SPECIALIST</b>  <b>OPERATIONS LABOR RELATIONS SUPERVISOR</b>  <b>STOPS &amp; ZONES SUPERVISOR</b> </p>	<p style="text-align: center;"> <b>LEAD CONTROLLER (FIXED ROUTE AND PARA)</b>  <b>FEEDER POSITION(S): CONTROLLER (FIXED ROUTE OR PARA)</b>   <b>SENIOR SUPERVISOR</b>  <b>FEEDER POSITION(S): FIELD SUPERVISOR</b>   <b>FIELD SUPERVISOR</b>  <b>FEEDER POSITION(S): MOTOR COACH OPERATOR PARATRANSIT OPERATOR</b> </p>	<p style="text-align: center;"> <b>OPERATIONS SYSTEM SPECIALIST</b>  <b>FEEDER POSITION(S): CONTROLLER (FIXED ROUTE OR PARA)</b>  <b>FIELD SUPERVISOR</b>   <b>OPERATIONS LABOR RELATIONS SUPERVISOR</b>  <b>FEEDER POSITION(S): FIELD SUPERVISOR ADMINISTRATIVE ASSISTANT</b>  <b>MOTOR COACH OPERATOR PARATRANSIT OPERATOR</b> </p>
SKILL SET	<p style="text-align: center;"> <b>TRAINING SUPERVISOR</b>  <b>FEEDER POSITION(S): FIELD SUPERVISOR</b>  <b>MOTOR COACH OPERATOR PARATRANSIT OPERATOR</b>   <b>CONTROLLER (FIXED ROUTE &amp; PARA)</b>  <b>FEEDER POSITION(S): FIELD SUPERVISOR</b>  <b>MOTOR COACH OPERATOR PARATRANSIT OPERATOR</b> </p>	<p style="text-align: center;"> <b>STOPS &amp; ZONES SUPERVISOR</b>  <b>FEEDER POSITION(S): STOPS &amp; ZONES TECHNICIAN A</b> </p>
<p style="text-align: center;"> <b>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</b> </p>		

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# ADMINISTRATIVE SUPPORT

## JOB GROUP 6

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

POSITION TITLES	ADVANCEMENT	ADVANCEMENT
<p>ACCOUNTING ASSISTANT                      PAYROLL ACCOUNTANT                      ADMINISTRATIVE ASSISTANT                      CLERK OF THE BOARD                      COIN COUNTER                      CONTRACTS ASSISTANT                      CUSTOMER SERVICE REPRESENTATIVE                      MARKETING SPECIALIST                      GRANTS ANALYST                      PARATRANSIT RESERVATIONIST                      PLANNING ANALYST                      PROJECT MANAGER ASSISTANT                      SENIOR ADMINISTRATIVE ASSISTANT                      TRANSIT PLANNING TECHNICIAN</p>	<p>ACCOUNTING ASSISTANT                      FEEDER POSITION(S):                      ACCOUNTING TECHNICIAN</p> <p>SENIOR ADMINISTRATIVE                      ASSISTANT                      FEEDER POSITION(S):                      ADMINISTRATIVE                      ASSISTANT</p> <p>CLERK OF THE BOARD                      FEEDER POSITION(S):                      ADMINISTRATIVE                      ASSISTANT</p> <p>COIN COUNTER                      FEEDER POSITION(S):                      NONE</p> <p>PAYROLL ACCOUNTANT                      FEEDER POSITION(S):                      ACCOUNT TECHNICIAN</p> <p>PROCUREMENT MANAGER                      FEEDER POSITION(S):                      CONTRACTS                      ADMINISTRATOR</p> <p>MARKETING SPECIALIST                      FEEDER POSITION(S):                      ADMINISTRATIVE                      ASSISTANT</p>	<p>TRANSIT PLANNING                      ANALYST &amp; TECHNICIAN                      FEEDER POSITION(S):                      CONTROLLER                      FIELD SUPERVISOR                      MOTOR COACH OPERATOR</p> <p>ACCOUNTING CLERK                      FEEDER POSITION(S):                      COIN COUNTER</p> <p>PARATRANSIT                      RESERVATIONIST                      FEEDER POSITION(S):                      CUSTOMER SERVICE                      REPRESENTATIVE</p> <p>GRANTS ANALYST                      FEEDER POSITION(S):                      ACCOUNTING TECHNICIAN</p> <p>PROJECT MANAGER                      ASSISTANT                      FEEDER POSITION(S):                      ADMINISTRATIVE                      ASSISTANT</p>
SKILL SET		
<p>EMPLOYEES ADVANCING FROM                      THE INTERNAL FEEDER POSITION                      WILL HAVE DEVELOPED THE SKILLS                      NECESSARY TO EXCEL IN THESE                      POSITIONS.</p>		

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# SKILLED CRAFT WORKERS

## JOB GROUP 7

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

### POSITION TITLES

**FACILITY CONSTRUCTION SPECIALIST  
BODY MECHANIC  
ELECTRONIC FAREBOX TECHNICIAN  
FAREBOX ASSISTANT TECHNICIAN  
MECHANIC A  
MECHANIC A NON-REVENUE  
MECHANIC B  
STOPS & ZONES TECHNICIAN A  
STOPS & ZONES TECHNICIAN B**

### SKILL SET

**EMPLOYEES ADVANCING FROM  
THE INTERNAL FEEDER POSITION  
WILL HAVE DEVELOPED THE SKILLS  
NECESSARY TO EXCEL IN THESE  
POSITIONS.**

### ADVANCEMENT

**FACILITY CONSTRUCTION  
SPECIALIST  
FEEDER POSITION(S):  
FACILITIES MAINTENANCE  
TECHNICIAN**

**BODY MECHANIC  
FEEDER POSITION(S):  
NONE**

**ELECTRONIC FAREBOX  
TECHNICIAN  
FEEDER POSITION(S):  
FAREBOX ASSISTANT  
TECHNICIAN**

**MECHANIC A  
FEEDER POSITION(S):  
MECHANIC B**

**MECHANIC B  
FEEDER POSITION(S):  
MATERIALS &  
MECHANIC C**

**MECHANIC C  
FEEDER POSITION(S):  
NONE**

**MECHANIC A  
NON-REVENUE  
FEEDER POSITION(S):  
NONE**

**STOPS & ZONES  
TECHNICIAN A  
FEEDER POSITION(S):  
STOPS & ZONES  
TECHNICIAN B**

**STOPS & ZONES  
TECHNICIAN B  
FEEDER POSITION(S):  
NONE**

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# SERVICE/MAINTENANCE WORKERS

## JOB GROUP 8

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

### POSITION TITLES

**PARATRANSIT OPERATOR  
MOTOR COACH OPERATOR  
FACILITY MAINTENANCE TECHNICIAN  
LEAD UTILITY  
UTILITY  
ALTERNATIVE FUELS TECHNICIAN**

### SKILL SET

**EMPLOYEES ADVANCING FROM  
THE INTERNAL FEEDER POSITION  
WILL HAVE DEVELOPED THE SKILLS  
NECESSARY TO EXCEL IN THESE  
POSITIONS.**

### ADVANCEMENT

**FULL TIME MOTOR  
COACH OPERATOR  
FEEDER POSITION(S):  
PART TIME MOTOR  
COACH OPERATOR**

**FULL TIME PARATRANSIT  
OPERATOR  
FEEDER POSITION(S):  
PART TIME PARATRANSIT  
OPERATOR**

**PART TIME MOTOR  
COACH OPERATOR  
FEEDER POSITION(S):  
FULL TIME PARATRANSIT  
OPERATOR  
PART TIME PARATRANSIT  
OPERATOR**

**PART TIME PARATRANSIT  
OPERATOR  
FEEDER POSITION(S):  
NONE**

**FACILITIES MAINTENANCE  
TECHNICIAN  
FEEDER POSITION(S):  
NONE**

**LEAD UTILITY  
FEEDER POSITION(S):  
UTILITY**

**UTILITY  
FEEDER POSITION(S):  
NONE**

**ALTERNATIVE FUELS  
TECHNICIAN  
FEEDER POSITION(S):  
NONE**

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# Appendix B

## Utilization Analysis by Job Category Chart

Utilization Analysis by Job Category

Job Category	Salary Range (\$XX,000-XX,000)	Total Workforce					Male								Female							
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi		
<b>1 - Officials &amp; Administrators</b>																						
Current Workforce	\$84,000-520,000	13	3	5	1	4	3			4	1	-	-	1	-	-	2	1		1	<-Entry	
Percent in Category	^Entry		23.1%	38.5%	7.7%	30.8%	23.1%	0.0%	0.0%	30.8%	7.7%	0.0%	0.0%	7.7%	0.0%	0.0%	15.4%	7.7%	0.0%	7.7%		
Percent of Availability							34.3%	0.2%	2.5%	18.6%	4.2%	0.1%	1.2%	20.5%	0.1%	2.5%	11.9%	2.6%	0.1%	1.2%	<-Entry	
Percent Underutilized														13%								
Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No		
Number Needed to Reach Parity								-	-	-	-	-	-	1	-	-	-	-	-	-		
Planned percent increase Year 1														13%							<-Entry	
Planned percent increase Year 2														0%							<-Entry	
Planned percent increase Year 3														0%							<-Entry	
Planned percent increase Year 4														0%							<-Entry	
<b>2 - Professionals</b>																						
Current Workforce	\$71,000-95,000	19	5	7	0	7	5	-	1	6	-	-	-	-	-	1	3	1	-	2	<-Entry	
Percent in Category	^Entry		26.3%	36.8%		36.8%	26.3%	0.0%	5.3%	31.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	15.8%	5.3%	0.0%	10.5%		
Percent of Availability							21.6%	0.2%	2.4%	9.5%	5.9%	0.0%	1.2%	29.9%	0.2%	4.1%	16.6%	6.4%	0.1%	1.9%	<-Entry	
Percent Underutilized											6%			30%				1%	1%			
Underutilized (Yes/No)								No	No	No	Yes	No	No	Yes	No	No	No	No	No	No		
Number Needed to Reach Parity								-	-	-	1	-	-	5	-	-	-	-	-	-		
Planned percent increase Year 1											6%			10%							<-Entry	
Planned percent increase Year 2											0%			10%							<-Entry	
Planned percent increase Year 3											0%			10%							<-Entry	
Planned percent increase Year 4											0%			0%							<-Entry	
<b>3 - Technicians</b>																						
Current Workforce	\$59,000	1	0	1	0	0				1	-	-	-	-	-	-	-	-	-	-	<-Entry	
Percent in Category	^Entry			100.0%			0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Percent of Availability							14.1%	0.2%	2.0%	30.0%	3.5%	0.0%	0.9%	12.4%	0.2%	3.5%	28.4%	3.7%	0.2%	1.1%	<-Entry	
Percent Underutilized																						
Underutilized (Yes/No)								No	No	No	No	No	No	No	No	No	No	No	No	No		
Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-	-	-	-		
Planned percent increase Year 1																					<-Entry	
Planned percent increase Year 2																					<-Entry	
Planned percent increase Year 3																					<-Entry	
Planned percent increase Year 4																					<-Entry	

Utilization Analysis by Job Category

Job Category	Salary Range (\$XX,000-XX,000)	Total Workforce					Male							Female							
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi	
<b>4 - Protective Service</b>																					
Current Workforce	\$51,000-74,000	5	1	4	0	0	1		1	3		-	-	-	-	-	-	-	-	-	-
Percent in Category	^Entry		20.0%	80.0%			20.0%	0.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Availability							21.5%	0.0%	5.6%	23.1%	0.4%	0.0%	1.5%	20.5%	0.0%	1.5%	23.1%	1.5%	0.0%	0.4%	<-Entry
Percent Underutilized														21%			23%				
Underutilized (Yes/No)							No	No	No	No	No	No	No	Yes	No	No	Yes	No	No	No	
Number Needed to Reach Parity							-	-	-	-	-	-	-	1	-	-	1	-	-	-	
Planned percent increase Year 1														21%			23%				<-Entry
Planned percent increase Year 2														0%			0%				<-Entry
Planned percent increase Year 3														0%			0%				<-Entry
Planned percent increase Year 4														0%			0%				<-Entry
<b>5 - Paraprofessional</b>																					
Current Workforce	\$49,000-73,000	27	8	11	2	6	8	-	-	10	-	-	1	2	-	2	4	-	-	-	-
Percent in Category	^Entry		29.6%	40.7%	7.4%	22.2%	29.6%	0.0%	0.0%	37.0%	0.0%	0.0%	3.7%	7.4%	0.0%	7.4%	14.8%	0.0%	0.0%	0.0%	0.0%
Percent of Availability							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<-Entry
Percent Underutilized																					
Underutilized (Yes/No)							No	No	No	No	No	No	No	No	No	No	No	No	No	No	
Number Needed to Reach Parity							-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Planned percent increase Year 1																					<-Entry
Planned percent increase Year 2																					<-Entry
Planned percent increase Year 3																					<-Entry
Planned percent increase Year 4																					<-Entry
<b>6 - Administrative Support</b>																					
Current Workforce	\$33,000-75,000	46	1	9	8	28	1	-	-	8	-	-	1	8	-	-	27	-	-	1	<-Entry
Percent in Category	^Entry		2.2%	19.6%	17.4%	60.9%	2.2%	0.0%	0.0%	17.4%	0.0%	0.0%	2.2%	17.4%	0.0%	0.0%	58.7%	0.0%	0.0%	2.2%	<-Entry
Percent of Availability							15.0%	0.1%	2.4%	15.5%	2.1%	0.1%	0.9%	30.9%	0.7%	3.1%	30.9%	3.2%	0.1%	1.5%	<-Entry
Percent Underutilized														14%		3%		3%			
Underutilized (Yes/No)							No	Yes	No	No	No	No	Yes	No	Yes	No	Yes	No	Yes	No	No
Number Needed to Reach Parity							-	1	-	-	-	-	-	6	-	1	-	1	-	-	
Planned percent increase Year 1								2%						2%		3%		3%			<-Entry
Planned percent increase Year 2								0%						2%		0%		0%			<-Entry
Planned percent increase Year 3								0%						2%		0%		0%			<-Entry
Planned percent increase Year 4								0%						0%		0%		0%			<-Entry

Utilization Analysis by Job Category

1	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
2	Job Category	Salary Range (\$XX,000-XX,000)	All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi	
87	7 - Skilled Craft																					
88	Current Workforce	\$49,000-74,000	30	2	26	0	2	2	-	2	24	-	-	-	-	-	1	1	-	-	-	
89	Percent in Category	^Entry		6.7%	86.7%		6.7%	6.7%	0.0%	6.7%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	3.3%	0.0%	0.0%	0.0%	
90	Percent of Availability						28.2%	0.2%	2.2%	60.1%	2.1%	0.1%	1.0%	1.4%	0.0%	0.1%	4.0%	0.4%	0.1%	0.1%		
93	Percent Underutilized																1%					
94	Underutilized (Yes/No)							No	No	No	No	No	No	No	No	No	No	No	No	No		
95	Number Needed to Reach Parity							-	-	-	-	-	-	-	-	-	-	-	-	-		
96	Planned percent increase Year 1																				<-Entry	
97	Planned percent increase Year 2																				<-Entry	
98	Planned percent increase Year 3																				<-Entry	
99	Planned percent increase Year 4																				<-Entry	
100																						
101	8 - Service-Maintenance																					
102	Current Workforce	\$39,000-71,000	202	27	123	5	47	27	-	12	101	5	-	5	5	-	9	35	-	-	3	
103	Percent in Category	^Entry		13.4%	60.9%	2.5%	23.3%	13.4%	0.0%	5.9%	50.0%	2.5%	0.0%	2.5%	2.5%	0.0%	4.5%	17.3%	0.0%	0.0%	1.5%	
104	Percent of Availability						12.1%	0.1%	2.7%	40.2%	2.3%	0.2%	1.0%	10.2%	0.1%	2.6%	24.8%	2.6%	0.1%	0.9%		
107	Percent Underutilized													8%			7%	3%				
108	Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	No	Yes	Yes	No	No		
109	Number Needed to Reach Parity							-	-	-	-	-	-	15	-	-	15	5	-	-		
110	Planned percent increase Year 1													2%			3%	1%			<-Entry	
111	Planned percent increase Year 2													2%			2%	1%			<-Entry	
112	Planned percent increase Year 3													2%			1%	1%			<-Entry	
113	Planned percent increase Year 4													2%			1%	0%			<-Entry	
114																						
115	Notes:																					
116																						
117																						
118																						

# Appendix C

## Salary Analysis

### Salary Analysis: Officials & Administrators

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Acting CEO/General Manager	\$ 520,000.00	1	1	0									1				1			
Acting Chief Financial Officer	\$ 142,084.80	1	1	1	1								0							
Chief Maintenance Officer	\$ 143,124.80	1	1	1		1							0							
Chief Of Compliance/Labor Relations (DBELO/EEO)	\$ 84,323.20	1	1	0									1	1						
Chief Of Human Relations	\$ 103,708.80	1	1	0									1		1					
Chief Safety Officer/Taxi Administrator	\$ 110,448.00	1	1	0									1							1
Chief Transportation Officer	\$ 123,739.20	1	1	0									1	1						
Deputy Chief Maintenance Officer	\$ 99,985.60	1	1	1	1								0							
Deputy Chief Of Human Relations	\$ 90,896.00	1	1	1		1							0							
Deputy Chief Of Transit Operations	\$ 90,896.00	1	1	1	1								0							
Deputy Chief Performance Officer	\$ 96,096.00	1	1	1				1												
Deputy Chief Of Transit System & Technology	\$ 90,896.00	1	1	1		1							0							
Deputy Chief Safety Officer/Asst Taxi Administrator	\$ 94,036.80	1	1	1	1								0							
<b>Job Group Total:</b>			<b>13</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

### Salary Analysis: Professionals

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Accounting & Financial Reporting Manager	\$ 78,000.00	2	1	0									1	1						
Accounting & Financial Reporting Manager	\$ 77,792.00	2	1	0									1				1			
Customer Service Manager	\$ 71,385.60	2	1	0									1		1					
Interim Alternative Fuels Program Manager	\$ 94,307.20	2	1	1		1							0							
Labor Relations/Compliance Manager	\$ 73,756.80	2	1	1		1							0							
Maintenance Supervisor	\$ 73,174.40	2	3	3	2	1							0							
Marketing & Events Manager	\$ 72,072.00	2	1	0									1	1						
Paratransit Operations Manager	\$ 76,086.40	2	1	1			1						0							
Procurement Officer	\$ 92,830.40	2	1	1		1							0							
Project Manager	\$ 71,385.60	2	1	0									1	1						
Senior Maintenance Supervisor	\$ 75,358.40	2	1	1	1								0							
Superintendent Of Safety & Training	\$ 74,027.20	2	1	1	1								0							
Superintendent Of Facilities	\$ 84,115.20	2	1	1	1								0							
Superintendent Of Transportation	\$ 76,960.00	2	1	0									1							1
Superintendent Of Zero Emissions	\$ 94,993.60	2	1	1		1							0							
Taxi/Contracted Transportation Services Administrator	\$ 70,928.00	2	1	0									1							1
Transit Planning Manager	\$ 71,052.80	2	1	1	1								0							
<b>Job Group Total:</b>			<b>19</b>	<b>12</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>



### Salary Analysis: Technicians

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES							
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+
IT Desktop Support Technician	\$ 59,488.00	3	1	1	1								0						
<b>Job Group Total:</b>			<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Salary Analysis: Protective Service Workers

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES							
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+
Safety Manager	\$ 73,756.80	4	1	1	1								0						
Safety Officer	\$ 57,262.40	4	1	1			1						0						
Safety Officer	\$ 54,288.00	4	1	1	1														
Safety Officer	\$ 51,168.00	4	1	1		1													
Senior Training Supervisor	\$ 70,928.00	4	1	1	1								0						
<b>Job Group Total:</b>			<b>5</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Salary Analysis: Para-Professionals

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Field Supervisor	\$ 49,545.60	5	1	1	1								0							
Field Supervisor	\$ 52,540.80	5	1	1	1								0							
Field Supervisor	\$ 53,830.40	5	1	1		1							0							
Field Supervisor	\$ 53,955.20	5	1	1	1								0							
Field Supervisor	\$ 56,160.00	5	2	2		2							0							
Field Supervisor	\$ 71,468.80	5	1	1	1								0							
Field Supervisor	\$ 50,793.60	5	1	0									1	1						
Field Supervisor	\$ 49,649.60	5	1	1	1								0							
Field Supervisor	\$ 49,046.40	5	3	2		2							1		1					
Fixed Route Controller	\$ 59,966.40	5	2	0									2	1		1				
Fixed Route Controller	\$ 58,801.60	5	1	0									1		1					
Fixed Route Lead Controller	\$ 72,508.80	5	1	1		1							0							
Fixed Route Lead Controller	\$ 72,009.60	5	1	1	1								0							
Operations System Specialist	\$ 71,385.60	5	1	0									1	1						
Paratransit Controller	\$ 59,966.40	5	1	0									1	1						
Paratransit Controller	\$ 58,801.60	5	1	1		1							0							
Paratransit Controller	\$ 60,299.20	5	2	2	1	1							0							
Paratransit Controller	\$ 56,492.80	5	1	0									1			1				
Paratransit Lead Controller	\$ 71,385.60	5	1	1	1								0							
Stops And Zones Supervisor	\$ 70,283.20	5	1	1	1								0							
Transit Trainer	\$ 58,801.60	5	1	1									0						1	
Transit Trainer	\$ 56,492.80	5	1	1	1								0							
<b>Job Group Total:</b>			<b>27</b>	<b>19</b>	<b>10</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Salary Analysis: Administrative Support Workers**

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Accounting Technician	\$ 36,774.40	6	1	0									1	1						
Accounting Technician	\$ 39,790.40	6	1	0									1		1					
Accounting Technician	\$ 41,371.20	6	1	0									1	1						
Accounting Technician	\$ 50,772.80	6	1	0									1	1						
Accounting Technician II	\$ 44,782.40	6	1	1	1								0							
ADA Eligibility & Compliance Specialist	\$ 47,798.40	6	1	0									1	1						
Administrative Assistant	\$ 42,598.40	6	1	0									1		1					
Clerk Of The Board	\$ 74,963.20	6	1	0									1	1						
Communications Coordinator	\$ 59,488.00	6	1	0									1	1						
Contracts Administrator	\$ 57,116.80	6	2	0									2		1					1
Customer Care Coordinator	\$ 61,568.00	6	1	0									1		1					
Customer Service Representative	\$ 34,444.80	6	1	0									1		1					
Customer Service Representative	\$ 35,297.60	6	1	0									1	1						
Customer Service Representative	\$ 36,899.20	6	1	1	1								0							
Customer Service Representative	\$ 37,440.00	6	1	0									1	1						
Facilities Project Assistant	\$ 46,051.20	6	1	0									1	1						
Human Resources Generalist	\$ 59,488.00	6	1	0									1	1						
Human Resources Specialist	\$ 52,624.00	6	1	0									1	1						
Human Resources Specialist	\$ 54,724.80	6	1	0									1		1					
Labor Relations & Compliance Specialist	\$ 49,961.60	6	1	0									1	1						

**Salary Analysis: Administrative Support Workers - Continued**

Maintenance Performance Analyst	\$ 61,776.00	6	1	0								1	1							
Marketing Specialist	\$ 44,720.00	6	1	0								1	1							
Materials & Inventory Technician	\$ 36,171.20	6	1	1	1							0								
Materials & Inventory Technician	\$ 41,246.40	6	2	1	1							1	1							
Paratransit Reservationist	\$ 33,051.20	6	1	0								1	1							
Paratransit Reservationist	\$ 33,113.60	6	1	0								1	1							
Paratransit Reservationist	\$ 33,945.60	6	3	1	1							2	2							
Paratransit Reservationist	\$ 41,953.60	6	1	0								1	1							
Payroll Accountant	\$ 65,520.00	6	1	1	1							0								
Performance Projects Assistant	\$ 49,192.00	6	1	0								1	1							
Procurement Specialist	\$ 44,782.40	6	1	0								1	1							
Procurement Specialist	\$ 45,947.20	6	1	1		1						0								
Project Manager Assistant	\$ 52,000.00	6	1	0								1	1							
Project Manager Assistant	\$ 50,044.80	6	1	0								1		1						
Senior Administrative Assistant - Maintenance	\$ 50,336.00	6	1	0								1	1							
Senior Administrative Assistant - Operations	\$ 45,760.00	6	1	0								1	1							
Senior Administrative Assistant - Safety	\$ 45,760.00	6	1	0								1		1						
Taxi Regulatory Specialist	\$ 39,520.00	6	1	0								1	1							
Transit Infrastructure Technician	\$ 56,076.80	6	1	1						1		0								
Transit Planning Analyst	\$ 61,568.00	6	1	1	1							0								
Transit Planning Research Data Analyst	\$ 50,960.00	6	1	0								1	1							
Transportation Services Lead	\$ 64,480.00	6	1	1	1							0								
<b>Job Group Total:</b>			<b>46</b>	<b>10</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>36</b>	<b>27</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

**Salary Analysis: Skilled Craft Workers**

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Electronic Farebox Technician	\$ 55,120.00	7	1	0								1	1							
Engine Rebuilder	\$ 74,235.20	7	1	1	1							0								
Facility Construction Specialist	\$ 63,710.40	7	1	1	1							0								
Facility Construction Specialist	\$ 58,136.00	7	1	1		1						0								
Mechanic A	\$ 72,820.80	7	11	10	9	1						1		1						
Mechanic A	\$ 70,096.00	7	1	1	1							0								
Mechanic A Non-Revenue	\$ 72,820.80	7	3	3	3							0								
Mechanic B	\$ 50,731.20	7	1	1	1							0								
Mechanic B	\$ 62,670.40	7	2	2	2							0								
Mechanic B	\$ 59,488.00	7	1	1	1							0								
Stops And Zone Technician A	\$ 56,929.60	7	4	4	2		2					0								
Stops And Zone Technician B	\$ 52,728.00	7	2	2	2							0								
Stops And Zone Technician B	\$ 49,379.20	7	1	1	1							0								
<b>Job Group Total:</b>			<b>30</b>	<b>28</b>	<b>24</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Salary Analysis: Service/Maintenance Workers**

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Alternative Fuels Technician	\$ 57,200.00	8	1	1		1							0							
Facilities Maintainer A	\$ 52,395.20	8	1	1		1							0							
Facilities Maintainer A	\$ 56,929.60	8	1	1	1								0							
Facilities Maintainer B	\$ 56,929.60	8	1	1	1								0							
Motor Coach Operator	\$ 42,972.80	8	6	5	3	1	1						1		1					
Motor Coach Operator	\$ 51,126.40	8	4	3	2		1						1							1
Motor Coach Operator	\$ 52,915.20	8	4	2	1	1							2	1	1					
Motor Coach Operator	\$ 55,328.00	8	129	93	64	15	9	3			2		36	25	3	7				1
Paratransit Operator	\$ 38,771.20	8	6	5	3		1	1					1	1						
Paratransit Operator	\$ 40,601.60	8	4	4	2	2							0							
Paratransit Operator	\$ 42,411.20	8	3	3	1	1					1		0							
Paratransit Operator	\$ 46,030.40	8	27	17	11	3		1			2		10	7		2				1
Senior Alternative Fuels Technician	\$ 71,385.60	8	1	1	1								0							
Utility	\$ 49,108.80	8	1	1	1								0							
Utility	\$ 49,379.20	8	2	2	1	1							0							
Utility	\$ 52,728.00	8	10	9	8	1							1	1						
Utility	\$ 49,379.20	8	1	1	1								0							
<b>Job Group Total:</b>			<b>202</b>	<b>150</b>	<b>101</b>	<b>27</b>	<b>12</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>52</b>	<b>35</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>

# Appendix D

## Employment Practices

### Charts

### Hires-Reporting Period Beginning April 2020

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
1	Job Category (Use EEO-4)		Total		W		AI/AN		B		H/L		A		NHOPI		M	
2	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																	
4	Number Applied		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Total Hires		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Selection Rate		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Ratio to Highest Rate		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Potential Adverse Impact (Yes/No)		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	<b>2 - Professionals</b>																	
10	Number Applied		112	37	42	9	-	-	8	3	50	22	3	2	-	-	9	1
11	Total Hires		3	-	1	-	-	-	1	-	1	-	-	-	-	-	-	-
12	Selection Rate		2.7%	0.0%	2.4%	0.0%	N/A	N/A	12.5%	0.0%	2.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
13	Ratio to Highest Rate		100.0%	NA	19.0%	0.0%	N/A	N/A	100.0%	0.0%	16.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
14	Potential Adverse Impact (Yes/No)		No	No	Yes	Yes	N/A	N/A	No	Yes	Yes	Yes	Yes	N/A	N/A	N/A	Yes	N/A
15	<b>3 - Technicians</b>																	
16	Number Applied		14	1	6	-	-	-	-	-	7	1	1	-	-	-	-	-
17	Total Hires		2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Selection Rate		14.3%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
19	Ratio to Highest Rate		100.0%	NA	100.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
20	Potential Adverse Impact (Yes/No)		No	No	No	N/A	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A
21	<b>4 - Protective Service</b>																	
22	Number Applied		23	2	5	-	1	-	2	-	15	2	-	-	-	-	-	-
23	Total Hires		1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
24	Selection Rate		4.3%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	N/A	6.7%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
25	Ratio to Highest Rate		100.0%	NA	0.0%	N/A	0.0%	N/A	0.0%	N/A	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
26	Potential Adverse Impact (Yes/No)		No	No	Yes	N/A	Yes	N/A	Yes	N/A	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A
27	<b>5 - Paraprofessional</b>																	
28	Number Applied		52	22	16	1	1	-	1	4	29	12	-	1	-	-	5	4
29	Total Hires		2	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-
30	Selection Rate		3.8%	4.5%	12.5%	N/A	N/A	N/A	N/A	0.0%	0.0%	8.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
31	Ratio to Highest Rate		84.6%	100.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	66.7%	N/A	N/A	N/A	N/A	0.0%	0.0%
32	Potential Adverse Impact (Yes/No)		No	No	No	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	Yes
33	<b>6 - Administrative Support</b>																	
34	Number Applied		153	283	47	77	1	-	9	15	69	165	12	14	3	-	12	12
35	Total Hires		2	8	1	2	-	-	-	-	-	4	-	-	-	-	1	2
36	Selection Rate		1.3%	2.8%	2.1%	2.6%	N/A	N/A	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	N/A	N/A	8.3%	16.7%
37	Ratio to Highest Rate		46.2%	100.0%	12.8%	15.6%	N/A	N/A	0.0%	0.0%	0.0%	14.5%	0.0%	0.0%	N/A	N/A	50.0%	100.0%
38	Potential Adverse Impact (Yes/No)		Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	Yes	No

44	<b>7 - Skilled Craft</b>																	
45	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
46	Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
48	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	<b>8 - Service-Maintenance</b>																	
51	Number Applied	116	29	13	4	-	-	13	4	89	18	-	1	-	-	1	2	
52	Total Hires	12	5	3	-	-	-	2	2	6	3	-	-	-	-	1	-	
53	Selection Rate	10.3%	17.2%	23.1%	0.0%	N/A	N/A	15.4%	50.0%	6.7%	16.7%	N/A	N/A	N/A	N/A	N/A	N/A	
54	Ratio to Highest Rate	60.0%	100.0%	46.2%	0.0%	N/A	N/A	30.8%	100.0%	13.5%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	
55	Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	
56	Notes:																	
57																		
58																		
59																		
60																		
61																		
62																		
63		Total		W		AI/AN		B		H/L		A		NHOPI		M		
64	Persons with Disabilities	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
65	Number Applied	6	6	2	3	1	1	-	-	3	1	-	1	-	-	-	-	
66	Total Hires	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
67	Selection Rate	0.0%	16.7%	0.0%	33.3%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	
68		Total		W		AI/AN		B		H/L		A		NHOPI		M		
69	Veterans	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
70	Number Applied	16	4	-	1	-	-	5	-	9	1	1	1	-	-	1	1	
71	Total Hires	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
72	Selection Rate	6.3%	0.0%	N/A	0.0%	N/A	N/A	20.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	
73	Notes:																	
74																		
75																		

Promotions-Reporting Period Beginning April 2020

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
1	Job Category (Use EEO-4)		Total		W		AI/AN		B		H/L		A		NHOPI		M	
2	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																	
4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	<b>2 - Professionals</b>																	
10	30	20	11	3	-	-	-	1	2	18	13	-	1	-	-	-	-	1
11	6	2	4	-	-	-	-	-	1	2	1	-	-	-	-	-	-	-
12	20.0%	10.0%	36.4%	0.0%	N/A	N/A	0.0%	50.0%	11.1%	7.7%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	
13	100.0%	50.0%	72.7%	0.0%	N/A	N/A	0.0%	100.0%	22.2%	15.4%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	
14	No	Yes	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	Yes	N/A	N/A	N/A	N/A	Yes	
15	<b>3 - Technicians</b>																	
16	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	<b>4 - Protective Service</b>																	
22	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
24	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
26	<b>5 - Paraprofessional</b>																	
27	46	19	14	-	1	-	-	-	3	26	11	-	1	-	-	-	5	4
28	3	2	-	-	-	-	-	-	-	3	1	-	-	-	-	-	-	1
29	6.5%	10.5%	0.0%	N/A	N/A	N/A	N/A	0.0%	11.5%	9.1%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	25.0%
30	62.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	46.2%	36.4%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	100.0%
31	Yes	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	Yes	No
32	<b>6 - Administrative Support</b>																	
33	6	5	2	2	-	-	-	-	3	3	1	-	-	-	-	-	-	-
34	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
35	33.3%	0.0%	50.0%	0.0%	N/A	N/A	N/A	N/A	33.3%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	
36	100.0%	NA	100.0%	0.0%	N/A	N/A	N/A	N/A	66.7%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	
37	No	No	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	



14	7 - Skilled Craft																
15	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
16	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
18	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
19	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20	8 -Service-Maintenance																
21	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
22	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
24	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
26	Notes:																
27																	
28																	
29																	
30																	
31																	
32																	
33		Total		W		AI/AN		B		H/L		A		NHOPI		M	
34	Persons with Disabilities	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
35	Number Applied	6	6	2	3	1	1	-	-	3	1	-	1	-	-	-	-
36	Total Promotions	3	-	2	-	-	-	-	-	1	-	-	-	-	-	-	-
37	Selection Rate	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	33.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
38		Total		W		AI/AN		B		H/L		A		NHOPI		M	
39	Veterans	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
40	Number Applied	16	4	-	1	-	-	5	-	9	1	1	1	-	-	1	1
41	Total Promotions	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
42	Selection Rate	6.3%	0.0%	N/A	0.0%	N/A	N/A	0.0%	N/A	11.1%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%
43	Notes:																
44																	
45																	

Training-Reporting Period Beginning April 2020

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
2		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Total Workforce	6	6	4	3	-	-	-	1	2	1	-	-	-	-	-	1
5	Total Trained	6	6	4	3	-	-	-	1	2	1	-	-	-	-	-	1
6	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
7	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
8	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
9																	
10	<b>2 - Professionals</b>																
11	Total Workforce	12	1	6	-	-	-	-	-	5	1	1	-	-	-	-	-
12	Total Trained	12	1	6	-	-	-	-	-	5	1	1	-	-	-	-	-
13	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
14	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
15	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A
16																	
17	<b>3 - Technicians</b>																
18	Total Workforce	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
19	Total Trained	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
20	Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
22	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
23																	
24	<b>4 - Protective Service</b>																
25	Total Workforce	3	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-
26	Total Trained	3	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-
27	Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
28	Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
29	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
30																	
31	<b>5 - Paraprofessional</b>																
32	Total Workforce	14	6	5	1	-	-	1	1	7	3	-	-	-	-	1	1
33	Total Trained	14	6	5	1	-	-	1	1	7	3	-	-	-	-	1	1
34	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
35	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
36	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
37																	
38	<b>6 - Administrative Support</b>																
39	Total Workforce	7	13	1	3	-	-	-	1	6	8	-	1	-	-	-	-
40	Total Trained	7	13	1	3	-	-	-	1	6	8	-	1	-	-	-	-
41	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
42	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
43	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A
44																	

45	<b>7 - Skilled Craft</b>																
46	Total Workforce	23	1	2	-	-	-	2	1	19	-	-	-	-	-	-	-
47	Total Trained	23	1	2	-	-	-	2	1	19	-	-	-	-	-	-	-
48	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51																	
52	<b>8 -Service-Maintenance</b>																
53	Total Workforce	104	44	16	3	-	-	8	8	73	31	4	-	-	-	3	2
54	Total Trained	104	44	16	3	-	-	8	8	73	31	4	-	-	-	3	2
55	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
56	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
57	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
58																	
59	Notes:																
60																	

### Terminations-Reporting Period Beginning April 2020

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Total Workforce	6	6	4	3				1	2	1						1
Total Involuntary Terminations	-	-														
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
<b>2 - Professionals</b>																
Total Workforce	12	1	6						5	1	1					
Total Involuntary Terminations	1	-	1													
Involuntary Termination Rate	8.3%	0.0%	16.7%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A
<b>3 - Technicians</b>																
Total Workforce	1	-							1							
Total Involuntary Terminations	-	-														
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Total Workforce	3	-						1		2						
Total Involuntary Terminations	-	-														
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Total Workforce	14	6	5	1				1	1	7	3					1
Total Involuntary Terminations	1	-								1						
Involuntary Termination Rate	7.1%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	14.3%	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No
<b>6 - Administrative Support</b>																
Total Workforce	7	13	1	3					1	6	8		1			
Total Involuntary Terminations	1	1	1	1												
Involuntary Termination Rate	14.3%	7.7%	100.0%	33.3%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	53.8%	100.0%	0.0%	0.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	N/A	No	No	No	No	N/A	No	N/A	N/A	N/A

62																	
63	<b>7 - Skilled Craft</b>																
64	Total Workforce	23	1	2			2	1	19	-	-	-	-	-	-	-	-
65	Total Involuntary Terminations	-	-				-	-	-	-	-	-	-	-	-	-	-
69	Involuntary Termination Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
70	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
71	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
72																	
73	<b>8 - Service-Maintenance</b>																
74	Total Workforce	104	44	16	3		8	8	73	31	4	-	-	-	-	3	2
75	Total Involuntary Terminations	5	1	1			-	1	4		-	-	-	-	-	-	-
79	Involuntary Termination Rate	4.8%	2.3%	6.3%	0.0%	N/A	0.0%	12.5%	5.5%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A	
80	Ratio to Lowest Rate	47.3%	100.0%	0.0%	100.0%	N/A	100.0%	0.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	
81	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A	
82																	
83	Notes:																
84																	

Discipline-Reporting Period Beginning April 2020

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/OPI		M	
2		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Total Workforce	6	6	4	3			-	1	2	1	-	-	-	-	-	1
5	<b>Verbal</b>	-	-					-		-		-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
10	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
11	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
12	<b>Written</b>	-	-					-		-		-	-	-	-	-	-
16	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
17	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
18	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
19	<b>Suspension</b>	-	-					-		-		-	-	-	-	-	-
23	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
24	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
25	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
26	<Enter Discipline Type>	-	-					-		-		-	-	-	-	-	-
30	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
31	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
32	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
33	<Enter Discipline Type>	-	-					-		-		-	-	-	-	-	-
37	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
38	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
39	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
40	<Enter Discipline Type>	-	-					-		-		-	-	-	-	-	-
44	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
45	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
46	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
47																	

47	<b>2 - Professionals</b>															
48	Total Workforce	12	1	6					-	-	5	1	1	-	-	-
49	<b>Verbal</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
50	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
51	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
52	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
53	<b>Written</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
54	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
55	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
56	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
57	<b>Suspension</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
58	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
59	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
60	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
61	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
62	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
63	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
64	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
65	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
66	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
67	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
68	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
69	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
70	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
71	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
72	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
73	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
74	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
75	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
76	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
77	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
78	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
79	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
80	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
81	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
82	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
83	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
84	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
85	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
86	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
87	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
88	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
89	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
90	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
91	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
92	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A

92																	
93	<b>3 - Technicians</b>																
94	Total Workforce	1	-						1	-	-	-	-	-	-	-	-
95	<b>Verbal</b>	-	-						-	-	-	-	-	-	-	-	-
99	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
100	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
101	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
102	<b>Written</b>	-	-						-	-	-	-	-	-	-	-	-
106	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
107	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
108	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
109	<b>Suspension</b>	-	-						-	-	-	-	-	-	-	-	-
113	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
114	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
115	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
116	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
120	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
121	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
122	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
123	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
127	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
128	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
129	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
130	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
134	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
135	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
136	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
137																	



137	<b>4 - Protective Service</b>																
138	Total Workforce	3	-					1	-	2	-	-	-	-	-	-	-
140	<b>Verbal</b>	-	-					-	-	-	-	-	-	-	-	-	-
144	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
145	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
146	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
147	<b>Written</b>	-	-					-	-	-	-	-	-	-	-	-	-
151	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
152	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
153	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
154	<b>Suspension</b>	-	-					-	-	-	-	-	-	-	-	-	-
158	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
159	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
160	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
161	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
165	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
166	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
167	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
168	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
172	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
173	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
174	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
175	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
179	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
180	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
181	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A

82	<b>5 - Paraprofessional</b>																
83	Total Workforce	14	6	5	1			1	1	7	3	-	-	-	1	1	
84	<b>Verbal</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
85	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
86	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
87	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
88	<b>Written</b>	7	4	4	2	-	-	-	2	3	-	-	-	-	-	-	
89	Discipline Rate	50.0%	66.7%	80.0%	200.0%	N/A	N/A	0.0%	200.0%	42.9%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
90	Ratio to Lowest Rate	100.0%	75.0%	0.0%	0.0%	N/A	N/A	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
91	Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	Yes	No	N/A	N/A	N/A	N/A	No	No
92	<b>Suspension</b>	3	2	-	1	-	-	-	-	3	1	-	-	-	-	-	
93	Discipline Rate	21.4%	33.3%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	42.9%	33.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
94	Ratio to Lowest Rate	100.0%	64.3%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
95	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	Yes	Yes	N/A	N/A	N/A	N/A	No	No
96	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
97	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
98	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
99	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
100	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
101	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
102	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
103	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
104	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
105	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
106	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
107	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
108	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
109	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
110	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
111	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No

228	<b>6 - Administrative Support</b>															
229	Total Workforce	7	13	1	3			-	1	6	8	-	1	-	-	-
230	<b>Verbal</b>	1	-					-	-	1	-	-	-	-	-	-
234	Discipline Rate	14.3%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	16.7%	0.0%	N/A	0.0%	N/A	N/A	N/A
235	Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
236	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
237	<b>Written</b>	-	1					-	-	-	1	-	-	-	-	-
241	Discipline Rate	0.0%	7.7%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	12.5%	N/A	0.0%	N/A	N/A	N/A
242	Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	100.0%	N/A	N/A	N/A
243	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
244	<b>Suspension</b>	-	-					-	-	-	-	-	-	-	-	-
248	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
249	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
250	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
251	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
255	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
256	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
257	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
258	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
262	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
263	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
264	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
265	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
269	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
270	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
271	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
272																

273	<b>7 - Skilled Craft</b>																
274	Total Workforce	23	1	2			2	1	19	-	-	-	-	-	-	-	-
275	<b>Verbal</b>	2	-	-			1	-	1	-	-	-	-	-	-	-	-
279	Discipline Rate	8.7%	0.0%	0.0%	N/A	N/A	N/A	50.0%	0.0%	5.3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
280	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
281	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	Yes	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
282	<b>Written</b>	2	-	-			-	-	2	-	-	-	-	-	-	-	-
286	Discipline Rate	8.7%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	10.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
287	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
288	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
289	<b>Suspension</b>	-	-	-			-	-	-	-	-	-	-	-	-	-	-
293	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
294	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
295	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
296	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-	-
300	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
301	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
302	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
303	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-	-
307	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
308	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
309	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
310	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-	-
314	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
315	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
316	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
217																	

117	<b>8 - Service-Maintenance</b>																
118																	
119	Total Workforce	104	44	16	3			8	8	73	31	4	-	-	-	3	2
120	<b>Verbal</b>	60	28	8	1	-	-	3	5	46	19	-	-	-	-	3	3
124	Discipline Rate	57.7%	63.6%	50.0%	33.3%	N/A	N/A	37.5%	62.5%	63.0%	61.3%	0.0%	N/A	N/A	N/A	100.0%	N/A
125	Ratio to Lowest Rate	100.0%	90.7%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
126	Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
127	<b>Written</b>	23	10	2	1	-	-	-	-	19	9	-	-	-	-	2	-
131	Discipline Rate	22.1%	22.7%	12.5%	33.3%	N/A	N/A	0.0%	0.0%	26.0%	29.0%	0.0%	N/A	N/A	N/A	66.7%	N/A
132	Ratio to Lowest Rate	100.0%	97.3%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
133	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
134	<b>Suspension</b>	32	9	3	1	-	-	2	-	24	6	1	-	-	-	1	3
138	Discipline Rate	30.8%	20.5%	18.8%	0.0%	N/A	N/A	25.0%	0.0%	32.9%	19.4%	25.0%	N/A	N/A	N/A	33.3%	N/A
139	Ratio to Lowest Rate	66.5%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
140	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	Yes	No	Yes	N/A	N/A	N/A	Yes	N/A
141	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
145	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
146	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
147	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
148	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
152	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
153	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
154	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
155	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
159	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
160	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
161	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
162																	

### Hires-Reporting Period Beginning April 2021

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>2 - Professionals</b>																
Number Applied	112	37	42	9	-	-	8	3	50	22	3	2	-	-	9	1
Total Hires	3	-	1	-	-	-	1	-	1	-	-	-	-	-	-	-
Selection Rate	2.7%	0.0%	2.4%	0.0%	N/A	N/A	12.5%	0.0%	2.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	NA	19.0%	0.0%	N/A	N/A	100.0%	0.0%	16.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	Yes	Yes	Yes	Yes	N/A	N/A	N/A	Yes	N/A
<b>3 - Technicians</b>																
Number Applied	14	1	6	-	-	-	-	-	7	1	1	-	-	-	-	-
Total Hires	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	14.3%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Number Applied	23	2	5	-	1	-	2	-	15	2	-	-	-	-	-	-
Total Hires	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Selection Rate	4.3%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	N/A	6.7%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	0.0%	N/A	0.0%	N/A	0.0%	N/A	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	Yes	N/A	Yes	N/A	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Number Applied	52	22	16	1	1	-	1	4	29	12	-	1	-	-	5	4
Total Hires	2	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-
Selection Rate	3.8%	4.5%	12.5%	N/A	N/A	N/A	N/A	0.0%	0.0%	8.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
Ratio to Highest Rate	84.6%	100.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	66.7%	N/A	N/A	N/A	N/A	0.0%	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	Yes
<b>6 - Administrative Support</b>																
Number Applied	153	283	47	77	1	-	9	15	69	165	12	14	3	-	12	12
Total Hires	2	8	1	2	-	-	-	-	-	4	-	-	-	-	1	2
Selection Rate	1.3%	2.8%	2.1%	2.6%	N/A	N/A	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	N/A	N/A	8.3%	16.7%
Ratio to Highest Rate	46.2%	100.0%	12.8%	15.6%	N/A	N/A	0.0%	0.0%	0.0%	14.5%	0.0%	0.0%	N/A	N/A	50.0%	100.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	Yes	No

44	<b>7 - Skilled Craft</b>																	
45	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
46	Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
48	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	<b>8 - Service-Maintenance</b>																	
51	Number Applied	116	29	13	4	-	-	13	4	89	18	-	1	-	-	1	2	
52	Total Hires	12	5	3	-	-	-	2	2	6	3	-	-	-	-	1	-	
53	Selection Rate	10.3%	17.2%	23.1%	0.0%	N/A	N/A	15.4%	50.0%	6.7%	16.7%	N/A	N/A	N/A	N/A	N/A	N/A	
54	Ratio to Highest Rate	60.0%	100.0%	46.2%	0.0%	N/A	N/A	30.8%	100.0%	13.5%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	
55	Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	
56	Notes:																	
57																		
58																		
59																		
60																		
61																		
62																		
63		Total		W		AI/AN		B		H/L		A		NHOPI		M		
64	<b>Persons with Disabilities</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
65	Number Applied	6	6	2	3	1	1	-	-	3	1	-	1	-	-	-	-	
66	Total Hires	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
67	Selection Rate	0.0%	16.7%	0.0%	33.3%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	
68		Total		W		AI/AN		B		H/L		A		NHOPI		M		
69	<b>Veterans</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
70	Number Applied	16	4	-	1	-	-	5	-	9	1	1	1	-	-	1	1	
71	Total Hires	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
72	Selection Rate	6.3%	0.0%	N/A	0.0%	N/A	N/A	20.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	
73																		

Promotions-Reporting Period Beginning April 2021

Job Category (Use EEO-4)	Total		W		A/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>2 - Professionals</b>																
Number Applied	30	20	11	3	-	-	1	2	18	13	-	-	1	-	-	1
Total Promotions	6	2	4	-	-	-	-	1	2	1	-	-	-	-	-	-
Selection Rate	20.0%	10.0%	36.4%	0.0%	N/A	N/A	0.0%	50.0%	11.1%	7.7%	N/A	0.0%	N/A	N/A	N/A	0.0%
Ratio to Highest Rate	100.0%	50.0%	72.7%	0.0%	N/A	N/A	0.0%	100.0%	22.2%	15.4%	N/A	0.0%	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	Yes	N/A	N/A	N/A	Yes
<b>3 - Technicians</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Number Applied	46	19	14	-	1	-	-	3	26	11	-	1	-	-	5	4
Total Promotions	3	2	-	-	-	-	-	-	3	1	-	-	-	-	-	1
Selection Rate	6.5%	10.5%	0.0%	N/A	N/A	N/A	N/A	0.0%	11.5%	9.1%	N/A	N/A	N/A	N/A	0.0%	25.0%
Ratio to Highest Rate	62.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	46.2%	36.4%	N/A	N/A	N/A	N/A	0.0%	100.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	No
<b>6 - Administrative Support</b>																
Number Applied	6	5	2	2	-	-	-	-	3	3	1	-	-	-	-	-
Total Promotions	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-
Selection Rate	33.3%	0.0%	50.0%	0.0%	N/A	N/A	N/A	N/A	33.3%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	0.0%	N/A	N/A	N/A	N/A	66.7%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A



45	<b>7 - Skilled Craft</b>																	
46	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51																		
52	<b>8 -Service-Maintenance</b>																	
53	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
54	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
55	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
56	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
57	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
58																		
59	Notes:																	
60																		
61																		
62																		
63		<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>		
64	<b>Persons with Disabilities</b>	<b>Male</b>	<b>Female</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	
65	Number Applied	6	6	2	3	1	1	-	-	3	1	-	1	-	-	-	-	
66	Total Promotions	3	-	2	-	-	-	-	-	1	-	-	-	-	-	-	-	
67	Selection Rate	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	33.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	
68		<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>		
69	<b>Veterans</b>	<b>Male</b>	<b>Female</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	
70	Number Applied	16	4	-	1	-	-	5	-	9	1	1	1	-	-	1	1	
71	Total Promotions	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
72	Selection Rate	6.3%	0.0%	N/A	0.0%	N/A	N/A	0.0%	N/A	11.1%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	
73																		
74	Notes:																	
75																		

**Training-Reporting Period Beginning April 2021**

1	Job Category (Use EEO-4)		Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2	<b>1 - Officials &amp; Administrators</b>																	
3	<b>1 - Officials &amp; Administrators</b>																	
4	Total Workforce	6	6	4	3	-	-	-	-	1	2	1	-	-	-	-	-	1
5	Total Trained	6	6	4	3	-	-	-	-	1	2	1	-	-	-	-	-	1
6	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
7	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
8	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
9	<b>2 - Professionals</b>																	
10	<b>2 - Professionals</b>																	
11	Total Workforce	12	1	6	-	-	-	-	-	-	5	1	1	-	-	-	-	-
12	Total Trained	12	1	6	-	-	-	-	-	-	5	1	1	-	-	-	-	-
13	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
14	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
15	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
16	<b>3 - Technicians</b>																	
17	<b>3 - Technicians</b>																	
18	Total Workforce	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
19	Total Trained	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
20	Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
22	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
23	<b>4 - Protective Service</b>																	
24	<b>4 - Protective Service</b>																	
25	Total Workforce	3	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-
26	Total Trained	3	-	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-
27	Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
28	Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
29	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
30	<b>5 - Paraprofessional</b>																	
31	<b>5 - Paraprofessional</b>																	
32	Total Workforce	14	6	5	1	-	-	-	1	1	7	3	-	-	-	-	1	1
33	Total Trained	14	6	5	1	-	-	-	1	1	7	3	-	-	-	-	1	1
34	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%
35	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%
36	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No
37	<b>6 - Administrative Support</b>																	
38	<b>6 - Administrative Support</b>																	
39	Total Workforce	7	13	1	3	-	-	-	-	1	6	8	-	-	1	-	-	-
40	Total Trained	7	13	1	3	-	-	-	-	1	6	8	-	-	1	-	-	-
41	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
42	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
43	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	N/A

45	<b>7 - Skilled Craft</b>																
46	Total Workforce	23	1	2	-	-	-	2	1	19	-	-	-	-	-	-	-
47	Total Trained	23	1	2	-	-	-	2	1	19	-	-	-	-	-	-	-
48	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51																	
52	<b>8 - Service-Maintenance</b>																
53	Total Workforce	104	44	16	3	-	-	8	8	73	31	4	-	-	-	3	2
54	Total Trained	104	44	16	3	-	-	8	8	73	31	4	-	-	-	3	2
55	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
56	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
57	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
58																	
59	Notes:																
60																	

Terminations-Reporting Period Beginning April 2021

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Total Workforce	6	6	4	3			-	1	2	1	-	-	-	-	-	1
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
<b>2 - Professionals</b>																
Total Workforce	12	1	6				-	-	5	1	1	-	-	-	-	-
Total Involuntary Terminations	1	-	1				-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	8.3%	0.0%	16.7%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A
<b>3 - Technicians</b>																
Total Workforce	1	-					-	-	1	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Total Workforce	3	-					1	-	2	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Total Workforce	14	6	5	1			1	1	7	3	-	-	-	-	1	1
Total Involuntary Terminations	1	-					-	-	1	-	-	-	-	-	-	-
Involuntary Termination Rate	7.1%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	14.3%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
<b>6 - Administrative Support</b>																
Total Workforce	7	13	1	3			-	1	6	8	-	1	-	-	-	-
Total Involuntary Terminations	1	1	1	1			-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	14.3%	7.7%	100.0%	33.3%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	53.8%	100.0%	0.0%	0.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A

63	<b>7 - Skilled Craft</b>															
64	Total Workforce	23	1	2				2	1	19	-	-	-	-	-	-
65	Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-
69	Involuntary Termination Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
70	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
71	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
72	<b>8 - Service-Maintenance</b>															
74	Total Workforce	104	44	16	3			8	8	73	31	4	-	-	-	3
75	Total Involuntary Terminations	5	1	1				-	1	4		-	-	-	-	-
79	Involuntary Termination Rate	4.8%	2.3%	6.3%	0.0%	N/A	N/A	0.0%	12.5%	5.5%	0.0%	0.0%	N/A	N/A	N/A	0.0%
80	Ratio to Lowest Rate	47.3%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	0.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%
81	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No
82																
83	Notes:															
84																

**Discipline-Reporting Period Beginning April 2021**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
1	Job Category (Use EEO-4)		Total		W		A/I/AN		B		H/L		A		NH/OPI		M	
2	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																	
4	Total Workforce	6	6	4	3			-	1	2	1	-	-	-	-	-	-	1
5	<b>Verbal</b>	-	-					-		-		-	-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
10	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
11	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
12	<b>Written</b>	-	-					-		-		-	-	-	-	-	-	-
16	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
17	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
18	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
19	<b>Suspension</b>	-	-					-		-		-	-	-	-	-	-	-
23	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
24	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
25	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
26	<Enter Discipline Type>	-	-					-		-		-	-	-	-	-	-	-
30	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
31	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
32	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
33	<Enter Discipline Type>	-	-					-		-		-	-	-	-	-	-	-
37	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
38	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
39	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
40	<Enter Discipline Type>	-	-					-		-		-	-	-	-	-	-	-
44	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
45	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
46	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
47																		

7																		
8	<b>2 - Professionals</b>																	
9	Total Workforce	12	1	6						-	-	5	1	1	-	-	-	-
0	<b>Verbal</b>	-	-							-	-	-	-	-	-	-	-	-
4	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
5	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
6	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
7	<b>Written</b>	-	-							-	-	-	-	-	-	-	-	-
1	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
2	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
3	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
4	<b>Suspension</b>	-	-							-	-	-	-	-	-	-	-	-
8	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
9	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
0	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
1	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-	-
5	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
6	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
7	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
8	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-	-
2	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
3	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
4	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
5	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
0	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
1	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
2																		

3	<b>3 - Technicians</b>															
4	Total Workforce	1	-							1	-	-	-	-	-	-
5	<b>Verbal</b>	-	-							-	-	-	-	-	-	-
9	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
10	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
11	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
12	<b>Written</b>	-	-							-	-	-	-	-	-	-
16	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
17	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
18	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
19	<b>Suspension</b>	-	-							-	-	-	-	-	-	-
13	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
14	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
15	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
16	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-
20	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
21	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
22	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
23	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-
27	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
28	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
29	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
30	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-
34	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
35	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
36	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
37																



137	<b>4 - Protective Service</b>															
138	Total Workforce	3	-					1	-	2	-	-	-	-	-	-
140	<b>Verbal</b>	-	-					-	-	-	-	-	-	-	-	-
144	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
145	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
146	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
147	<b>Written</b>	-	-					-	-	-	-	-	-	-	-	-
151	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
152	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
153	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
154	<b>Suspension</b>	-	-					-	-	-	-	-	-	-	-	-
158	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
159	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
160	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
161	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
165	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
166	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
167	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
168	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
172	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
173	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
174	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
175	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
179	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
180	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
181	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
182																

182																	
183	<b>5 - Paraprofessional</b>																
184	Total Workforce	14	6	5	1			1	1	7	3	-	-	-	1	1	
185	<b>Verbal</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
189	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
190	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
191	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
192	<b>Written</b>	7	4	4	2	-	-	-	2	3	-	-	-	-	-	-	
196	Discipline Rate	50.0%	66.7%	80.0%	200.0%	N/A	N/A	0.0%	200.0%	42.9%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
197	Ratio to Lowest Rate	100.0%	75.0%	0.0%	0.0%	N/A	N/A	100.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%
198	Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	Yes	No	N/A	N/A	N/A	N/A	No	No
199	<b>Suspension</b>	3	2		1	-	-	-	-	3	1	-	-	-	-	-	
203	Discipline Rate	21.4%	33.3%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	42.9%	33.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
204	Ratio to Lowest Rate	100.0%	64.3%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
205	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	Yes	Yes	N/A	N/A	N/A	N/A	No	No
206	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
210	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
211	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
212	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
213	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
217	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
218	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
219	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
220	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
224	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
225	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
226	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
227																	

28	<b>6 - Administrative Support</b>															
29	Total Workforce	7	13	1	3			-	1	6	8	-	1	-	-	-
30	<b>Verbal</b>	1	-					-	-	1	-	-	-	-	-	-
34	Discipline Rate	14.3%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	16.7%	0.0%	N/A	0.0%	N/A	N/A	N/A
35	Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
36	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
37	<b>Written</b>	-	1					-	-	-	1	-	-	-	-	-
41	Discipline Rate	0.0%	7.7%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	12.5%	N/A	0.0%	N/A	N/A	N/A
42	Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	100.0%	N/A	N/A	N/A
43	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
44	<b>Suspension</b>	-	-					-	-	-	-	-	-	-	-	-
48	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
49	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
51	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
55	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
56	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
57	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
58	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
62	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
63	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
64	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
65	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
69	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
70	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
71	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
72																

72	<b>7 - Skilled Craft</b>															
73	<b>7 - Skilled Craft</b>															
74	Total Workforce	23	1	2			2	1	19	-	-	-	-	-	-	-
75	<b>Verbal</b>	2	-	-			1	-	1	-	-	-	-	-	-	-
79	Discipline Rate	8.7%	0.0%	0.0%	N/A	N/A	50.0%	0.0%	5.3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
80	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
81	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	Yes	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
82	<b>Written</b>	2	-	-			-	-	2	-	-	-	-	-	-	-
86	Discipline Rate	8.7%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	10.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
87	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
88	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
89	<b>Suspension</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
93	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
94	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
95	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
96	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
00	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
01	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
02	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
03	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
07	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
08	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
09	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
14	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
17																

317	<b>8 - Service-Maintenance</b>																
318																	
319	Total Workforce	104	44	16	3			8	8	73	31	4	-	-	3	2	
320	<b>Verbal</b>	60	28	8	1	-		3	5	46	19	-	-	-	3	3	
324	Discipline Rate	57.7%	63.6%	50.0%	33.3%	N/A	N/A	37.5%	62.5%	63.0%	61.3%	0.0%	N/A	N/A	N/A	100.0%	N/A
325	Ratio to Lowest Rate	100.0%	90.7%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
326	Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
327	<b>Written</b>	23	10	2	1	-	-	-	-	19	9	-	-	-	2	-	
331	Discipline Rate	22.1%	22.7%	12.5%	33.3%	N/A	N/A	0.0%	0.0%	26.0%	29.0%	0.0%	N/A	N/A	N/A	66.7%	N/A
332	Ratio to Lowest Rate	100.0%	97.3%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
333	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
334	<b>Suspension</b>	32	9	3		1	-	2	-	24	6	1	-	-	1	3	
338	Discipline Rate	30.8%	20.5%	18.8%	0.0%	N/A	N/A	25.0%	0.0%	32.9%	19.4%	25.0%	N/A	N/A	N/A	33.3%	N/A
339	Ratio to Lowest Rate	66.5%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
340	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	Yes	No	Yes	N/A	N/A	N/A	Yes	N/A
341	<Enter Discipline Type>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
345	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
346	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
347	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
348	<Enter Discipline Type>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
352	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
353	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
354	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
355	<Enter Discipline Type>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
359	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
360	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
361	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
362																	

Hires-Reporting Period Beginning April 2022

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Number Applied	9	3	2	1	-	-	-	-	6	-	-	1	-	-	1	1
Total Hires	3	1	2	-	-	-	-	-	1	-	-	1	-	-	-	-
Selection Rate	33.3%	33.3%	100.0%	0.0%	N/A	N/A	N/A	N/A	16.7%	N/A	N/A	100.0%	N/A	N/A	0.0%	0.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	16.7%	N/A	N/A	100.0%	N/A	N/A	0.0%	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	N/A	N/A	Yes	N/A	N/A	No	N/A	N/A	Yes	Yes
<b>2 - Professionals</b>																
Number Applied	9	12	1	2	-	-	-	-	7	5	-	1	-	-	1	4
Total Hires	3	3	1	1	-	-	-	-	1	1	-	1	-	-	1	-
Selection Rate	33.3%	25.0%	100.0%	50.0%	N/A	N/A	N/A	N/A	14.3%	20.0%	N/A	100.0%	N/A	N/A	100.0%	0.0%
Ratio to Highest Rate	100.0%	75.0%	100.0%	50.0%	N/A	N/A	N/A	N/A	14.3%	20.0%	N/A	100.0%	N/A	N/A	100.0%	0.0%
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	N/A	No	N/A	N/A	No	Yes
<b>3 - Technicians</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Number Applied	11	1	3	-	-	-	-	-	7	1	-	-	1	-	-	-
Total Hires	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	9.1%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	Yes	Yes	N/A	N/A	Yes	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Number Applied	14	4	2	-	-	-	-	1	12	1	-	1	-	-	-	1
Total Hires	1	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-
Selection Rate	7.1%	25.0%	50.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	0.0%
Ratio to Highest Rate	28.6%	100.0%	50.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	No	N/A	Yes	N/A	N/A	N/A	Yes
<b>6 - Administrative Support</b>																
Number Applied	59	69	13	13	-	1	3	3	35	41	3	1	-	-	5	10
Total Hires	6	16	2	3	-	-	1	-	3	13	-	-	-	-	-	-
Selection Rate	10.2%	23.2%	15.4%	23.1%	N/A	N/A	33.3%	0.0%	8.6%	31.7%	0.0%	N/A	N/A	N/A	0.0%	0.0%
Ratio to Highest Rate	43.9%	100.0%	46.2%	69.2%	N/A	N/A	100.0%	0.0%	25.7%	95.1%	0.0%	N/A	N/A	N/A	0.0%	0.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	No	Yes	Yes	No	Yes	N/A	N/A	N/A	Yes	Yes

<b>7 - Skilled Craft</b>																	
Number Applied	52	-	7	-	-	-	-	4	-	41	-	-	-	-	-	-	-
Total Hires	7	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-
Selection Rate	13.5%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	17.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	Yes	N/A	N/A	N/A	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>8 - Service Maintenance</b>																	
Number Applied	162	21	27	6	1	-	13	1	114	9	1	-	-	-	6	5	
Total Hires	27	10	7	2	1	-	1	1	15	5	-	-	-	-	3	2	
Selection Rate	16.7%	47.6%	25.9%	33.3%	N/A	N/A	7.7%	N/A	13.2%	55.6%	N/A	N/A	N/A	N/A	50.0%	40.0%	
Ratio to Highest Rate	35.0%	100.0%	46.7%	60.0%	N/A	N/A	13.8%	N/A	23.7%	100.0%	N/A	N/A	N/A	N/A	90.0%	72.0%	
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	N/A	Yes	No	N/A	N/A	N/A	N/A	No	Yes	
Notes:																	
	<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>		
<b>Persons with Disabilities</b>	<b>Male</b>	<b>Female</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	
Number Applied	2	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	
Total Hires	2	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	
Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	
	<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>		
<b>Veterans</b>	<b>Male</b>	<b>Female</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	
Number Applied	2	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	
Total Hires	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
Selection Rate	50.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Notes:																	

Promotions-Reporting Period Beginning April 2022

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Number Applied	17	1	5				1		8	1			1		2	
Total Promotions	3	-	3				-		-	-			-		-	
Selection Rate	17.6%	0.0%	60.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	Yes	N/A	Yes	Yes	N/A	N/A	Yes	N/A	Yes	N/A
<b>2 - Professionals</b>																
Number Applied	20	7	10	2			5	1	5	1						3
Total Promotions	6	2	2	-			1	-	3	1					-	1
Selection Rate	30.0%	28.6%	20.0%	0.0%	N/A	N/A	20.0%	0.0%	60.0%	100.0%	N/A	N/A	N/A	N/A	N/A	33.3%
Ratio to Highest Rate	100.0%	95.2%	20.0%	0.0%	N/A	N/A	20.0%	0.0%	60.0%	100.0%	N/A	N/A	N/A	N/A	N/A	33.3%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	No	N/A	N/A	N/A	N/A	N/A	Yes
<b>3 - Technicians</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Number Applied	22	8	6	-	-	-	1	1	15	6	-	-	-	-	-	1
Total Promotions	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Selection Rate	4.5%	12.5%	0.0%	N/A	N/A	N/A	0.0%	0.0%	6.7%	0.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	36.4%	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	6.7%	0.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A	No
<b>6 - Administrative Support</b>																
Number Applied	16	16	1	4	-	-	3	-	8	10	-	-	-	-	4	2
Total Promotions	3	5	1	-	-	-	-	-	2	4	-	-	-	-	-	1
Selection Rate	18.8%	31.3%	100.0%	0.0%	N/A	N/A	0.0%	N/A	25.0%	40.0%	N/A	N/A	N/A	N/A	0.0%	50.0%
Ratio to Highest Rate	60.0%	100.0%	100.0%	0.0%	N/A	N/A	0.0%	N/A	25.0%	40.0%	N/A	N/A	N/A	N/A	0.0%	50.0%
Potential Adverse Impact (Yes/No)	Yes	No	No	Yes	N/A	N/A	Yes	N/A	Yes	Yes	N/A	N/A	N/A	N/A	Yes	Yes



44	<b>7 - Skilled Craft</b>																	
45	Number Applied	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	
46	Total Promotions	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-	
47	Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
48	Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
49	Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
50	<b>8 - Service Maintenance</b>																	
51	Number Applied	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
52	Total Promotions	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
53	Selection Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
54	Ratio to Highest Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
55	Potential Adverse Impact (Yes/No)	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
56	Notes:																	
57																		
58																		
59																		
60																		
61																		
62																		
63		Total		W		AI/AN		B		H/L		A		NHOPI		M		
64	<b>Persons with Disabilities</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
65	Number Applied	2	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-	
66	Total Promotions	2	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-	
67	Selection Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	
68		Total		W		AI/AN		B		H/L		A		NHOPI		M		
69	<b>Veterans</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
70	Number Applied	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
71	Total Promotions	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
72	Selection Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
73	Notes:																	
74																		
75																		

Training-Reporting Period Beginning April 2022

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Total Workforce	7	6	3	3	-	-	-	-	3	2	1	-	-	-	-	1
Total Trained	7	6	3	3	-	-	-	-	3	2	1	-	-	-	-	1
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
<b>2 - Professionals</b>																
Total Workforce	15	5	7	-	-	-	-	1	8	3	-	-	-	-	-	1
Total Trained	15	5	7	-	-	-	-	1	8	3	-	-	-	-	-	1
Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
<b>3 - Technicians</b>																
Total Workforce	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Total Trained	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Total Workforce	3	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-
Total Trained	3	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Total Workforce	18	6	7	1	-	-	-	1	1	9	3	-	-	-	-	1
Total Trained	18	6	7	1	-	-	-	1	1	9	3	-	-	-	-	1
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	N/A	No
<b>6 - Administrative Support</b>																
Total Workforce	7	20	-	6	-	-	-	-	6	13	-	-	-	-	-	1
Total Trained	7	20	-	6	-	-	-	-	6	13	-	-	-	-	-	1
Training Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
Ratio to Highest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No

44	<b>7 - Skilled Craft</b>																
45	Total Workforce	26	1	2	-	-	-	2	1	22	-	-	-	-	-	-	
46	Total Trained	26	1	2	-	-	-	2	1	22	-	-	-	-	-	-	
47	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	
48	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	
49	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	
50	<b>8 - Service-Maintenance</b>																
51	Total Workforce	126	43	19	3	-	-	10	8	89	30	4	-	-	-	4	
52	Total Trained	126	43	19	3	-	-	10	8	89	30	4	-	-	-	4	
53	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	
54	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	
55	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	
56	Notes:																
57																	
58																	
59																	
60																	

### Terminations-Reporting Period Beginning April 2022

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Total Workforce	7	6	3	3					3	2	1					1
Total Involuntary Terminations	-	-														
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
<b>2 - Professionals</b>																
Total Workforce	15	5	7					1	8	3						1
Total Involuntary Terminations	1	-	1													
Involuntary Termination Rate	6.7%	0.0%	14.3%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
<b>3 - Technicians</b>																
Total Workforce	1	-							1							
Total Involuntary Terminations	-	-														
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Total Workforce	3	-						1	2							
Total Involuntary Terminations	-	-														
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Total Workforce	18	6	7	1				1	1	9	3					1
Total Involuntary Terminations	1	-						1								
Involuntary Termination Rate	5.6%	0.0%	0.0%	0.0%	N/A	N/A	N/A	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	No	No	No	N/A	N/A	N/A	N/A	No
<b>6 - Administrative Support</b>																
Total Workforce	7	20		6						6	13					1
Total Involuntary Terminations	1	1	1	1												
Involuntary Termination Rate	14.3%	5.0%	N/A	16.7%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	35.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No

63	<b>7 - Skilled Craft</b>																
64	Total Workforce	26	1	2				2	1	22	-	-	-	-	-	-	
65	Total Involuntary Terminations	1	-					-	-	1	-	-	-	-	-	-	
69	Involuntary Termination Rate	3.8%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	4.5%	N/A	N/A	N/A	N/A	N/A	N/A	
70	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	
71	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	
72																	
73	<b>8 - Service Maintenance</b>																
74	Total Workforce	126	43	19	3			10	8	89	30	4	-	-	-	4	2
75	Total Involuntary Terminations	7	2	1				1	1	4	1	-	-	-	-	1	-
79	Involuntary Termination Rate	5.6%	4.7%	5.3%	N/A	N/A	N/A	10.0%	12.5%	4.5%	3.3%	0.0%	N/A	N/A	N/A	25.0%	N/A
80	Ratio to Lowest Rate	83.7%	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
81	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	Yes	N/A
82																	
83	Notes:																

**Discipline-Reporting Period Beginning April 2022**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
2		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Total Workforce	7	6	3	3			-		3	2	1		-	-	-	1
5	<b>Verbal</b>	-	-					-		-	-	-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
10	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
11	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
12	<b>Written</b>	-	-					-		-	-	-	-	-	-	-	-
16	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
17	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
18	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
19	<b>Suspension</b>	-	-					-		-	-	-	-	-	-	-	-
23	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
24	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
25	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
26	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-	-	-	-	-	-	-	-
30	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
31	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
32	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
33	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-	-	-	-	-	-	-	-
37	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
38	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
39	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
40	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-	-	-	-	-	-	-	-
44	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
45	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
46	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
47																	

7	<b>2 - Professionals</b>															
8	Total Workforce	15	5	7					1	8	3					1
9	<b>Verbal</b>	-	-													
0	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
4	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
5	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
6	<b>Written</b>	-	-													
7	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
1	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
2	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
3	<b>Suspension</b>	-	-													
4	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
8	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
9	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
0	<b>&lt;Enter Discipline Type&gt;</b>	-	-													
1	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
5	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
6	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
7	<b>&lt;Enter Discipline Type&gt;</b>	-	-													
8	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
2	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
3	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
4	<b>&lt;Enter Discipline Type&gt;</b>	-	-													
5	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
9	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
0	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
1																
2																

93	<b>3 - Technicians</b>																
94	Total Workforce	1	-						1	-	-	-	-	-	-	-	-
95	<b>Verbal</b>	-	-						-	-	-	-	-	-	-	-	-
99	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
100	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
101	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
102	<b>Written</b>	-	-						-	-	-	-	-	-	-	-	-
106	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
107	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
108	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
109	<b>Suspension</b>	-	-						-	-	-	-	-	-	-	-	-
113	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
114	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
115	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
116	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
120	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
121	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
122	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
123	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
127	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
128	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
129	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
130	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
134	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
135	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
136	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
137																	



138	<b>4 - Protective Service</b>															
139	Total Workforce	3	-				1	-	2	-	-	-	-	-	-	-
140	<b>Verbal</b>	-	-				-	-	-	-	-	-	-	-	-	-
144	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
145	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
146	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
147	<b>Written</b>	-	-				-	-	-	-	-	-	-	-	-	-
151	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
152	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
153	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
154	<b>Suspension</b>	-	-				-	-	-	-	-	-	-	-	-	-
158	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
159	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
160	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
161	<b>&lt;Enter Discipline Type&gt;</b>	-	-				-	-	-	-	-	-	-	-	-	-
165	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
166	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
167	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
168	<b>&lt;Enter Discipline Type&gt;</b>	-	-				-	-	-	-	-	-	-	-	-	-
172	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
173	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
174	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
175	<b>&lt;Enter Discipline Type&gt;</b>	-	-				-	-	-	-	-	-	-	-	-	-
179	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
180	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
181	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
182																
183	<b>5 - Paraprofessional</b>															

183	<b>5 - Paraprofessional</b>																
184	Total Workforce	18	6	7	1		1	1	9	3	-	-	-	-	1	1	
185	<b>Verbal</b>	4	5				1	1	3	4							
189	Discipline Rate	22.2%	83.3%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	33.3%	133.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
190	Ratio to Lowest Rate	100.0%	26.7%	100.0%	100.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
191	Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No	No
192	<b>Written</b>	7	8				2	2	5	6							
196	Discipline Rate	38.9%	133.3%	0.0%	0.0%	N/A	N/A	200.0%	200.0%	55.6%	200.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
197	Ratio to Lowest Rate	100.0%	29.2%	100.0%	100.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
198	Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No	No
199	<b>Suspension</b>	5	7				2	-	3	7							
203	Discipline Rate	27.8%	116.7%	0.0%	0.0%	N/A	N/A	200.0%	0.0%	33.3%	233.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
204	Ratio to Lowest Rate	100.0%	23.8%	100.0%	100.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
205	Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	Yes	No	Yes	Yes	N/A	N/A	N/A	N/A	No	No
206	<Enter Discipline Type>	-	-				-	-	-	-	-	-	-	-	-	-	-
210	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
211	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
212	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
213	<Enter Discipline Type>	-	-				-	-	-	-	-	-	-	-	-	-	-
217	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
218	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
219	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
220	<Enter Discipline Type>	-	-				-	-	-	-	-	-	-	-	-	-	-
224	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
225	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
226	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No

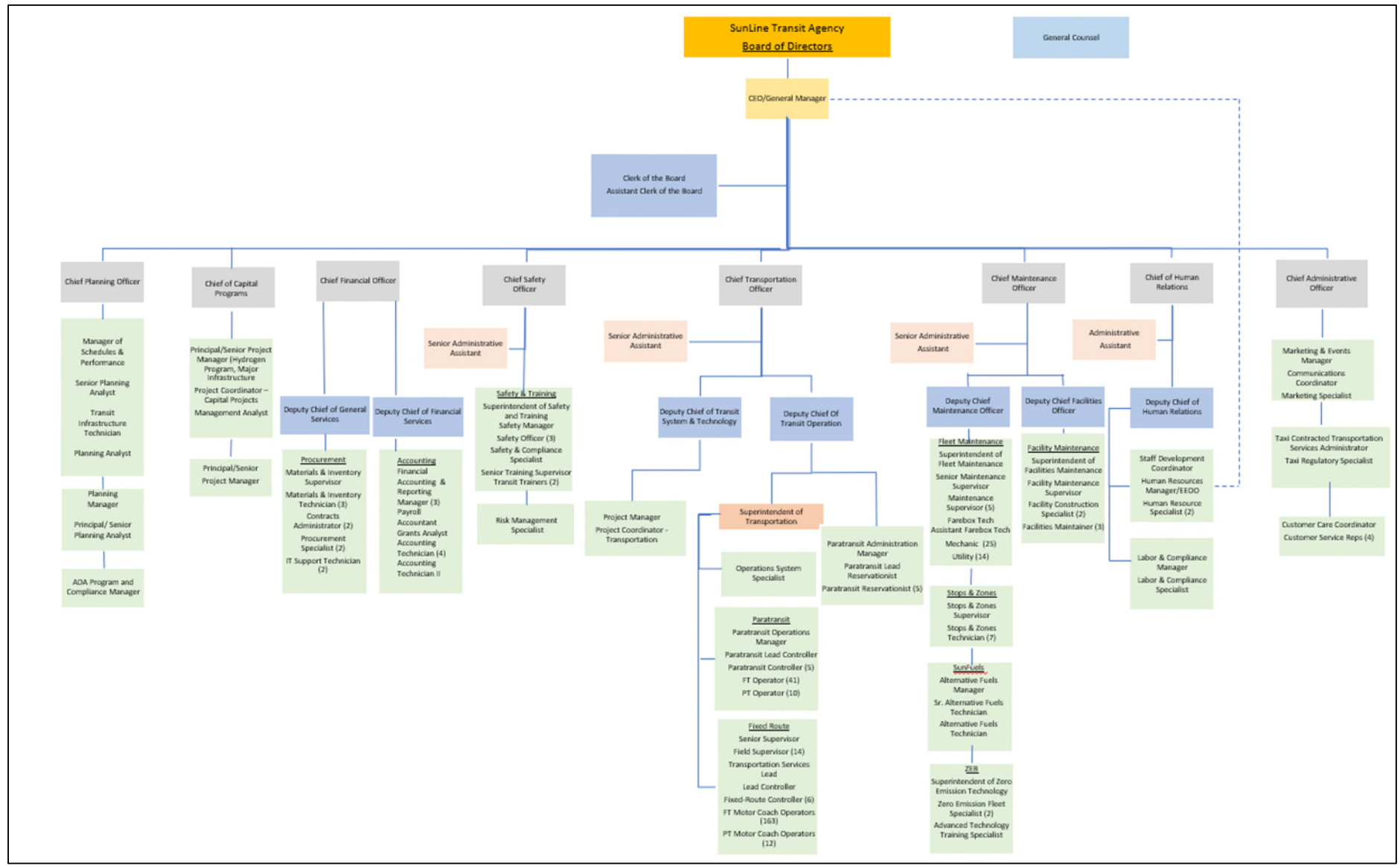
16	<b>6 - Administrative Support</b>																
17	Total Workforce	7	20		6					6	13					1	1
18	Verbal	2	1							2	1						
19	Discipline Rate	28.6%	5.0%	N/A	0.0%	N/A	N/A	N/A	N/A	33.3%	7.7%	N/A	N/A	N/A	N/A	0.0%	0.0%
20	Ratio to Lowest Rate	17.5%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
21	Potential Adverse Impact (Yes/No)	Yes	No	N/A	No	N/A	N/A	N/A	N/A	Yes	No	N/A	N/A	N/A	N/A	No	No
22	Written	4	4							4	4						
23	Discipline Rate	57.1%	20.0%	N/A	0.0%	N/A	N/A	N/A	N/A	66.7%	30.8%	N/A	N/A	N/A	N/A	0.0%	0.0%
24	Ratio to Lowest Rate	35.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
25	Potential Adverse Impact (Yes/No)	Yes	No	N/A	No	N/A	N/A	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	No	No
26	Suspension	1	-							1	-						
27	Discipline Rate	14.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	16.7%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
28	Ratio to Lowest Rate	0.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
29	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
30	<Enter Discipline Type>	-	-							-	-						
31	Discipline Rate	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
32	Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
33	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
34	<Enter Discipline Type>	-	-							-	-						
35	Discipline Rate	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
36	Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
37	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
38	<Enter Discipline Type>	-	-							-	-						
39	Discipline Rate	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
40	Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
41	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
42																	

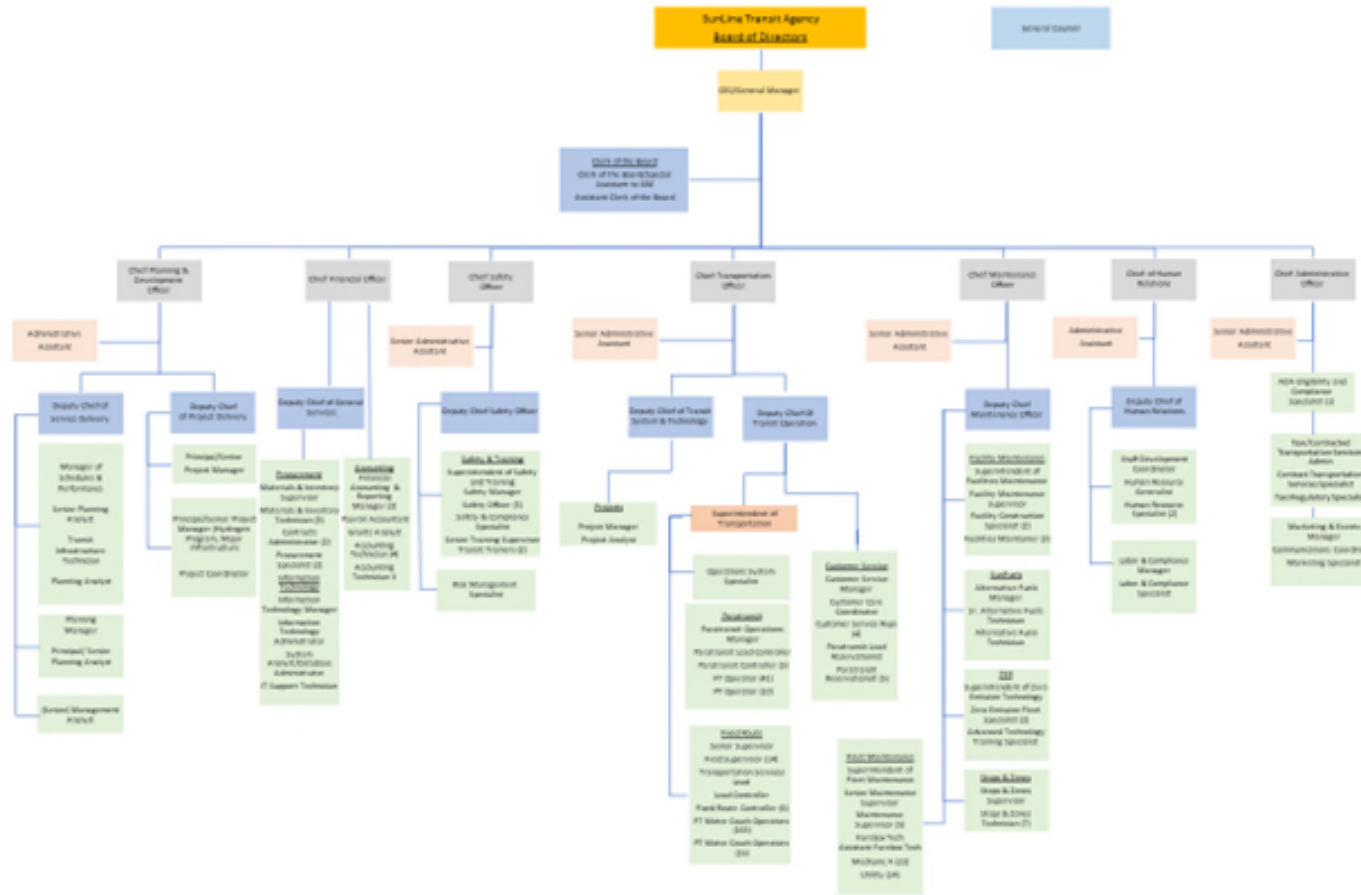
273	<b>7 - Skilled Craft</b>															
274	Total Workforce	26	1	2			2	1	22	-	-	-	-	-	-	-
275	<b>Verbal</b>	12	-	1			1	-	10	-	-	-	-	-	-	-
279	Discipline Rate	46.2%	0.0%	50.0%	N/A	N/A	50.0%	0.0%	45.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
280	Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
281	Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	Yes	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A
282	<b>Written</b>	2	-	1			-	-	1	-	-	-	-	-	-	-
286	Discipline Rate	7.7%	0.0%	50.0%	N/A	N/A	0.0%	0.0%	4.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
287	Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
288	Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
289	<b>Suspension</b>	3	-	1			-	-	2	-	-	-	-	-	-	-
293	Discipline Rate	11.5%	0.0%	50.0%	N/A	N/A	0.0%	0.0%	9.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
294	Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
295	Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
296	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
300	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
301	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
302	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
303	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
307	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
308	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
309	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
310	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
314	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
315	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
316	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A

318	<b>8 - Service-Maintenance</b>																
319	Total Workforce	126	43	19	3			10	8	89	30	4	-	-	-	4	2
320	<b>Verbal</b>	98	33	15	2	2		9	5	68	26	-	-	-	-	4	-
324	Discipline Rate	77.8%	76.7%	78.9%	N/A	N/A	N/A	90.0%	62.5%	76.4%	86.7%	0.0%	N/A	N/A	N/A	100.0%	N/A
325	Ratio to Lowest Rate	98.7%	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
326	Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	N/A	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
327	<b>Written</b>	47	8	3		1	-	5	2	36	6	-	-	-	-	2	-
331	Discipline Rate	37.3%	18.6%	15.8%	N/A	N/A	N/A	50.0%	25.0%	40.4%	20.0%	0.0%	N/A	N/A	N/A	50.0%	N/A
332	Ratio to Lowest Rate	49.9%	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
333	Potential Adverse Impact (Yes/No)	Yes	No	No	N/A	N/A	N/A	Yes	Yes	Yes	No	No	N/A	N/A	N/A	Yes	N/A
334	<b>Suspension</b>	34	13	2		-	-	1	-	28	13	-	-	-	-	3	-
338	Discipline Rate	27.0%	30.2%	10.5%	N/A	N/A	N/A	10.0%	0.0%	31.5%	43.3%	0.0%	N/A	N/A	N/A	75.0%	N/A
339	Ratio to Lowest Rate	100.0%	89.3%	0.0%	N/A	N/A	N/A	0.0%	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
340	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
341	<b>&lt;Enter Discipline Type&gt;</b>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
345	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
346	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
347	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
348	<b>&lt;Enter Discipline Type&gt;</b>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
352	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
353	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
354	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
355	<b>&lt;Enter Discipline Type&gt;</b>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
359	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
360	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
361	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A

# Appendix E

# Organizational Chart







# Appendix F

## EEO Concurrence

### Compliance Checklist



## EEO Concurrence

New Hire and Promotions

<i>Human Resources</i>	<i>Recruitment Information</i>
------------------------	--------------------------------

Department Name \_\_\_\_\_ Dept. Number \_\_\_\_\_  
 Title of Job to be Filled \_\_\_\_\_ Pay Grade \_\_\_\_\_  
 Number of Positions to be Filled \_\_\_\_\_ Interview Date(s) \_\_\_\_\_  
 EEO Job Category \_\_\_\_\_ Permanent  Temporary  Part Time

<i>For EEO Use Only</i>	<i>EEO Concurrence Checklist</i>
-------------------------	----------------------------------

- Is the EEO category underutilized? Yes  No  If yes, by which of the following:  
 Women  Disabled  Black  Hispanic  Asian  Native American  Pacific Islander  Mixed
- Indicate: Gender of person(s) selected: Male \_\_\_\_\_ Female \_\_\_\_\_  
 Race of person(s) selected: Black \_\_\_\_\_ Hispanic \_\_\_\_\_ Asian \_\_\_\_\_ Native American \_\_\_\_\_  
 Pacific Islander \_\_\_\_\_ Mixed \_\_\_\_\_ Caucasian \_\_\_\_\_  
 Veteran \_\_\_\_\_ Non-Veteran \_\_\_\_\_ Unknown \_\_\_\_\_  
 Person(s) with Disability \_\_\_\_\_ If Known \_\_\_\_\_
- Job Posting
  - \_\_\_\_\_ Checked requisite posting period
  - \_\_\_\_\_ Compared posting to job description
  - \_\_\_\_\_ Reviewed justification for internal or departmental only posting (if applicable)
  - \_\_\_\_\_ Verified Recruitment Plan – Ensure memo/e-mail is part of the packet
- Job Description Review
  - \_\_\_\_\_ Determine whether this is an (1) existing position title or a (2) newly created position
  - \_\_\_\_\_ Examine whether the hiring department currently has incumbents in this position
  - \_\_\_\_\_ Check the reporting relationship to ensure it is appropriate for the position
  - \_\_\_\_\_ Review the salary grade; and confirm that it is appropriate for the job/position title
  - \_\_\_\_\_ Confirm the position has been placed in the proper EEO category
  - \_\_\_\_\_ Review exempt/non-exempt status

5. Applicant Pool Analysis

- Qualification verification of (a) candidates selected for interview, or (b) audit/re-screen all applicants
- Confirm whether all candidates interviewed are eligible; justification for eligible candidates not interviewed
- Diversity check/utilization reviewed

6. Compensation Analysis

- Determination of internal salary parity
- Justification for placement level in range

7. Interview Review Process Examination

- Diversity in interview panel
- Interview questions reviewed prior to interviews being conducted
- Interview packet review (questions, ranking, inappropriate remarks)

Name and position of persons who interviewed candidates (first interview)

\_\_\_\_\_

Name and position of persons who interviewed candidates (second interview)

\_\_\_\_\_

8. Finalizing Review

- Identify EEO concerns, if any
- If rejected, discuss issue with HR representative, if appropriate – Note concurrence on packet or attach justification for rejection if unable to resolve EEO concerns

Comments: \_\_\_\_\_

\_\_\_\_\_

Compliance Officer: \_\_\_\_\_

Date: \_\_\_\_\_

# Appendix G

## Goals & Timetables

### 2020 – 2023

## Goals and Achievements

In SunLine's last report the minority population was ~~80.76% and~~. ~~The last report also indicated an underutilization in the Service-Maintenance category for two female minority groups. no job group category was underutilized.~~ SunLine's current minority population is 82%. SunLine's current female population is 32%.

Since our last reporting we have increased our minority population by 6%. ~~We, but~~ are currently showing an underutilization of female incumbents in the following categories:

- Officials and Administrators (1)
- Professionals (5)
- Protective Services (2): including (1) Hispanic/Latino female
- Administrative Support (8): including (1) Black female and (1) Asian female
- Service and Maintenance (35): including (15) Hispanic/Latino females and five (5) Asian females in our Service-Maintenance category for two female minority groups. The two groups showing an underutilization for our current reporting period are: Hispanic/Latino (female) and Asian (female).

Although we still have an underutilization of females in our workforce; we are continuing to make strides to correct this area. In our previous evaluation, ~~29%~~ 26% of the workforce was female. Our total increased to 32% of the current workforce, a gain of 3%, indicating progress in this area. Since our last reporting SunLine continues to meet its goals for females in the following categories: ~~Officials and Administrators,~~ Technicians, ~~Protective Service,~~ Para-Professionals, and Skilled Craft Workers. Females are underutilized in the following job group categories: Officials and Administrators, Professionals, Protective Services, Administrative Support, and Service-Maintenance Workers.

We have and will continue to address this underutilization of females. In fact, SunLine has seen an increase in the number of females being hired since our last reporting period, increasing from 29% in 2020 report to the current 32% of the workforce population. ~~The increase in females hired has ranged from 21% to 50% per fiscal year.~~

The Short Term Placement Goals have been established to address the more immediate actions needed over the next year to achieve our Long Term Placement Goals. Recruiting efforts will continue to concentrate on both females and minorities with an emphasis on those job groups where underutilization has occurred. Efforts will be increased to attract females from similar like positions from other public agencies, the private sector, and the community at large. Recruitment efforts have been expanded, facilitated by Sunline's Hiring Project Action Team, a diverse group of agency staff dedicated to effective and fair recruitment, outreach, and timely hiring processes. ~~Searches will be made through trade publications and professional associations.~~ SunLine will utilize female staff from our underutilized categories at job fairs and public outreach events -to promote careers to females. The Agency will continue to develop internal female candidates, emphasizing promotional opportunities for long term careers with the agency. -

SunLine provides a variety of ongoing training classes. Our training programs have expanded to include all departments of SunLine. Some topics include harassment prevention, continuing safety education, and alternative fuels training for mechanics, ~~mentor training for operators and management development.~~

One training program that has been implemented is SunLine University. ~~Classes are offered on property and~~ instructors range from department heads and managers, to professors from College of the Desert, our local community college. ~~During the Pandemic, classes were moved from in-person to online. Employees are encouraged to take classes to develop skills and to learn about other departments in which they may have an interest. Fortunately, SunLine has resumed in person professional growth training in 2024. Employees are encouraged to take classes to develop skills and to learn about other departments in which they may have an interest.~~ We also offer external opportunities for growth with our Leadership Academy, Track 3B (SunLine University), participation in the Transit and Paratransit Management Certificate Program, and continuing to offer our Educational Reimbursement Program. These are some of the positive steps in our good faith efforts to contribute toward achieving our Affirmative Action goals.

SunLine's Long Term Goals are established to correct areas of female underutilization in the following EEO-4 Categories and are established for achievement in a four-year period:

- Increase female Official and Administrators by one (1) female
- Increase female Professionals by ~~five (5)~~6 females
- Increase female Protective Services by two (2) females; including one (1) Hispanic/Latino female
- Increase female Administrative Support by ~~89~~ females; including: one (1) Black female and one (1) Asian female
- Increase female Service-Maintenance Workers by ~~2048~~ females; including fifteen (15) Hispanic/Latino females, and five (5) Asian females

SunLine's Long Term Goals are established to correct areas of minority underutilization in the following EEO-4 Categories and are established for achievement in a four-year period

- Increase Male Asian Professionals by one (1)
- Increase Male Black Administrative Support by one (1)



**EQUAL EMPLOYMENT OPPORTUNITY  
&  
AFFIRMATIVE ACTION PROGRAM**

**April 2024**

**32-505 Harry Oliver Trail  
Thousand Palms, CA 92276**

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# Introduction

SunLine Transit Agency (SunLine) was formed as a Joint Powers Authority in July 1977 by Riverside County and the cities of the Coachella Valley to operate a public transit system within the eastern portion of Riverside County. As the valley matured and grew, each of the cities joined the JPA until finally, all nine were members. The current members are Desert Hot Springs, Palm Springs, Cathedral City, Rancho Mirage, Palm Desert, Indian Wells, La Quinta, Indio, Coachella and Riverside County.

SunLine is governed by a Board of Directors representing each of the ten entities. The County's representative is a member of the Board of Supervisors, and each city has its mayor or a member of its city council serve as its representative.

SunLine also operates the SunDial dial-a-ride system for persons with disabilities. SunLine's primary fixed route system operates 19 hours every day of the year with the exception of Thanksgiving and Christmas. Bargaining unit employees are represented by one of two unions. Motor Coach Operators, Paratransit Operators, Mechanics, Maintenance Supervisors and Facility Maintainers are represented by the Amalgamated Transit Union, Local 1277. Field Supervisors, Controllers, Paratransit Reservationists, Customer Service Representatives, Safety Officers, Transit Trainers, Accounting Technicians I & II, Accounting Clerks, Coin Counters, Grants Analysts, Senior Accountants, Contracts Assistant, Procurement Specialists, Material & Inventory Technicians and Materials & Inventory Supervisors are represented by the Teamsters Local 1932.

As of January 2024, SunLine employs 347 persons. SunLine is a proud supporter of Equal Employment Opportunity and Affirmative Action (EEO/AA). Our statement of policy and affirmative action goals reflect SunLine's commitment to maintain a diversified and motivated workforce.

# Equal Employment Opportunity: Policy Statement

SunLine Transit Agency is committed to equal employment opportunity. This commitment starts with the Board of Directors, which supports a results-oriented program aimed at achieving equal employment opportunity throughout all organizational levels at SunLine. The mission of SunLine is “To provide safe and environmentally conscious public transportation services and alternative fuel solutions to meet the mobility needs of the Coachella Valley.” Fundamental to SunLine’s mission is our obligation to honor the diversity of our workforce and ensure all employees are treated with dignity and respect.

SunLine is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at SunLine are based on business needs, job requirements and individual qualifications, without regard to race, color, religion, sex, disability, age, national origin, ancestry, genetic information, gender, gender identity, gender expression, marital status, medical condition, national origin, sexual orientation, pregnancy, victim of domestic violence, sexual assault, or stalking, protected veteran status, or any other legally protected status. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, disciplinary actions, termination, layoff, recall, transfer, leaves of absence, compensation and training. Any applicant or employee who believes they have been discriminated or harassed has the right to file a complaint alleging such with the appropriate official.

SunLine is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

SunLine will not tolerate discrimination or harassment based on any of the listed characteristics. Every employee has an obligation to ensure the work place is free of discrimination and harassment. Any employee, who has knowledge of or witnesses, discrimination or harassment must report it to their supervisor, manager, or EEO Officer. Additionally, SunLine expects its contractors to embrace the principles of EEO and to provide workplaces free of discrimination and harassment.

Equal opportunity can best be achieved through programmed recruitments and personnel practices aligned with Title VII and the Agency’s Affirmative Action Plans. Continued efforts to achieve and sustain equal employment opportunities for every employee and applicant requires participation from all levels throughout the Agency, especially at the management and supervisory levels. SunLine will remain proactive in ensuring compliance with its Affirmative Action Plan.

SunLine employees are critical in promoting SunLine as an employer of choice. All current employees of SunLine are requested to encourage qualified disabled persons, minorities, women, special disabled veterans, and Vietnam Era veterans to apply for employment.

SunLine prohibits retaliation against anyone through harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights to any federal, state or local law regarding EEO, Title VII for qualified individuals with disabilities, or qualified protected veterans.

Our employees have a right to work in an environment free from discrimination and it is the responsibility of every manager and supervisor to assure that a non-discriminatory environment exists. All department heads, managers and supervisors are assigned specific tasks in relation to SunLine’s EEO/AA plan and understand that their work performance will be evaluated on the basis of the compliance with and support of the EEO/AA policies and practices, among other Agency policies.

The assignment of the operational task and accountability for implementing the EEO/AA programs is the responsibility of the EEO Officer. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Carissa Sanchez as the EEO Officer. She can be reached at (760) 343-3456 Ext. 1609 or via email at csanchez@sunline.org . The EEO Officer reports directly to me regarding EEO issues and acts with my authority with all levels of management, labor unions, and employees. All applicants and employees have a right to file complaints alleging discrimination with their direct supervisor, manager, department head or the EEO Officer. In addition, our expectation is that all employees will lend their active support to EEO principles and practices.

SunLine is committed to undertaking and developing a written nondiscrimination program that set forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

SunLine Transit Agency is committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

The successful achievement of SunLine’s EEO/AA program goals will benefit all employees by creating a more diverse working environment.

---

Mona Babauta  
CEO/General Manager  
SunLine Transit Agency

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Date

# General Objectives

The general objectives of this Equal Employment Opportunity/Affirmative Action Program are to achieve and maintain employment levels for members of protected classes within the various job group categories throughout the organization in proportion to their availability in the local labor market. This will be achieved through targeted recruitments, increased hiring, promotion and training of qualified applicants and employees in these protected classes.

In order to achieve a work place that reflects the demographics of the communities served, SunLine will do the following:

- Evaluate personnel transactions and enforce the use of objective employment practices to ensure that members of these protected classes are not adversely impacted.
- Assign responsibility and accountability for Affirmative Action progress. The most crucial parts for the policy implementation are at the department heads, manager and supervisory levels where decisions affecting hiring, assignments, training, promotions, compensation and disciplinary actions are made.
- Provide training on personnel policies and fair employment practices to department heads, managers and supervisors to increase awareness and acceptance of race/cultural, sex and disability differences among employees and prohibiting unlawful harassment of employees in the workplace.
- Advertise and target recruitments to these populations that are underrepresented at various levels of the organization.
- Ensure that employees of an underrepresented class are provided the opportunity to attend necessary training and/or given special projects or assignments to make them competitive for promotions.
- Partner with local schools, colleges and universities to target underrepresented groups within a job group category to provide internships and promote development within an occupational specialty.
- Ensure employee recognition and incentives for performance and contributions to SunLine are awarded fairly to all employees regardless of status.

# Designation of Responsibility

## A. Program Responsibility

The primary responsibility for the establishment of the EEO/Affirmative Action Program rests with SunLine's Board of Directors. They are charged to:

- Set policy and provide leadership necessary to achieve affirmative action goals.
- Express commitment to the goal of establishing work force parity with the community's qualified work force.

The Board of Directors designates the CEO/General Manager to express and carry out the responsibilities of the Board of Directors on a day-to-day basis.

## B. EEO Officer Responsibilities

The assignment of the operational tasks and accountability for implementing the EEO/Affirmative Action program is the responsibility of the EEO Officer. An Effective EEO officer exhibits the following essential characteristics:

- Sensitivity to, and subject-matter expertise of, the varied ways in which discrimination occurs.
- Total commitment to EEO goals and objectives.
- General understanding of civil rights laws, policies, rules, regulations, and guidelines.
- Sufficient authority and ability to work and communicate with others (e.g., department heads) to achieve EEO goals and objectives.

The EEO Officer shall have the responsibility to audit the requirements of the program and to:

- Establish and direct SunLine's EEO/AA Program to meet federal and state requirements and achieve utilization goals.
- Develop and reaffirm equal employment opportunity in all personnel actions taken by SunLine.
- Create a pro-active attitude among members of the management team for formal dissemination, both internal and external.
- Discuss equal opportunity at meetings with management staff members.
- Assure that management members understand their personal performance evaluations will reflect their performance as measured against the EEO/Affirmative Action Program.
- Develop the EEO/Affirmative Action Program and techniques for communication of policy. Provide training to all responsible personnel.
- Ensure the job-relatedness of all aspects of the personnel processes and concurs in all hires and promotions.

- Improve recruitment efforts to increase the number of qualified minority, women and disabled applicants.
- Inform all new employees of the EEO/Affirmative Action Program and Discrimination Complaint procedure. Assure that current legal information affecting affirmative action is disseminated to responsible officials.
- Investigate any discrimination complaint filed by employees and/ or applicants, and recommend appropriate remedies. Track all complaints, records of EEO inquiry and submits annual reports to that effect.
- Reporting at least semiannually to the CEO/GM on each department's progress in relation to the Agency's goals and on contractor and vendor compliance.
- Submits status reports concerning the program to the Board of Directors through the CEO/General Manager.
- Identify EEO/Affirmative Action problem area. Assist managerial and supervisory personnel in arriving at solutions to EEO/Affirmative Action problems and assists management in collecting and analyzing employment data.
- Design and implement audit and reporting systems which will:
  - Measure program effectiveness
  - Identify areas requiring remedial action
  - Determine degree to which goals and objectives have been attained
- Serve as liaison between SunLine and relevant enforcement/reporting agencies and minority organizations as well as community action groups concerned with employment opportunities of minorities, women and the disabled.
- Assists in recruiting minority, persons with disabilities and women applicants and establish outreach sources for use by Human Resources.
- Assist in the identification of EEO/Affirmative Action problem areas and establishing of departmental goals and objectives.
- Become actively involved with local minority organizations, women's organizations, community action groups and community service programs.
- Perform periodic audits of training programs, hiring and promotion patterns to remove, as necessary, impediments to the attainment of SunLine's goals and objectives.
- Conduct regular discussions with supervisors and employees to be certain the EEO/Affirmative Action Policy is being followed.
- Conduct a review of the qualifications of all employees to ensure that minorities, women and persons with disabilities are given full opportunities for transfers and promotions.
- In conjunction with human resources, periodically reviewing employment practices policies (e.g., hiring, promotions, training), complaint policies, reasonable accommodation policies, performance evaluations, grievance procedures, and union agreements.
- Provide career counseling for all employees.

- Conduct periodic audits to ensure that:
  - Appropriate EEO/Affirmative Action posters are properly displayed.
  - All employee facilities are, in fact, desegregated, both in policy and use, and that locker rooms and restrooms are comparable for both sexes.
  - Minority, female and persons with disabilities are afforded a full opportunity and are encouraged to participate in all of SunLine’s sponsored educational, training, recreational, and social activities.
  
- Understand that their work performance is being evaluated on the basis of their EEO/Affirmative Action efforts and results, as well as other criteria.
- Take action to ensure acceptance by all employees of those placed through affirmative action efforts.
- Ensure that all interviews, offer of employment and/or wage commitments (equal pay regardless of race or sex) are consistent with the EEO guidelines.
- Participates in the review and/or investigation of complaints alleging discrimination.

Independence and impartiality are the hallmark of a strong EEO function. To ensure that no conflicts of position or conflicts of interest occurs, or appear to occur, the EEO Officer will have a direct reporting relationship with the CEO/General Manager of SunLine. This reporting relationship will facilitate an impartiality from the roles and responsibilities of the EEO Officer from HR Officials and HR functions, particularly when conducting EEO investigations and making EEO related decisions. When appropriate, an outside contractor will be employed when any conflict of interest arises between the EEO Officer and HR Officials in the investigation of complaints.

**C. Responsibilities of Management**

All department heads, managers and supervisors are responsible to work with the EEO/Affirmative Action Officer to ensure the effectiveness of the affirmative action program include, but are not limited to, the following:

- Holding regular discussions with other managers, supervisors, employees, and affinity groups to ensure agency policies and procedures are being followed.
- In conjunction with the EEO Officer, maintaining and updating the personnel database for generating reports required for the nondiscrimination program.
- Cooperating with the EEO Officer in review of information and investigation of complaints.
- Encouraging employee participation to support the advancement of the EEO Program (e.g., professional development and career growth opportunities, posting promotional opportunities, shadowing, mentoring).
- Assisting in the identification of problem areas, formulating solutions, and establishing departmental goals and objectives when necessary.

- Reviewing the qualifications of all applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner when hiring, promotion, transfer, and termination actions occur.
- Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee's performance of his or her duties and responsibilities.



# Dissemination of Policy

A variety of means will be used to disseminate the program to employees, job applications, and the community. The EEO/Affirmative Action Officer is responsible to ensure that all of the following are accomplished:

## **A. Internal Dissemination**

SunLine's written and signed policy statement from the CEO/General Manager (page 4-5) is printed and posted in common areas such as breakrooms.

The SunLine Board of Directors is committed to supporting the EEO/Affirmative Action Program as indicated in the "Policy Statement" section and the section to follow:

Meetings are held with employees and affinity groups to seek input on the EEO Program and its implementation. The following policy statement is included in the Employee Handbook, which is given to all employees at the time of hire:

*SunLine is an Equal Employment Opportunity/Affirmative Action employer and is committed to a policy of equal employment opportunity for applicants and employees. As an equal opportunity employer decisions made concerning employment with SunLine will not be based on race, sex, color, ancestry, national origin, alienage, gender, sexual orientation, religion, creed, age, marital status, family status, pregnancy, military status, veteran status, medical condition, disability, genetic information or any other legally protected status. Employment decisions will comply with all laws prohibiting discrimination. SunLine's employment practices seek to place employees in the job that best suits their abilities, interests, and skills, as well as SunLine's needs.*

SunLine recognizes the value of different cultures and their meaningful contributions to the development of our society.

The Harassment Policy is also disseminated to employees through the Employee Handbook, which is provided to all employees as a part of their orientation process. The Employee Handbook states:

*In keeping with our commitment to provide a work environment that is free of discrimination, SunLine strictly prohibits and will not tolerate harassment in any form, including sexual harassment and harassment based on race, color, religion, national origin, ancestry, age, medical condition, marital status, sexual orientation, disability, veteran status or genetics. Verbal, physical and visual conduct that create an intimidating, offensive or hostile working environment or that unreasonably interferes with job performance is also considered harassment.*

Meetings and roundtable discussions are held with all levels of management semi-annually to discuss the EEO Program and its implementation. Our management policy prohibits any employee or management person from any conduct (acts, words, or suggestions), which could be interpreted as related to sexual suggestion or harassment.

Any employee who believes they have been harassed by a co-worker or supervisor should promptly report the facts of the incident or incidents and the names of the individuals involved (generally in writing) to their supervisor. The Human Resources Department receives and reviews all complaints. If the determination from the Human Resources Department that the particular complaints fall within the guidelines for further investigation regarding possible EEO/Affirmative Action violations, the EEO/Affirmative Action Officer will investigate all such claims, all complaints demand a file to be opened and are tracked through filing systems of the Compliance Office. The complete particulars and appropriate corrective action may be reviewed with the CEO/General Manager before it is implemented. While SunLine holds everyone accountable to adhere to the policy of non-discrimination and prohibition of harassment of any kind, supervisors, managers and department heads are held to even higher standard because of their position of authority.

The actions that may be taken against an offender are the same as for any other disciplinary action. They include an oral warning, written warning, suspension and/or discharge. In addition to any disciplinary action, the offender may also be ordered to participate in non-disciplinary programs such as the Employee Assistance Program.

The actions which may be taken for the victim include written apology, shielding from backlash or retaliation, retraction of improper adverse action, leave of absence or special counseling.

To ensure that all current employees are aware of job opportunities for promotion and/or transfer, SunLine uses a job posting system. All postings are placed on all SunLine bulletin boards and posted on SunLine's intranet page.

SunLine posts the required federal and state EEO posters on all SunLine bulletin boards.

Certain employees of SunLine are currently represented by the Amalgamated Transit Union (ATU). The Memorandum of Understanding (MOU) currently in existence between SunLine and the Union contains the following nondiscrimination provision in Article G-2, Section 1, paragraph 2:

*SunLine and the Union agree that they shall not discriminate against any employee because of race, color, sex, sexual orientation, age, national origin, political or religious opinions or affiliation or citizenship status. SunLine and the Union shall meet and confer on any provision of this Agreement for the purpose of complying with any final order of a Federal or State agency or court of competent jurisdiction requiring a modification or change in any provision or provisions of this Agreement in compliance with State or Federal anti-discrimination laws.*

Certain employees of SunLine are currently represented by the International Brotherhood of Teamsters (Teamsters). The Memorandum of Understanding (MOU) currently in existence between SunLine and the Union contains the following nondiscrimination provision in Section 6.4.2

*SUNLINE and TEAMSTERS agree not to discriminate against an employee because of race, color, sex, age, marital status, religious creed, national origin, ancestry, disability, medical condition, sexual orientation or citizenship status. Employees must address these concerns via HR Policy and Procedure and these complaints are not subject to the grievance procedure.*

EEO training is conducted periodically for all employees and for managers. All new supervisors or managers receive EEO training within 90 days of hire or their appointment, if promoted.

**B. External Dissemination**

All recruiting sources are informed of SunLine’s EEO/Affirmative Action Program both orally and in writing. These sources are requested to actively recruit minorities, women and persons with disabilities for all positions listed.

When employment advertisements are placed they are placed in minority as well as other news media. All advertisements will contain the footer, “An EEO/Affirmative Action Employer.”

Appropriate minority and women’s organizations, community agencies, community leaders, secondary school, and colleges are notified of SunLine’s policy.

Prospective employees are informed of the existence of the EEO/Affirmative Action Program and such elements that will enable them to avail themselves of its benefits.

Written notification of this policy is sent to all contractors, sub-contractors, vendors and suppliers requesting appropriate action on their part.

# Utilization Analysis

The purpose of a utilization analysis is to identify those job categories where there is an underutilization and/or concentration of minorities and women in relation to their availability in the relevant labor market. The utilization analysis is also used to set placement goals for job groups that experienced underutilization.

SunLine's utilization analysis is comprised of three parts. These parts are:

- Examination of current workforce
- Availability analysis
- Utilization analysis with goals for next period

The current workforce analysis is based on SunLine's employment records as of March 2023 . The appendices following this document are: "Job Group Analysis and Description", "Utilization Analysis by Job Category Chart", "Salary Analysis", "Employment Practices Charts", "Organizational Chart", and "EEO Concurrence Compliance Checklist".

Availability analysis was completed by analyzing the eight factors listed in the Federal Register Affirmative Action Program guidelines to arrive at the percent of females and minorities available in each job group. The EEO-ALL06W Chart from the EEO Tabulation 2014-2018 (5-year ACS data) for Riverside County (the recruiting area for SunLine) was the source data. The eight factors are:

- Minority and female population in the applicable labor market area
- Minority and female unemployment force in the applicable labor market
- Percent of minority and female workforce as compared with the total workforce in the labor market area
- General availability of minorities and females having requisite skills in the labor market area
- The availability of minorities and females having requisite skills in an area in which SunLine can reasonably recruit; an expanded area may be utilized in some efforts
- The availability of promotable minorities and females in SunLine
- The existence of training institutions capable of training a person requisite skills
- The degree of training SunLine is reasonably able to undertake as a means of making all job classes available to minorities and females

# Goals and Timetables

In SunLine's last report the minority population was 80%. The last report also indicated an underutilization in the Service-Maintenance category for two female minority groups. SunLine's current minority population is 82%. SunLine's current female population is 32%.

Since our last reporting we have increased our minority population by 6%. We are currently showing an underutilization of female incumbents in the following categories:

- Officials and Administrators (1)
- Professionals (5)
- Protective Services (2): including (1) Hispanic/Latino female
- Administrative Support (8): including (1) Black female and (1) Asian female
- Service and Maintenance (35): including (15) Hispanic/Latino females and five (5) Asian females

Although we still have an underutilization of females in our workforce; we are continuing to make strides to correct this area. In our previous evaluation, 29% of the workforce was female. Our total increased to 32% of the current workforce, a gain of 3%, indicating progress in this area. Since our last reporting SunLine continues to meet its goals for females in the following categories: Technicians, Para-Professionals, and Skilled Craft Workers. Females are underutilized in the following job group categories: Officials and Administrators, Professionals, Protective Services, Administrative Support, and Service-Maintenance Workers.

We have and will continue to address this underutilization of females. In fact, SunLine has seen an increase in the number of females being hired since our last reporting period, increasing from 29% in 2020 report to the current 32% of the workforce population

Goals for the period ahead are shown in Appendix B. The 80% rule of thumb or "Whole Person Rule" was followed in declaring underutilization and establishing goals when the actual employment of minorities or females is less than 80% of their availability. If the female/minority incumbency percent (%) is less than the female/minority availability percent (%) and the ratio of incumbency to availability is less than 80%, a goal was established.

In establishing placement goals, SunLine applied the following principles:

- Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups. The Placement goals are guideposts that may be used as a measure of SunLine's progress in remedying areas of underutilization in our workforce.
- In all employment decisions, SunLine makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, veteran status, or national origin.

- Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
- Placement goals are not used to supersede merit selection principles, nor do these placement goals require the Agency to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.

SunLine believes that through our good faith efforts to making all aspects of our EEO/AA programs work, we will achieve our placement goals. These placement goals are attainable with continued outreach and recruitment efforts targeted towards increasing a diverse pool of qualified applicants and with the implementation of action-oriented programs.

The Short Term Placement Goals have been established to address the more immediate actions needed over the next year to achieve our Long Term Placement Goals. Recruiting efforts will continue to concentrate on both females and minorities with an emphasis on those job groups where underutilization has occurred. Efforts will be increased to attract females from similar positions from other public agencies, the private sector, and the community at large. Recruitment efforts have been expanded, facilitated by Sunline’s Hiring Project Action Team, a diverse group of agency staff dedicated to effective and fair recruitment, outreach, and timely hiring processes. SunLine will utilize female staff from our underutilized categories at job fairs and public outreach events to promote careers to females. The Agency will continue to develop internal female candidates, emphasizing promotional opportunities for long term careers with the agency.

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One training program that has been implemented is SunLine University. Instructors range from department heads and managers, to professors from College of the Desert, our local community college. During the Pandemic, classes were moved from in-person to online. Fortunately, SunLine has resumed in person professional growth training in 2024. Employees are encouraged to take classes to develop skills and to learn about other departments in which they may have an interest. We also offer external opportunities for growth with our Leadership Academy, Track 3B (SunLine University), participation in the Transit and Paratransit Management Certificate Program, and continuing to offer our Educational Reimbursement Program. These are some of the positive steps in our good faith efforts to contribute toward achieving our Affirmative Action goals.

SunLine’s Long Term Goals are established to correct areas of female underutilization in the following EEO-4 Categories and are established for achievement in a four-year period:

- Increase female Official and Administrators by one (1) female
- Increase female Professionals by five (5) females
- Increase female Protective Services by two (2) females; including one (1) Hispanic/Latino female

- Increase female Administrative Support by 8 females; including: one (1) Black female and one (1) Asian female
- Increase female Service-Maintenance Workers by 20 females; including fifteen (15) Hispanic/Latino females, and five (5) Asian females

SunLine's Long Term Goals are established to correct areas of minority underutilization in the following EEO-4 Categories and are established for achievement in a four-year period

- Increase Male Asian Professionals by one (1)
- Increase Male Black Administrative Support by one (1)

# Affirmative Action Program

A review of total operations has been made to identify any problem area where appropriate corrective action will be instituted.

**Underutilization** is referenced in Appendix B for analysis. Goals have been established to provide needed correction.

**Promotions and Transfers** are available to all employees through our job posting system. All qualified employees (meeting minimum qualifications) who request a transfer or who apply for an opening are included in the selection processes. In all cases, SunLine will select the most qualified candidate to fill a vacant position.

**Employment Application** is in compliance with all legal requirements and has been revised to incorporate the provisions of the Americans with Disabilities Act (ADA).

**Selection Criteria** are uniform for all applicants competing for a specific position. All qualified applicants are considered equally. Supervisors and those who make hiring decisions are aware of SunLine's goals and are actively involved in their achievement.

**Job Descriptions** are written to eliminate any unfair advantages. Related equivalent experience can be used to qualify in lieu of educational requirements. For example, if a position requires a bachelor's degree and one year experience, an applicant with five years related equivalent work experience would qualify. That is, four years of experience to equal the degree requirement and one year of additional experience.

**Testing** consists of a formal interview panel and for some classifications, there is a basic skills tests consisting of 52 questions.

**SunLine Sponsored Social Events and Special Programs** are held for all employees and all employees are encouraged to participate.

**All Facilities** of SunLine are integrated. This includes offices, lunchrooms, restrooms, and all employee areas.

**Seniority** practices are governed by the MOU and the Employee Handbook. These seniority provisions do not have a disparate impact on minority group status or sex, for length of service or type of job held.

**Management Support** of this policy is insisted upon by the Board of Directors and the CEO/General Manager of SunLine Transit Agency.



**Training** for career improvement is provided to employees on an as-needed basis (i.e. mechanic's training). This training is given to all employees in a job group with no disparity by minority group status or sex.

**Recruiting Area** is large enough to include several minority communities. Public and private transportation is available equally to minority, females, and persons with disabilities.

**Employee Attitude** toward Equal Employment Opportunity is good and monitored by the Human Resources Department through exit interview and casual contact with various employees throughout SunLine. All employees have access to the Human Resources Department and other administrative management at all times, either casually or by appointment.

**Technical Compliance** is achieved through the posting of all required notices on SunLine bulletin boards. Applications for employment are retained in accordance with federal guidelines. Notice of our commitment to Equal Employment Opportunity/Affirmative Action is transmitted externally and internally as discussed elsewhere in this document.

**SunLine Employee Handbook** includes a special procedure for the investigation of complaints of discrimination or harassment under the Equal Employment Policy and Harassment Policy. This special procedure is as follows:

*Employees who believe that they have been the subject of harassment, should contact (by phone, mail, or a visit) STA's representative for complaints or any STA supervisor or manager. The complaint should include details of the incident(s), names of individuals involved, and the names of any witnesses. Supervisors or managers must report any complaints received immediately to the EEO Officer.*

*Employees also have the option of contacting the California Department of Fair Employment and Housing (DFEH) at <http://www.dfeh.ca>. or the federal Equal Employment Opportunity Commission (EEOC), [www.eeoc.gov](http://www.eeoc.gov).*

The EEO Officer will cause an investigation to be conducted by personally investigating or assigning appropriate staff or an external investigator. Everyone involved in an investigation will be admonished prior to any interviews that the matters under investigation are serious; that the employee/applicant must be honest and forthright in their responses; that they are not to discuss the matter with anyone other than the investigator; that they are not to interfere with the investigation or destroy evidence; and that retaliation against anyone participating in the investigation is prohibited.

The investigation process will incorporate the following:

- The complainant will be interviewed to clarify specific details about the alleged act(s) based on his or her recollection – the “who, what, when, where and why” of the incident; any witnesses or others who have mentioned similar treatment. Additionally, the

complainant would have the opportunity to provide any documents or evidence to support the claim.

- The accused will be interviewed to learn specific details about the alleged act based on his or her recollection. This is an opportunity for the accused to provide a response to the allegations and identify any witnesses, documents or other evidence regarding the specific allegations. The accused must be advised that, if the allegations are founded, he or she will be subject to disciplinary action up to and including termination.
- Interview witnesses and other individuals who may have first-hand knowledge regarding the matter(s) under investigation.
- Review any documents or evidence that may be available that are relevant to determining the facts of the case, which may include, but are not limited to, emails, computer usage, and video tapes.
- Conduct follow up interviews with the complainant, the accused or witnesses as may be necessary.
- Determine timeline of events, determine facts based on evidence, collaboration of witness statements, and witness credibility. Once the facts are established, the investigator must make a finding and recommendation. A finding may be, substantiated, partially substantiated, inconclusive, or unfounded.
- The investigator makes the determination as to the findings of the discrimination or harassment. If the complaint is deemed substantiated or partially substantiated, the EEO Officer will determine the appropriate action. The details and the decision response are to be reviewed with the General Manager/CEO before being implemented. The decision is final and binding.
- The EEO Officer will issue the decision to the complainant in a meeting and in writing and advise the accused of the decision in the same manner. He or she will assure that any disciplinary action determined is promptly taken.
- The final step is to advise witnesses and/or supervisors of the outcome only to the extent they may need to know to bring closure to the investigation. In addition, efforts to monitor the situation to protect the complainant and other potential victims are implemented.

# Assessment of Employment Practices

SunLine has a policy to aggressively recruit the most qualified people to staff the agency. It affords equal opportunity for employment, selection, training, promotion, compensation and benefits to all persons without regard to race, color, age, sex, religion, national origin, marital status, disability, ancestry or any other protected class not related to the requirements of the work assignment.

The Human Resources Department shall be responsible for establishing recruitment and referral procedures and shall be responsible for all employment activity in SunLine.

SunLine actively seeks minorities and females for all employment opportunities. Recruitment orders and/or notices are distributed to various sources including, but not limited to, those agencies listed below:

**Riverside County Workforce Development Center**

44-199 Monroe Street

Indio, CA 92201

<https://rivcworkforce.com/Home> (includes website)

**College of The Desert**

43-500 Monterey Avenue

Palm Desert, CA 92260

**CSU San Bernardino Palm Desert Campus**

37500 Cook Street

Palm Desert, CA 92211

**Transit Talent.com**

[www.transittalent.com](http://www.transittalent.com)

**Indeed**

[www.indeed.com](http://www.indeed.com)

**Government Jobs**

[www.governmentjobs.com](http://www.governmentjobs.com)

**Valley Wide Employment Expo**

Fantasy Springs Casino Special Events Center

84245 Indio Springs Parkway

Indio, CA 92203

### **Community Outreach by the Outreach Team and the Hiring Project Action Team**

Internal groups within SunLine dedicated to promoting new hires, promotional opportunities and long term careers at the agency.

The majority of applicants for positions below the professional and managerial level gain knowledge of openings through the state and county workforce development offices, SunLine's website: [www.sunline.org](http://www.sunline.org), Indeed and Government Jobs that redirect applicants to the SunLine website and through the various organizations receiving a recruitment notice. An advertising campaign for Motor Coach Operators was conducted at local California DMV offices on the DMV electronic job posting board to attract applicants. Other sources of applicants are walk-ins and friends and relatives of SunLine employees.

Professional and managerial applicants are usually the result of highlighting high level positions in our external recruiting efforts, as well as utilizing recruitment firms for high level and difficult to fill positions.

The statistical information to support applicant flow data is voluntarily completed by applicants. A personnel requisition assists in tracking not only the sources of communicating the opening, but recording of applicants and source. In the current reporting period, April 2020 to June 2023, the applicant flow data evaluation shows that 37 % of our applicants are female and 76% are minority. Female applicants increased from the previous report from 35% to 37%, an increase of 2%. However, the number of minority applicants decreased since the last report, down 2% from 78% to the current 76%. This reflects the challenges of recruiting for both female and minority candidates, and recruitment and hiring in general, during the Pandemic. SunLine remains committed to diversity in recruitment and selection as we move forward.

Over the reporting period, eighteen (18) applicants self-identified as a person with a disability and applied for positions with the agency. Of the eighteen (18) applicants, four (4) were hired. Of the four (4) employees who self-identified as a person with a disability who were hired; one (1) was a Caucasian female; two (2) were Caucasian males; and one was a (1) Mixed Race male. Please see "Appendix D Employment Practices Charts" for the breakdown by year and cross-referenced by sex and race.

Over the reporting period, thirty-eight (38) applicants self-identified as a veteran and applied for positions with the agency. Of those thirty eight (38) applicants, three (3) were hired. Of the three (3) employees who self-identified as a veteran who were hired; one (1) was a Caucasian male; two (2) were Black males. Please see "Appendix D Employment Practices Charts" for the breakdown by year and cross-referenced by sex and race.

Selection procedures commence with the completion of an agency employment application.

The Human Resources Department conducts the initial review of the applicant's qualifications using a system specially designed to be relevant to the job specifications shown on the Personnel

Requisition and contained in the job description. Those applicants meeting the minimum requirements will be referred for an interview with the hiring manager or supervisor.

Prior to the panel interview, the Human Resources Department verifies previous employment history with the applicant as well as the driving record (for positions requiring a Class B driver's license, or which will involve driving company vehicles) and the DMV report is requested when the application is submitted.

Following the interview and subsequent testing (noted above), a review of all formal candidates with the hiring manager is conducted to select the most qualified applicants to participate in a panel interview.

Where interview panels are used, they shall include minority or female members wherever practical or applicable. Interview questions are pre-planned and all candidates will receive the same battery of questions. All questions are constructed in such a way as to assure that they are relevant to the job in question and in no way infringe on any individual privacy matters. In the event of any non-agency staff for a panel, the member will be given an orientation in proper interviewing techniques, including agency commitment to Equal Employment Opportunity/Affirmative Action guidelines prior to commencement of the interviews.

The applicants that complete the panel interview process are then considered for selection. If applicable, applicants for specified positions are given a written test of basic skills on a pass/fail basis. For positions that are represented by the union, Human Resources will review the terms and conditions of employment as agreed to in the Memorandum of Understanding. The best candidate is selected and a written conditional offer is made to the most qualified candidate. A formal, conditional offer is made that allows the agency to commence the required testing and background investigations.

The applications of finalists that are deemed eligible for hire will be filed for future consideration.

The results of all physical examinations required by SunLine prior to employment shall be used in confidence. No person outside of the Human Resources Department will be given specific results. However, any limitations or restrictions listed by the doctor will be discussed with the hiring news as part of an interactive process to determine any reasonable accommodations.

All new employees report to the Human Resources Department on their first day of employment for orientation. An orientation checklist is used to assure that all major areas of SunLine orientation, including special departmental procedures are covered. The employee, as well as the person(s) conducting the orientation, must sign the check list showing completion of each item. The completed checklist becomes a permanent part of the employee personnel file.

Seniority is not a part of any decision relation to promotions and transfers outside of the bargaining unit. Any matters within the bargaining unit which relate to seniority are contained in the MOU; such requirements have no disparate impact on any members of any protected class

of employee. With the job posting system mentioned earlier, SunLine demonstrates its desire to fill job vacancies by promotion, transfer or qualified internal candidates whenever possible. The skills, attitudes and abilities demonstrated by past performance will be evaluated in considering internal candidates.

Compensation and benefits programs of SunLine are administered according to SunLine policy and requirements as set forth in the MOU for the bargaining unit personnel. These policies are applied uniformly and have no relationship to race, color, national origin or any other protected class. Some benefit levels and SunLine contributions toward benefits may vary in amount by employee groups: non-bargaining unit and bargaining unit personnel. The variation is the result of a negotiated labor agreement. Therefore, these benefits and contributions are governed by the Employee Handbook and MOU.

Termination and Disciplinary practices are established for all personnel through the Employee Handbook and for bargaining unit employees, the MOU. An introductory period applies to all employees either as new hires or for transfers and promotions. If an employee during the introductory period is performing in an unsatisfactory manner, and it is determined that the performance cannot improve, the employee will be released.

If an employee who has completed the introductory period performs in an unsatisfactory manner, the immediate supervisor will discuss the job performance with the employee. All employees are provided a period of time to improve performance deficiencies. The employee may be dismissed if no improvement is noted at the end of mutually agreed period of probation.

Discipline procedures are contained within SunLine's Employee Handbook for non-bargaining personnel and bargaining personnel are governed by the requirements of the MOU. All policies and procedures are progressive in nature and is administered without regard to any protected characteristics or classes.

The supervisor reviews the specific incident(s) with Human Resources prior to issuing the discipline that may result in loss of pay. This review has the purpose of assuring consistency in the application of policy and is a positive step toward the correction of the behavior. In the case of a disagreement between an employee and management all employees have access to the use of a grievance/complaint process which is set forth in the Employee Handbook and MOU of SunLine. No supervisor or department head may summarily dismiss an employee who has completed the orientation period.

When all corrective procedures have been exhausted, the employee is handled through appropriate and legal due process.

# Internal Monitoring and Reporting Plan

In an effort to monitor goals and SunLine's commitment to Equal Employment/Affirmative Action, the EEO Officer is responsible for submitting an annual summary of the progress made over the preceding twelve (12) months to the General Manager/CEO. Assessments and any actions to provide correction will be determined and implemented. The evaluation process will highlight the policies and objectives that were accomplished. New objectives and timetables to remedy any deficiencies will be included in the report.

Subrecipients and contractors must conduct a detailed assessment of present employment practices to identify those practices that operate as employment barriers and unjustifiably contribute to underutilization. Contracts contain language regarding complying with federal and state laws. SunLine Transit Agency does not have any subrecipients or contractors.

The EEO Officer audits personnel activity on a monthly basis in order to measure the effectiveness of the Affirmative Action Program. The following actions are key to the auditing and reporting system:

- Monitoring of all personnel activity including: placements, transfers, promotions, terminations, and compensation at all levels to ensure nondiscrimination.
- Requiring internal reporting on a scheduled basis as to the degree to which equal opportunity and organizational objectives are attained.
- Review report results will all levels of management.
- Advising top management of program effectiveness and submitting recommendations to improve unsatisfactory performance.
- The department heads of Human Relations (HR) and Compliance serve on the SunLine negotiations team during contract negotiations with our collective bargaining units to ensure there is not disparate impact.

Complaints are monitored by the EEO Officer. Pages 19-20 detail the processes for filing a complaint and the investigation. Every effort is made to ensure investigations are completed in a timely manner. Once completed, the complainant and subject are notified in writing of the outcome. The findings are sent the head of the department of the employee who was the subject of the investigation. If the complaint was found to be sustained, the head of the department will assess what level of disciplinary action will be issued. The EEO Officer will recommend and conduct retraining.

Records are kept in accordance with SunLine Transit Agency Records Management Policy/Retention Schedule. The files are secured in the EEO Officer's office in a locked filing cabinet. The complaints are filed by date and the name of the subject of the investigation to monitor trends.

At least once a month the EEO Officer reviews workforce utilization by logging and tracking hiring, terminations and promotions within the Agency. The reports demonstrate the Agency's

recruitment and selection choices are based on considerations that do not involve any protected classes. The data gathered has been used in various ways to find the best format to report our progress to management and staff.

During the last reporting period, the incumbent EEO Officer regularly attended Chief's meetings and Executive Team meetings to update department heads, managers and supervisors on the state of the agency' EEO program. The EEO Officer will continue to inform and engage management on the status of the EEO program.

Monthly, recurring, one-on-one meetings are held with CEO/General Manager to discuss updates in the EEO office. Meetings are held more frequently if requested. Matters discussed with the CEO/General Manager include updates to program requirements, EEO-4 reporting and workforce utilization.

The Compliance Officer administered biannual, agency wide Sexual Harassment Prevention and Discrimination Prevention training to all Agency staff in November 2021 and November 2023, to meet the biannual prevention training requirements, as well as providing training to all new staff attending new employee orientation. The EEO officer will continue to assure that all Harassment and Discrimination Prevention training is completed as required.



# Appendix A

## Job Group Analysis and Description

# OFFICIALS AND ADMINISTRATORS

## JOB GROUP 1

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

POSITION TITLES	ADVANCEMENT	ADVANCEMENT
<p>CEO/GENERAL MANAGER                      CHIEF OF HUMAN RELATIONS                      CHIEF FINANCIAL OFFICER                      CHIEF TRANSPORTATION OFFICER                      CHIEF MAINTENANCE OFFICER                      CHIEF PERFORMANCE OFFICER                      CHIEF SAFETY OFFICER/TAXI ADMIN.                      CHIEF OF PUBLIC AFFAIRS &amp; CLERK OF THE BOARD                      DEPUTY CHIEF FINANCIAL OFFICER                      DEPUTY CHIEF OF TRANSPORTATION                      DEPUTY CHIEF OPERATING OFFICER-MAINTENANCE                      DEPUTY CHIEF SAFETY OFFICER/TAXI ADMINISTRATOR</p>	<p>CEO/GENERAL MANAGER                      FEEDER POSITION(S):                      CHIEF PERFORMANCE OFFICER                      CHIEF OPERATIONS OFFICER                      CHIEF FINANCIAL OFFICER</p> <p>CHIEF OF HUMAN RELATIONS                      FEEDER POSITION(S):                      HUMAN RESOURCES MANAGER</p>	<p>CHIEF PERFORMANCE OFFICER                      FEEDER POSITION(S):                      DEPUTY CPO/CAPITAL PROJECTS</p> <p>CHIEF SAFETY OFFICER                      FEEDER POSITION(S):                      DEPUTY CHIEF SAFETY OFFICER</p> <p>DEPUTY CHIEF FINANCIAL OFFICER                      FEEDER POSITION(S):                      ACCOUNTING MANAGER</p>
<p><b>SKILL SET</b></p> <p>POSITIONS ARE HIGH-LEVEL, HIGHLY SKILLED AND MAY REQUIRE EXTENSIVE SEARCH.</p> <p>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</p>	<p>CHIEF FINANCIAL OFFICER                      FEEDER POSITION(S):                      DEPUTY CHIEF FINANCIAL OFFICER</p> <p>CHIEF OPERATING OFFICER                      FEEDER POSITION(S):                      DEPUTY COO SUPERINTENDENT OF TRANSPORTATION</p>	<p>DEPUTY CHIEF OPERATING OFFICER                      FEEDER POSITION(S):                      SUPERINTENDENT OF TRANSPORTATION</p> <p>DEPUTY CHIEF SAFETY OFFICER                      FEEDER POSITION(S):                      SENIOR SAFETY OFFICER</p>

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# PROFESSIONALS

## JOB GROUP 2

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

POSITION TITLES	ADVANCEMENT	ADVANCEMENT
<p>ACCOUNTING MANAGER                      ALTERNATIVE FUELS MANAGER                      HUMAN RESOURCES MANAGER                      SUPERINTENDENT OF TRANSPORTATION                      FACILITIES MAINTENANCE SUPERINTENDENT                      SUPERINTENDENT OF SAFETY &amp; TRAINING                      MATERIALS &amp; INVENTORY MANAGER                      PARATRANSIT OPERATIONS MANAGER                      TAXI ADMINISTRATOR                      TRANSIT PLANNING MANAGER                      COMPLIANCE OFFICER</p>	<p>ALTERNATIVE FUELS MANAGER                      FEEDER POSITION(S): ALTERNATIVE FUELS TECHNICIAN</p> <p>HUMAN RESOURCES MANAGER                      FEEDER POSITION(S): HUMAN RESOURCES TECH.</p> <p>FACILITIES MAINT. SUPERINTENDENT                      FEEDER POSITION(S): FACILITIES MAINTENANCE SUPERVISOR</p> <p>MATERIALS &amp; INVENTORY MANAGER                      FEEDER POSITION(S): MATERIALS &amp; INVENTORY TECHNICIAN</p> <p>PROCUREMENT MANAGER                      FEEDER POSITION(S): CONTRACTS ADMINISTRATOR</p> <p>ACCOUNTING MANAGER                      FEEDER POSITION(S): SENIOR ACCOUNTANT</p> <p>PROCUREMENT MANAGER                      FEEDER POSITION(S): CONTRACTS ADMINISTRATOR</p>	<p>SUPERINTENDENT OF TRANSPORTATION                      FEEDER POSITION(S): PARATRANSIT OPERATIONS MANAGER                      LEAD CONTROLLER                      SENIOR SUPERVISOR</p> <p>SUPERINTENDENT OF TRAINING &amp; SAFETY                      FEEDER POSITION(S): SENIOR TRAINING SUPERVISOR                      SENIOR SAFETY SUPERVISOR</p> <p>PARATRANSIT OPERATIONS MANAGER                      FEEDER POSITION: LEAD CONTROLLER                      SENIOR SUPERVISOR</p> <p>TAXI ADMINISTRATOR                      FEEDER POSITION(S): ASST. TAXI CAB ADMINISTRATOR 1</p> <p>TRANSIT PLANNING MANAGER                      FEEDER POSITION(S): PLANNING ANALYST</p> <p>COMPLIANCE OFFICER                      FEEDER POSITION(S): NONE</p>
SKILL SET		
<p>POSITIONS ARE HIGH-LEVEL, HIGHLY SKILLED AND MAY REQUIRE EXTENSIVE SEARCH.</p> <p>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</p>		

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# TECHNICIANS

## JOB GROUP 3

Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers, drafters, survey and mapping technicians, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

POSITION TITLES	ADVANCEMENT
<p><b>ADMINISTRATIVE ANALYST</b></p> <p><b>MATERIALS &amp; INVENTORY SUPERVISOR</b></p> <p><b>ASSISTANT IT ADMINISTRATOR</b></p> <p><b>IT DESKTOP SUPPORT TECHNICIAN</b></p>	<p><b>ASSISTANT IT ADMINISTRATOR</b> <b>FEEDER POSITION(S):</b> <b>IT DESKTOP SUPPORT TECHNICIAN</b></p> <p><b>ADMINISTRATIVE ANALYST</b> <b>FEEDER POSITION(S):</b> <b>ADMINISTRATIVE ASSISTANTS</b></p> <p><b>MATERIALS &amp; INVENTORY SUPERVISOR</b> <b>FEEDER POSITION(S):</b> <b>MATERIALS &amp; INVENTORY TECHNICIAN</b></p> <p><b>IT DESKTOP SUPPORT TECHNICIAN</b> <b>FEEDER POSITION(S):</b> <b>NONE</b></p>
SKILL SET	
<p><b>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</b></p>	

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# PROTECTIVE SERVICE WORKERS

## JOB GROUP 4

Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

POSITION TITLES	ADVANCEMENT
<p><b>SENIOR SAFETY OFFICER</b></p> <p><b>SAFETY OFFICER</b></p>	<p><b>SENIOR SAFETY OFFICER</b> <b>FEEDER POSITION(S):</b> <b>SAFETY OFFICER</b></p> <p><b>SAFETY OFFICER</b> <b>FEEDER POSITION(S):</b> <b>FIELD SUPERVISOR</b> <b>MOTOR COACH</b> <b>OPERATOR</b> <b>PARATRANSIT</b> <b>OPERATOR</b></p>
SKILL SET	
<p><b>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THIS POSITION.</b></p>	

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# PARA-PROFESSIONALS

## JOB GROUP 5

Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

POSITION TITLES	ADVANCEMENT	ADVANCEMENT
<p style="text-align: center;"> <b>LEAD CONTROLLER</b>  <b>FIXED ROUTE CONTROLLER</b>  <b>PARATRANSIT LEAD CONTROLLER</b>  <b>FIXED ROUTE CONTROLLER</b>  <b>PARATRANSIT CONTROLLER</b>  <b>SENIOR SUPERVISOR</b>  <b>FIELD SUPERVISOR</b>  <b>TRAINING SUPERVISOR</b>  <b>OPERATIONS SYSTEM SPECIALIST</b>  <b>OPERATIONS LABOR RELATIONS SUPERVISOR</b>  <b>STOPS &amp; ZONES SUPERVISOR</b> </p>	<p style="text-align: center;"> <b>LEAD CONTROLLER (FIXED ROUTE AND PARA)</b>  <b>FEEDER POSITION(S): CONTROLLER (FIXED ROUTE OR PARA)</b>   <b>SENIOR SUPERVISOR</b>  <b>FEEDER POSITION(S): FIELD SUPERVISOR</b>   <b>FIELD SUPERVISOR</b>  <b>FEEDER POSITION(S): MOTOR COACH OPERATOR PARATRANSIT OPERATOR</b> </p>	<p style="text-align: center;"> <b>OPERATIONS SYSTEM SPECIALIST</b>  <b>FEEDER POSITION(S): CONTROLLER (FIXED ROUTE OR PARA)</b>  <b>FIELD SUPERVISOR</b>   <b>OPERATIONS LABOR RELATIONS SUPERVISOR</b>  <b>FEEDER POSITION(S): FIELD SUPERVISOR ADMINISTRATIVE ASSISTANT</b>  <b>MOTOR COACH OPERATOR</b>  <b>PARATRANSIT OPERATOR</b> </p>
SKILL SET	<p style="text-align: center;"> <b>TRAINING SUPERVISOR</b>  <b>FEEDER POSITION(S): FIELD SUPERVISOR</b>  <b>MOTOR COACH OPERATOR</b>  <b>PARATRANSIT OPERATOR</b>   <b>CONTROLLER (FIXED ROUTE &amp; PARA)</b>  <b>FEEDER POSITION(S): FIELD SUPERVISOR</b>  <b>MOTOR COACH OPERATOR</b>  <b>PARATRANSIT OPERATOR</b> </p>	<p style="text-align: center;"> <b>STOPS &amp; ZONES SUPERVISOR</b>  <b>FEEDER POSITION(S): STOPS &amp; ZONES TECHNICIAN A</b> </p>
<p style="text-align: center;"> <b>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</b> </p>		

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# ADMINISTRATIVE SUPPORT

## JOB GROUP 6

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

POSITION TITLES	ADVANCEMENT	ADVANCEMENT
<p>ACCOUNTING ASSISTANT            PAYROLL ACCOUNTANT            ADMINISTRATIVE ASSISTANT            CLERK OF THE BOARD            COIN COUNTER            CONTRACTS ASSISTANT            CUSTOMER SERVICE REPRESENTATIVE            MARKETING SPECIALIST            GRANTS ANALYST            PARATRANSIT RESERVATIONIST            PLANNING ANALYST            PROJECT MANAGER ASSISTANT            SENIOR ADMINISTRATIVE ASSISTANT            TRANSIT PLANNING TECHNICIAN</p>	<p>ACCOUNTING ASSISTANT            FEEDER POSITION(S):            ACCOUNTING TECHNICIAN</p> <p>SENIOR ADMINISTRATIVE            ASSISTANT            FEEDER POSITION(S):            ADMINISTRATIVE            ASSISTANT</p> <p>CLERK OF THE BOARD            FEEDER POSITION(S):            ADMINISTRATIVE            ASSISTANT</p> <p>COIN COUNTER            FEEDER POSITION(S):            NONE</p> <p>PAYROLL ACCOUNTANT            FEEDER POSITION(S):            ACCOUNT TECHNICIAN</p> <p>PROCUREMENT MANAGER            FEEDER POSITION(S):            CONTRACTS            ADMINISTRATOR</p> <p>MARKETING SPECIALIST            FEEDER POSITION(S):            ADMINISTRATIVE            ASSISTANT</p>	<p>TRANSIT PLANNING            ANALYST &amp; TECHNICIAN            FEEDER POSITION(S):            CONTROLLER            FIELD SUPERVISOR            MOTOR COACH OPERATOR</p> <p>ACCOUNTING CLERK            FEEDER POSITION(S):            COIN COUNTER</p> <p>PARATRANSIT            RESERVATIONIST            FEEDER POSITION(S):            CUSTOMER SERVICE            REPRESENTATIVE</p> <p>GRANTS ANALYST            FEEDER POSITION(S):            ACCOUNTING TECHNICIAN</p> <p>PROJECT MANAGER            ASSISTANT            FEEDER POSITION(S):            ADMINISTRATIVE            ASSISTANT</p>
SKILL SET		
<p>EMPLOYEES ADVANCING FROM            THE INTERNAL FEEDER POSITION            WILL HAVE DEVELOPED THE SKILLS            NECESSARY TO EXCEL IN THESE            POSITIONS.</p>		

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# SKILLED CRAFT WORKERS

## JOB GROUP 7

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

### POSITION TITLES

**FACILITY CONSTRUCTION SPECIALIST  
BODY MECHANIC  
ELECTRONIC FAREBOX TECHNICIAN  
FAREBOX ASSISTANT TECHNICIAN  
MECHANIC A  
MECHANIC A NON-REVENUE  
MECHANIC B  
STOPS & ZONES TECHNICIAN A  
STOPS & ZONES TECHNICIAN B**

### SKILL SET

**EMPLOYEES ADVANCING FROM  
THE INTERNAL FEEDER POSITION  
WILL HAVE DEVELOPED THE SKILLS  
NECESSARY TO EXCEL IN THESE  
POSITIONS.**

### ADVANCEMENT

**FACILITY CONSTRUCTION  
SPECIALIST  
FEEDER POSITION(S):  
FACILITIES MAINTENANCE  
TECHNICIAN**

**BODY MECHANIC  
FEEDER POSITION(S):  
NONE**

**ELECTRONIC FAREBOX  
TECHNICIAN  
FEEDER POSITION(S):  
FAREBOX ASSISTANT  
TECHNICIAN**

**MECHANIC A  
FEEDER POSITION(S):  
MECHANIC B**

**MECHANIC B  
FEEDER POSITION(S):  
MATERIALS &  
MECHANIC C**

**MECHANIC C  
FEEDER POSITION(S):  
NONE**

**MECHANIC A  
NON-REVENUE  
FEEDER POSITION(S):  
NONE**

**STOPS & ZONES  
TECHNICIAN A  
FEEDER POSITION(S):  
STOPS & ZONES  
TECHNICIAN B**

**STOPS & ZONES  
TECHNICIAN B  
FEEDER POSITION(S):  
NONE**

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# SERVICE/MAINTENANCE WORKERS

## JOB GROUP 8

Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

POSITION TITLES	ADVANCEMENT
<p style="text-align: center;"> <b>PARATRANSIT OPERATOR</b>  <b>MOTOR COACH OPERATOR</b>  <b>FACILITY MAINTENANCE TECHNICIAN</b>  <b>LEAD UTILITY</b>  <b>UTILITY</b>  <b>ALTERNATIVE FUELS TECHNICIAN</b> </p>	<p style="text-align: center;"> <b>FULL TIME MOTOR COACH OPERATOR FEEDER POSITION(S): PART TIME MOTOR COACH OPERATOR</b>   <b>FULL TIME PARATRANSIT OPERATOR FEEDER POSITION(S): PART TIME PARATRANSIT OPERATOR</b>   <b>PART TIME MOTOR COACH OPERATOR FEEDER POSITION(S): FULL TIME PARATRANSIT OPERATOR PART TIME PARATRANSIT OPERATOR</b>   <b>PART TIME PARATRANSIT OPERATOR FEEDER POSITION(S): NONE</b>   <b>FACILITIES MAINTENANCE TECHNICIAN FEEDER POSITION(S): NONE</b>   <b>LEAD UTILITY FEEDER POSITION(S): UTILITY</b>   <b>UTILITY FEEDER POSITION(S): NONE</b>   <b>ALTERNATIVE FUELS TECHNICIAN FEEDER POSITION(S): NONE</b> </p>
SKILL SET	
<p style="text-align: center;"> <b>EMPLOYEES ADVANCING FROM THE INTERNAL FEEDER POSITION WILL HAVE DEVELOPED THE SKILLS NECESSARY TO EXCEL IN THESE POSITIONS.</b> </p>	

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# Appendix B

## Utilization Analysis by Job Category Chart

Utilization Analysis by Job Category

Job Category	Salary Range (\$XX,000-XX,000)	Total Workforce					Male							Female							
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi	
<b>1 - Officials &amp; Administrators</b>																					
Current Workforce	\$84,000-520,000	13	3	5	1	4	3			4	1	-	-	1	-	-	2	1		1	<-Entry
Percent in Category	*Entry		23.1%	38.5%	7.7%	30.8%	23.1%	0.0%	0.0%	30.8%	7.7%	0.0%	0.0%	7.7%	0.0%	0.0%	15.4%	7.7%	0.0%	7.7%	<-Entry
Percent of Availability							34.3%	0.2%	2.5%	18.6%	4.2%	0.1%	1.2%	20.5%	0.1%	2.5%	11.9%	2.6%	0.1%	1.2%	<-Entry
Percent Underutilized														13%							
Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No	No
Number Needed to Reach Parity								-	-	-	-	-	-	1	-	-	-	-	-	-	-
Planned percent increase Year 1														13%							<-Entry
Planned percent increase Year 2														0%							<-Entry
Planned percent increase Year 3														0%							<-Entry
Planned percent increase Year 4														0%							<-Entry
<b>2 - Professionals</b>																					
Current Workforce	\$71,000-95,000	19	5	7	0	7	5	-	1	6	-	-	-	-	-	1	3	1	-	2	<-Entry
Percent in Category	*Entry		26.3%	36.8%		36.8%	26.3%	0.0%	5.3%	31.6%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	15.8%	5.3%	0.0%	10.5%	<-Entry
Percent of Availability							21.6%	0.2%	2.4%	9.5%	5.9%	0.0%	1.2%	29.9%	0.2%	4.1%	16.6%	6.4%	0.1%	1.9%	<-Entry
Percent Underutilized											6%			30%				1%	1%		
Underutilized (Yes/No)								No	No	No	Yes	No	No	Yes	No	No	No	No	No	No	No
Number Needed to Reach Parity								-	-	-	1	-	-	5	-	-	-	-	-	-	-
Planned percent increase Year 1											6%			10%							<-Entry
Planned percent increase Year 2											0%			10%							<-Entry
Planned percent increase Year 3											0%			10%							<-Entry
Planned percent increase Year 4											0%			0%							<-Entry
<b>3 - Technicians</b>																					
Current Workforce	\$59,000	1	0	1	0	0				1	-	-	-	-	-	-	-	-	-	-	<-Entry
Percent in Category	*Entry			100.0%			0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	<-Entry
Percent of Availability							14.1%	0.2%	2.0%	30.0%	3.5%	0.0%	0.9%	12.4%	0.2%	3.5%	28.4%	3.7%	0.2%	1.1%	<-Entry
Percent Underutilized																					
Underutilized (Yes/No)								No	No	No	No	No	No	No	No	No	No	No	No	No	No
Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-	-	-	-	-
Planned percent increase Year 1																					<-Entry
Planned percent increase Year 2																					<-Entry
Planned percent increase Year 3																					<-Entry
Planned percent increase Year 4																					<-Entry

Utilization Analysis by Job Category

Job Category	Salary Range (\$XX,000-XX,000)	Total Workforce					Male										Female				
		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi	
<b>4 - Protective Service</b>																					
Use EEO-4	\$51,000-74,000	5	1	4	0	0	1		1	3											
Current Workforce																					
Percent in Category	^Entry		20.0%	80.0%			20.0%	0.0%	20.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent of Availability							21.5%	0.0%	5.6%	23.1%	0.4%	0.0%	1.5%	20.5%	0.0%	1.5%	23.1%	1.5%	0.0%	0.4%	
Percent Underutilized														21%			23%				
Underutilized (Yes/No)							No	No	No	No	No	No	No	Yes	No	No	Yes	No	No	No	
Number Needed to Reach Parity							-	-	-	-	-	-	-	1	-	-	1	-	-	-	
Planned percent increase Year 1														21%			23%				
Planned percent increase Year 2														0%			0%				
Planned percent increase Year 3														0%			0%				
Planned percent increase Year 4														0%			0%				
<b>5 - Paraprofessional</b>																					
Current Workforce	\$49,000-73,000	27	8	11	2	6	8			10				1	2		2	4			
Percent in Category	^Entry		29.6%	40.7%	7.4%	22.2%	29.6%	0.0%	0.0%	37.0%	0.0%	0.0%	3.7%	7.4%	0.0%	7.4%	14.8%	0.0%	0.0%	0.0%	0.0%
Percent of Availability							0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Percent Underutilized																					
Underutilized (Yes/No)							No	No	No	No	No	No	No	No	No	No	No	No	No	No	
Number Needed to Reach Parity							-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Planned percent increase Year 1																					
Planned percent increase Year 2																					
Planned percent increase Year 3																					
Planned percent increase Year 4																					
<b>6 - Administrative Support</b>																					
Current Workforce	\$33,000-75,000	46	1	9	8	28	1			8				1	8			27			1
Percent in Category	^Entry		2.2%	19.6%	17.4%	60.9%	2.2%	0.0%	0.0%	17.4%	0.0%	0.0%	2.2%	17.4%	0.0%	0.0%	58.7%	0.0%	0.0%	2.2%	
Percent of Availability							15.0%	0.1%	2.4%	15.5%	2.1%	0.1%	0.9%	30.9%	0.7%	3.1%	30.9%	3.2%	0.1%	1.5%	
Percent Underutilized									2%					14%		3%		3%			
Underutilized (Yes/No)							No	Yes	No	No	No	No	No	Yes	No	Yes	No	Yes	No	No	
Number Needed to Reach Parity							-	1	-	-	-	-	-	6	-	1	-	1	-	-	
Planned percent increase Year 1								2%						2%		3%		3%			
Planned percent increase Year 2								0%						2%		0%		0%			
Planned percent increase Year 3								0%						2%		0%		0%			
Planned percent increase Year 4								0%						0%		0%		0%			

Utilization Analysis by Job Category

1	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V
2	Job Category	Salary Range (\$XX,000-XX,000)	Total Workforce					Male							Female							
3	Use EEO-4		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi	
87	7 - Skilled Craft																					
88	Current Workforce	\$49,000-74,000	30	2	26	0	2	2	-	2	24	-	-	-	-	-	1	1	-	-	-	<-Entry
89	Percent in Category	^Entry		6.7%	86.7%		6.7%	6.7%	0.0%	6.7%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.3%	3.3%	0.0%	0.0%	0.0%	
90	Percent of Availability						28.2%	0.2%	2.2%	60.1%	2.1%	0.1%	1.0%	1.4%	0.0%	0.1%	4.0%	0.4%	0.1%	0.1%		<-Entry
93	Percent Underutilized																	1%				
94	Underutilized (Yes/No)							No	No	No	No	No	No	No	No	No	No	No	No	No	No	
95	Number Needed to Reach Parity							-	-	-	-	-	-	-	-	-	-	-	-	-	-	
96	Planned percent increase Year 1																					<-Entry
97	Planned percent increase Year 2																					<-Entry
98	Planned percent increase Year 3																					<-Entry
99	Planned percent increase Year 4																					<-Entry
100																						
101	8 - Service-Maintenance																					
102	Current Workforce	\$39,000-71,000	202	27	123	5	47	27	-	12	101	5	-	5	5	-	9	35	-	-	3	<-Entry
103	Percent in Category	^Entry		13.4%	60.9%	2.5%	23.3%	13.4%	0.0%	5.9%	50.0%	2.5%	0.0%	2.5%	2.5%	0.0%	4.5%	17.3%	0.0%	0.0%	1.5%	
104	Percent of Availability						12.1%	0.1%	2.7%	40.2%	2.3%	0.2%	1.0%	10.2%	0.1%	2.6%	24.8%	2.6%	0.1%	0.9%		<-Entry
107	Percent Underutilized													8%			7%	3%				
108	Underutilized (Yes/No)							No	No	No	No	No	No	Yes	No	No	Yes	Yes	No	No		
109	Number Needed to Reach Parity							-	-	-	-	-	-	-	15	-	-	15	5	-	-	
110	Planned percent increase Year 1													2%			3%	1%				<-Entry
111	Planned percent increase Year 2													2%			2%	1%				<-Entry
112	Planned percent increase Year 3													2%			1%	1%				<-Entry
113	Planned percent increase Year 4													2%			1%	0%				<-Entry
114																						
115	Notes:																					
116																						
117																						
118																						

# Appendix C

## Salary Analysis

### Salary Analysis: Officials & Administrators

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Acting CEO/General Manager	\$ 520,000.00	1	1	0									1				1			
Acting Chief Financial Officer	\$ 142,084.80	1	1	1	1								0							
Chief Maintenance Officer	\$ 143,124.80	1	1	1		1							0							
Chief Of Compliance/Labor Relations (DBELO/EEO)	\$ 84,323.20	1	1	0									1	1						
Chief Of Human Relations	\$ 103,708.80	1	1	0									1		1					
Chief Safety Officer/Taxi Administrator	\$ 110,448.00	1	1	0									1							1
Chief Transportation Officer	\$ 123,739.20	1	1	0									1	1						
Deputy Chief Maintenance Officer	\$ 99,985.60	1	1	1	1								0							
Deputy Chief Of Human Relations	\$ 90,896.00	1	1	1		1							0							
Deputy Chief Of Transit Operations	\$ 90,896.00	1	1	1	1								0							
Deputy Chief Performance Officer	\$ 96,096.00	1	1	1				1												
Deputy Chief Of Transit System & Technology	\$ 90,896.00	1	1	1		1							0							
Deputy Chief Safety Officer/Asst Taxi Administrator	\$ 94,036.80	1	1	1	1								0							
<b>Job Group Total:</b>			<b>13</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

### Salary Analysis: Professionals

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Accounting & Financial Reporting Manager	\$ 78,000.00	2	1	0									1	1						
Accounting & Financial Reporting Manager	\$ 77,792.00	2	1	0									1				1			
Customer Service Manager	\$ 71,385.60	2	1	0									1		1					
Interim Alternative Fuels Program Manager	\$ 94,307.20	2	1	1		1							0							
Labor Relations/Compliance Manager	\$ 73,756.80	2	1	1		1							0							
Maintenance Supervisor	\$ 73,174.40	2	3	3	2	1							0							
Marketing & Events Manager	\$ 72,072.00	2	1	0									1	1						
Paratransit Operations Manager	\$ 76,086.40	2	1	1			1						0							
Procurement Officer	\$ 92,830.40	2	1	1		1							0							
Project Manager	\$ 71,385.60	2	1	0									1	1						
Senior Maintenance Supervisor	\$ 75,358.40	2	1	1	1								0							
Superintendent Of Safety & Training	\$ 74,027.20	2	1	1	1								0							
Superintendent Of Facilities	\$ 84,115.20	2	1	1	1								0							
Superintendent Of Transportation	\$ 76,960.00	2	1	0									1							1
Superintendent Of Zero Emissions	\$ 94,993.60	2	1	1		1							0							
Taxi/Contracted Transportation Services Administrator	\$ 70,928.00	2	1	0									1							1
Transit Planning Manager	\$ 71,052.80	2	1	1	1								0							
<b>Job Group Total:</b>			<b>19</b>	<b>12</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>

### Salary Analysis: Technicians

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES											
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+				
IT Desktop Support Technician	\$ 59,488.00	3	1	1	1									0									
<b>Job Group Total:</b>			<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Salary Analysis: Protective Service Workers

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES											
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+				
Safety Manager	\$ 73,756.80	4	1	1	1									0									
Safety Officer	\$ 57,262.40	4	1	1			1							0									
Safety Officer	\$ 54,288.00	4	1	1	1																		
Safety Officer	\$ 51,168.00	4	1	1		1																	
Senior Training Supervisor	\$ 70,928.00	4	1	1	1									0									
<b>Job Group Total:</b>			<b>5</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Salary Analysis: Para-Professionals

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES											
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+				
Field Supervisor	\$ 49,545.60	5	1	1	1									0									
Field Supervisor	\$ 52,540.80	5	1	1	1									0									
Field Supervisor	\$ 53,830.40	5	1	1		1								0									
Field Supervisor	\$ 53,955.20	5	1	1	1									0									
Field Supervisor	\$ 56,160.00	5	2	2		2								0									
Field Supervisor	\$ 71,468.80	5	1	1	1									0									
Field Supervisor	\$ 50,793.60	5	1	0									1	1									
Field Supervisor	\$ 49,649.60	5	1	1	1									0									
Field Supervisor	\$ 49,046.40	5	3	2		2								1		1							
Fixed Route Controller	\$ 59,966.40	5	2	0										2	1		1						
Fixed Route Controller	\$ 58,801.60	5	1	0										1		1							
Fixed Route Lead Controller	\$ 72,508.80	5	1	1		1								0									
Fixed Route Lead Controller	\$ 72,009.60	5	1	1	1									0									
Operations System Specialist	\$ 71,385.60	5	1	0										1	1								
Paratransit Controller	\$ 59,966.40	5	1	0										1	1								
Paratransit Controller	\$ 58,801.60	5	1	1		1								0									
Paratransit Controller	\$ 60,299.20	5	2	2	1	1								0									
Paratransit Controller	\$ 56,492.80	5	1	0										1			1						
Paratransit Lead Controller	\$ 71,385.60	5	1	1	1									0									
Stops And Zones Supervisor	\$ 70,283.20	5	1	1	1									0									
Transit Trainer	\$ 58,801.60	5	1	1										0								1	
Transit Trainer	\$ 56,492.80	5	1	1	1									0									
<b>Job Group Total:</b>			<b>27</b>	<b>19</b>	<b>10</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



**Salary Analysis: Administrative Support Workers**

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Accounting Technician	\$ 36,774.40	6	1	0									1	1						
Accounting Technician	\$ 39,790.40	6	1	0									1		1					
Accounting Technician	\$ 41,371.20	6	1	0									1	1						
Accounting Technician	\$ 50,772.80	6	1	0									1	1						
Accounting Technician II	\$ 44,782.40	6	1	1	1								0							
ADA Eligibility & Compliance Specialist	\$ 47,798.40	6	1	0									1	1						
Administrative Assistant	\$ 42,598.40	6	1	0									1		1					
Clerk Of The Board	\$ 74,963.20	6	1	0									1	1						
Communications Coordinator	\$ 59,488.00	6	1	0									1	1						
Contracts Administrator	\$ 57,116.80	6	2	0									2		1					1
Customer Care Coordinator	\$ 61,568.00	6	1	0									1		1					
Customer Service Representative	\$ 34,444.80	6	1	0									1		1					
Customer Service Representative	\$ 35,297.60	6	1	0									1	1						
Customer Service Representative	\$ 36,899.20	6	1	1	1								0							
Customer Service Representative	\$ 37,440.00	6	1	0									1	1						
Facilities Project Assistant	\$ 46,051.20	6	1	0									1	1						
Human Resources Generalist	\$ 59,488.00	6	1	0									1	1						
Human Resources Specialist	\$ 52,624.00	6	1	0									1	1						
Human Resources Specialist	\$ 54,724.80	6	1	0									1		1					
Labor Relations & Compliance Specialist	\$ 49,961.60	6	1	0									1	1						

**Salary Analysis: Administrative Support Workers - Continued**

Maintenance Performance Analyst	\$ 61,776.00	6	1	0									1	1								
Marketing Specialist	\$ 44,720.00	6	1	0									1	1								
Materials & Inventory Technician	\$ 36,171.20	6	1	1	1								0									
Materials & Inventory Technician	\$ 41,246.40	6	2	1	1								1	1								
Paratransit Reservationist	\$ 33,051.20	6	1	0									1	1								
Paratransit Reservationist	\$ 33,113.60	6	1	0									1	1								
Paratransit Reservationist	\$ 33,945.60	6	3	1	1								2	2								
Paratransit Reservationist	\$ 41,953.60	6	1	0									1	1								
Payroll Accountant	\$ 65,520.00	6	1	1	1								0									
Performance Projects Assistant	\$ 49,192.00	6	1	0									1	1								
Procurement Specialist	\$ 44,782.40	6	1	0									1	1								
Procurement Specialist	\$ 45,947.20	6	1	1		1							0									
Project Manager Assistant	\$ 52,000.00	6	1	0									1	1								
Project Manager Assistant	\$ 50,044.80	6	1	0									1		1							
Senior Administrative Assistant - Maintenance	\$ 50,336.00	6	1	0									1	1								
Senior Administrative Assistant - Operations	\$ 45,760.00	6	1	0									1	1								
Senior Administrative Assistant - Safety	\$ 45,760.00	6	1	0									1		1							
Taxi Regulatory Specialist	\$ 39,520.00	6	1	0									1	1								
Transit Infrastructure Technician	\$ 56,076.80	6	1	1							1		0									
Transit Planning Analyst	\$ 61,568.00	6	1	1	1								0									
Transit Planning Research Data Analyst	\$ 50,960.00	6	1	0									1	1								
Transportation Services Lead	\$ 64,480.00	6	1	1	1								0									
<b>Job Group Total:</b>			<b>46</b>	<b>10</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>36</b>	<b>27</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>

**Salary Analysis: Skilled Craft Workers**

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES										
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+			
Electronic Farebox Technician	\$ 55,120.00	7	1	0									1	1								
Engine Rebuilder	\$ 74,235.20	7	1	1	1								0									
Facility Construction Specialist	\$ 63,710.40	7	1	1	1								0									
Facility Construction Specialist	\$ 58,136.00	7	1	1		1							0									
Mechanic A	\$ 72,820.80	7	11	10	9	1							1			1						
Mechanic A	\$ 70,096.00	7	1	1	1								0									
Mechanic A Non-Revenue	\$ 72,820.80	7	3	3	3								0									
Mechanic B	\$ 50,731.20	7	1	1	1								0									
Mechanic B	\$ 62,670.40	7	2	2	2								0									
Mechanic B	\$ 59,488.00	7	1	1	1								0									
Stops And Zone Technician A	\$ 56,929.60	7	4	4	2		2						0									
Stops And Zone Technician B	\$ 52,728.00	7	2	2	2								0									
Stops And Zone Technician B	\$ 49,379.20	7	1	1	1								0									
<b>Job Group Total:</b>			<b>30</b>	<b>28</b>	<b>24</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Salary Analysis: Service/Maintenance Workers**

Position Title	Salary Code	EEO 4 Category	Total Employee	MALES								FEMALES								
				Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	Total	H/L	W	B/AA	A	NH/OP	AI/AN	2+	
Alternative Fuels Technician	\$ 57,200.00	8	1	1		1							0							
Facilities Maintainer A	\$ 52,395.20	8	1	1		1							0							
Facilities Maintainer A	\$ 56,929.60	8	1	1	1								0							
Facilities Maintainer B	\$ 56,929.60	8	1	1	1								0							
Motor Coach Operator	\$ 42,972.80	8	6	5	3	1	1						1		1					
Motor Coach Operator	\$ 51,126.40	8	4	3	2		1						1							1
Motor Coach Operator	\$ 52,915.20	8	4	2	1	1							2	1	1					
Motor Coach Operator	\$ 55,328.00	8	129	93	64	15	9	3				2	36	25	3	7				1
Paratransit Operator	\$ 38,771.20	8	6	5	3		1	1					1	1						
Paratransit Operator	\$ 40,601.60	8	4	4	2	2							0							
Paratransit Operator	\$ 42,411.20	8	3	3	1	1						1	0							
Paratransit Operator	\$ 46,030.40	8	27	17	11	3		1				2	10	7		2				1
Senior Alternative Fuels Technician	\$ 71,385.60	8	1	1	1								0							
Utility	\$ 49,108.80	8	1	1	1								0							
Utility	\$ 49,379.20	8	2	2	1	1							0							
Utility	\$ 52,728.00	8	10	9	8	1							1	1						
Utility	\$ 49,379.20	8	1	1	1								0							
<b>Job Group Total:</b>			<b>202</b>	<b>150</b>	<b>101</b>	<b>27</b>	<b>12</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>52</b>	<b>35</b>	<b>5</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>

# Appendix D

## Employment Practices

### Charts

### Hires-Reporting Period Beginning April 2020

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
2		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9																	
10	<b>2 - Professionals</b>																
11	Number Applied	112	37	42	9	-	-	8	3	50	22	3	2	-	-	9	1
12	Total Hires	3	-	1	-	-	-	1	-	1	-	-	-	-	-	-	-
13	Selection Rate	2.7%	0.0%	2.4%	0.0%	N/A	N/A	12.5%	0.0%	2.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
14	Ratio to Highest Rate	100.0%	NA	19.0%	0.0%	N/A	N/A	100.0%	0.0%	16.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
15	Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	Yes	Yes	Yes	Yes	N/A	N/A	N/A	Yes	N/A
16																	
17	<b>3 - Technicians</b>																
18	Number Applied	14	1	6	-	-	-	-	-	7	1	1	-	-	-	-	-
19	Total Hires	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
20	Selection Rate	14.3%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
21	Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
22	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A
23																	
24	<b>4 - Protective Service</b>																
25	Number Applied	23	2	5	-	1	-	2	-	15	2	-	-	-	-	-	-
26	Total Hires	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
27	Selection Rate	4.3%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	N/A	6.7%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
28	Ratio to Highest Rate	100.0%	NA	0.0%	N/A	0.0%	N/A	0.0%	N/A	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
29	Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	Yes	N/A	Yes	N/A	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A
30																	
31	<b>5 - Paraprofessional</b>																
32	Number Applied	52	22	16	1	1	-	1	4	29	12	-	1	-	-	5	4
33	Total Hires	2	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-
34	Selection Rate	3.8%	4.5%	12.5%	N/A	N/A	N/A	N/A	0.0%	0.0%	8.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
35	Ratio to Highest Rate	84.6%	100.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	66.7%	N/A	N/A	N/A	N/A	0.0%	0.0%
36	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	Yes
37																	
38	<b>6 - Administrative Support</b>																
39	Number Applied	153	283	47	77	1	-	9	15	69	165	12	14	3	-	12	12
40	Total Hires	2	8	1	2	-	-	-	-	-	4	-	-	-	-	1	2
41	Selection Rate	1.3%	2.8%	2.1%	2.6%	N/A	N/A	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	N/A	N/A	8.3%	16.7%
42	Ratio to Highest Rate	46.2%	100.0%	12.8%	15.6%	N/A	N/A	0.0%	0.0%	0.0%	14.5%	0.0%	0.0%	N/A	N/A	50.0%	100.0%
43	Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	Yes	No
44																	

44	<b>7 - Skilled Craft</b>																	
45	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
46	Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
48	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	<b>8 - Service-Maintenance</b>																	
51	Number Applied	116	29	13	4	-	-	13	4	89	18	-	1	-	-	1	2	
52	Total Hires	12	5	3	-	-	-	2	2	6	3	-	-	-	-	1	-	
53	Selection Rate	10.3%	17.2%	23.1%	0.0%	N/A	N/A	15.4%	50.0%	6.7%	16.7%	N/A	N/A	N/A	N/A	N/A	N/A	
54	Ratio to Highest Rate	60.0%	100.0%	46.2%	0.0%	N/A	N/A	30.8%	100.0%	13.5%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	
55	Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	
56	Notes:																	
57																		
58																		
59																		
60																		
61																		
62																		
63		Total		W		AI/AN		B		H/L		A		NHOPI		M		
64	<b>Persons with Disabilities</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
65	Number Applied	6	6	2	3	1	1	-	-	3	1	-	1	-	-	-	-	
66	Total Hires	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
67	Selection Rate	0.0%	16.7%	0.0%	33.3%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	
68		Total		W		AI/AN		B		H/L		A		NHOPI		M		
69	<b>Veterans</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
70	Number Applied	16	4	-	1	-	-	5	-	9	1	1	1	-	-	1	1	
71	Total Hires	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
72	Selection Rate	6.3%	0.0%	N/A	0.0%	N/A	N/A	20.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	
73	Notes:																	
74																		
75																		

Promotions-Reporting Period Beginning April 2020

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
2		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
5	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
6	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	<b>2 - Professionals</b>																
10	Number Applied	30	20	11	3	-	-	1	2	18	13	-	1	-	-	-	1
11	Total Promotions	6	2	4	-	-	-	-	1	2	1	-	-	-	-	-	-
12	Selection Rate	20.0%	10.0%	36.4%	0.0%	N/A	N/A	0.0%	50.0%	11.1%	7.7%	N/A	0.0%	N/A	N/A	N/A	0.0%
13	Ratio to Highest Rate	100.0%	50.0%	72.7%	0.0%	N/A	N/A	0.0%	100.0%	22.2%	15.4%	N/A	0.0%	N/A	N/A	N/A	0.0%
14	Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	Yes	N/A	N/A	N/A	Yes
15	<b>3 - Technicians</b>																
16	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
17	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
18	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
19	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
20	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	<b>4 - Protective Service</b>																
22	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
23	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
24	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
25	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
26	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
27	<b>5 - Paraprofessional</b>																
28	Number Applied	46	19	14	-	1	-	-	3	26	11	-	1	-	-	5	4
29	Total Promotions	3	2	-	-	-	-	-	-	3	1	-	-	-	-	-	1
30	Selection Rate	6.5%	10.5%	0.0%	N/A	N/A	N/A	N/A	0.0%	11.5%	9.1%	N/A	N/A	N/A	N/A	0.0%	25.0%
31	Ratio to Highest Rate	62.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	46.2%	36.4%	N/A	N/A	N/A	N/A	0.0%	100.0%
32	Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	No
33	<b>6 - Administrative Support</b>																
34	Number Applied	6	5	2	2	-	-	-	-	3	3	1	-	-	-	-	-
35	Total Promotions	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-
36	Selection Rate	33.3%	0.0%	50.0%	0.0%	N/A	N/A	N/A	N/A	33.3%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
37	Ratio to Highest Rate	100.0%	NA	100.0%	0.0%	N/A	N/A	N/A	N/A	66.7%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
38	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A

	W	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>7 - Skilled Craft</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>8 -Service-Maintenance</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Notes:																
	<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>	
<b>Persons with Disabilities</b>	<b>Male</b>	<b>Female</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
Number Applied	6	6	2	3	1	1	-	-	3	1	-	1	-	-	-	-
Total Promotions	3	-	2	-	-	-	-	-	1	-	-	-	-	-	-	-
Selection Rate	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	33.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
	<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>	
<b>Veterans</b>	<b>Male</b>	<b>Female</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
Number Applied	16	4	-	1	-	-	5	-	9	1	1	1	-	-	1	1
Total Promotions	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Selection Rate	6.3%	0.0%	N/A	0.0%	N/A	N/A	0.0%	N/A	11.1%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%
Notes:																



**Training-Reporting Period Beginning April 2020**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
1	<b>Job Category (Use EEO-4)</b>		<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>	
2	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																	
4	Total Workforce	6	6	4	3	-	-	-	-	1	2	1	-	-	-	-	-	1
5	Total Trained	6	6	4	3	-	-	-	-	1	2	1	-	-	-	-	-	1
6	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
7	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
8	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
9	<b>2 - Professionals</b>																	
10	Total Workforce	12	1	6	-	-	-	-	-	5	1	1	-	-	-	-	-	
11	Total Trained	12	1	6	-	-	-	-	-	5	1	1	-	-	-	-	-	
12	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	
13	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	
14	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	
15	<b>3 - Technicians</b>																	
16	Total Workforce	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
17	Total Trained	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
18	Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
19	Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
20	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
21	<b>4 - Protective Service</b>																	
22	Total Workforce	3	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	
23	Total Trained	3	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-	
24	Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
25	Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
26	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
27	<b>5 - Paraprofessional</b>																	
28	Total Workforce	14	6	5	1	-	-	1	1	7	3	-	-	-	-	-	1	
29	Total Trained	14	6	5	1	-	-	1	1	7	3	-	-	-	-	-	1	
30	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	
31	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	
32	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No	
33	<b>6 - Administrative Support</b>																	
34	Total Workforce	7	13	1	3	-	-	-	1	6	8	-	1	-	-	-	-	
35	Total Trained	7	13	1	3	-	-	-	1	6	8	-	1	-	-	-	-	
36	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	
37	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	
38	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	

45	<b>7 - Skilled Craft</b>																
46	Total Workforce	23	1	2	-	-	-	2	1	19	-	-	-	-	-	-	-
47	Total Trained	23	1	2	-	-	-	2	1	19	-	-	-	-	-	-	-
48	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51																	
52	<b>8 - Service-Maintenance</b>																
53	Total Workforce	104	44	16	3	-	-	8	8	73	31	4	-	-	-	3	2
54	Total Trained	104	44	16	3	-	-	8	8	73	31	4	-	-	-	3	2
55	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
56	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
57	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
58																	
59	Notes:																
60																	

### Terminations-Reporting Period Beginning April 2020

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Total Workforce	6	6	4	3			-	1	2	1	-	-	-	-	-	1
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
<b>2 - Professionals</b>																
Total Workforce	12	1	6				-	-	5	1	1	-	-	-	-	-
Total Involuntary Terminations	1	-	1				-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	8.3%	0.0%	16.7%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A
<b>3 - Technicians</b>																
Total Workforce	1	-					-	-	1	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Total Workforce	3	-					1	-	2	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Total Workforce	14	6	5	1			1	1	7	3	-	-	-	-	1	1
Total Involuntary Terminations	1	-					-	-	1	-	-	-	-	-	-	-
Involuntary Termination Rate	7.1%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	14.3%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
<b>6 - Administrative Support</b>																
Total Workforce	7	13	1	3			-	1	6	8	-	1	-	-	-	-
Total Involuntary Terminations	1	1	1	1			-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	14.3%	7.7%	100.0%	33.3%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	53.8%	100.0%	0.0%	0.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A

62																	
63	<b>7 - Skilled Craft</b>																
64	Total Workforce	23	1	2				2	1	19	-	-	-	-	-	-	-
65	Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
69	Involuntary Termination Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
70	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
71	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
72																	
73	<b>8 - Service-Maintenance</b>																
74	Total Workforce	104	44	16	3			8	8	73	31	4	-	-	-	-	3
75	Total Involuntary Terminations	5	1	1				-	1	4		-	-	-	-	-	-
79	Involuntary Termination Rate	4.8%	2.3%	6.3%	0.0%	N/A	N/A	0.0%	12.5%	5.5%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
80	Ratio to Lowest Rate	47.3%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	0.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
81	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
82																	
83	Notes:																
84																	

**Discipline-Reporting Period Beginning April 2020**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
2		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Total Workforce	6	6	4	3			-	1	2	1	-	-	-	-	-	1
5	<b>Verbal</b>	-	-					-		-		-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
10	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
11	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
12	<b>Written</b>	-	-					-		-		-	-	-	-	-	-
16	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
17	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
18	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
19	<b>Suspension</b>	-	-					-		-		-	-	-	-	-	-
23	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
24	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
25	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
26	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-		-	-	-	-	-	-
30	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
31	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
32	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
33	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-		-	-	-	-	-	-
37	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
38	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
39	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
40	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-		-	-	-	-	-	-
44	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
45	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
46	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
47																	

47	<b>2 - Professionals</b>															
48																
49	Total Workforce	12	1	6						5	1	1				
50	<b>Verbal</b>	-	-							-	-	-				
54	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
55	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
56	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
57	<b>Written</b>	-	-							-	-	-				
61	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
62	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
63	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
64	<b>Suspension</b>	-	-							-	-	-				
68	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
69	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
70	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
71	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-				
75	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
76	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
77	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
78	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-				
82	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
83	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
84	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
85	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-				
89	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
90	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
91	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A
92																

92																	
93	<b>3 - Technicians</b>																
94	Total Workforce	1	-							1	-	-	-	-	-	-	-
95	<b>Verbal</b>	-	-							-	-	-	-	-	-	-	-
99	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
100	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
101	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
102	<b>Written</b>	-	-							-	-	-	-	-	-	-	-
106	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
107	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
108	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
109	<b>Suspension</b>	-	-							-	-	-	-	-	-	-	-
113	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
114	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
115	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
116	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-
120	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
121	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
122	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
123	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-
127	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
128	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
129	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
130	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-
134	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
135	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
136	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
137																	

137	<b>4 - Protective Service</b>																
138																	
139	Total Workforce	3	-					1	-	2	-	-	-	-	-	-	-
140	<b>Verbal</b>	-	-					-	-	-	-	-	-	-	-	-	-
144	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
145	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
146	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
147	<b>Written</b>	-	-					-	-	-	-	-	-	-	-	-	-
151	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
152	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
153	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
154	<b>Suspension</b>	-	-					-	-	-	-	-	-	-	-	-	-
158	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
159	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
160	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
161	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
165	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
166	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
167	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
168	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
172	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
173	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
174	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
175	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
179	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
180	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
181	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
182																	



83	<b>5 - Paraprofessional</b>																
84	Total Workforce	14	6	5	1			1	1	7	3	-	-	-	-	1	1
85	<b>Verbal</b>	-	-					-	-	-	-	-	-	-	-	-	-
89	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
90	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
91	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
92	<b>Written</b>	7	4	4	2			-	2	3	-	-	-	-	-	-	-
96	Discipline Rate	50.0%	66.7%	80.0%	200.0%	N/A	N/A	0.0%	200.0%	42.9%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
97	Ratio to Lowest Rate	100.0%	75.0%	0.0%	0.0%	N/A	N/A	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
98	Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	Yes	No	N/A	N/A	N/A	N/A	No	No
99	<b>Suspension</b>	3	2		1			-	-	3	1	-	-	-	-	-	-
03	Discipline Rate	21.4%	33.3%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	42.9%	33.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
04	Ratio to Lowest Rate	100.0%	64.3%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
05	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	Yes	Yes	N/A	N/A	N/A	N/A	No	No
06	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
10	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
11	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
12	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
13	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
17	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
18	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
19	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
20	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
24	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
25	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
26	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No

228	<b>6 - Administrative Support</b>															
229	Total Workforce	7	13	1	3				1	6	8		1			
230	<b>Verbal</b>	1	-						1							
234	Discipline Rate	14.3%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	16.7%	0.0%	N/A	0.0%	N/A	N/A	N/A
235	Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
236	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
237	<b>Written</b>	-	1								1					
241	Discipline Rate	0.0%	7.7%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	12.5%	N/A	0.0%	N/A	N/A	N/A
242	Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	100.0%	N/A	N/A	N/A
243	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
244	<b>Suspension</b>	-	-													
248	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
249	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
250	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
251	<b>&lt;Enter Discipline Type&gt;</b>	-	-													
255	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
256	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
257	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
258	<b>&lt;Enter Discipline Type&gt;</b>	-	-													
262	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
263	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
264	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
265	<b>&lt;Enter Discipline Type&gt;</b>	-	-													
269	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A
270	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A
271	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A
272																

273	<b>7 - Skilled Craft</b>																
274	Total Workforce	23	1	2			2	1	19	-	-	-	-	-	-	-	-
275	<b>Verbal</b>	2	-	-			1	-	1	-	-	-	-	-	-	-	-
279	Discipline Rate	8.7%	0.0%	0.0%	N/A	N/A	N/A	50.0%	0.0%	5.3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
280	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
281	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	Yes	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
282	<b>Written</b>	2	-	-			-	-	2	-	-	-	-	-	-	-	-
286	Discipline Rate	8.7%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	10.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
287	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
288	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
289	<b>Suspension</b>	-	-	-			-	-	-	-	-	-	-	-	-	-	-
293	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
294	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
295	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
296	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-	-
300	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
301	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
302	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
303	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-	-
307	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
308	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
309	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
310	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-	-
314	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
315	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
316	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
317																	

117	<b>8 - Service-Maintenance</b>																
118	<b>8 - Service-Maintenance</b>																
119	Total Workforce	104	44	16	3			8	8	73	31	4	-	-	-	3	2
120	<b>Verbal</b>	60	28	8	1	-		3	5	46	19	-	-	-	-	3	3
124	Discipline Rate	57.7%	63.6%	50.0%	33.3%	N/A	N/A	37.5%	62.5%	63.0%	61.3%	0.0%	N/A	N/A	N/A	100.0%	N/A
125	Ratio to Lowest Rate	100.0%	90.7%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
126	Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
127	<b>Written</b>	23	10	2	1	-	-	-	-	19	9	-	-	-	-	2	-
131	Discipline Rate	22.1%	22.7%	12.5%	33.3%	N/A	N/A	0.0%	0.0%	26.0%	29.0%	0.0%	N/A	N/A	N/A	66.7%	N/A
132	Ratio to Lowest Rate	100.0%	97.3%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
133	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
134	<b>Suspension</b>	32	9	3	1	-	-	2	-	24	6	1	-	-	-	1	3
138	Discipline Rate	30.8%	20.5%	18.8%	0.0%	N/A	N/A	25.0%	0.0%	32.9%	19.4%	25.0%	N/A	N/A	N/A	33.3%	N/A
139	Ratio to Lowest Rate	66.5%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
140	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	Yes	No	Yes	N/A	N/A	N/A	Yes	N/A
141	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
145	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
146	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
147	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
148	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
152	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
153	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
154	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
155	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
159	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
160	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
161	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
162																	

### Hires-Reporting Period Beginning April 2021

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>2 - Professionals</b>																
Number Applied	112	37	42	9	-	-	8	3	50	22	3	2	-	-	9	1
Total Hires	3	-	1	-	-	-	1	-	1	-	-	-	-	-	-	-
Selection Rate	2.7%	0.0%	2.4%	0.0%	N/A	N/A	12.5%	0.0%	2.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	NA	19.0%	0.0%	N/A	N/A	100.0%	0.0%	16.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	Yes	Yes	Yes	Yes	N/A	N/A	N/A	Yes	N/A
<b>3 - Technicians</b>																
Number Applied	14	1	6	-	-	-	-	-	7	1	1	-	-	-	-	-
Total Hires	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	14.3%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Number Applied	23	2	5	-	1	-	2	-	15	2	-	-	-	-	-	-
Total Hires	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Selection Rate	4.3%	0.0%	0.0%	N/A	0.0%	N/A	0.0%	N/A	6.7%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	0.0%	N/A	0.0%	N/A	0.0%	N/A	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	Yes	N/A	Yes	N/A	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Number Applied	52	22	16	1	1	-	1	4	29	12	-	1	-	-	5	4
Total Hires	2	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-
Selection Rate	3.8%	4.5%	12.5%	N/A	N/A	N/A	N/A	0.0%	0.0%	8.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
Ratio to Highest Rate	84.6%	100.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	66.7%	N/A	N/A	N/A	N/A	0.0%	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	Yes
<b>6 - Administrative Support</b>																
Number Applied	153	283	47	77	1	-	9	15	69	165	12	14	3	-	12	12
Total Hires	2	8	1	2	-	-	-	-	-	4	-	-	-	-	1	2
Selection Rate	1.3%	2.8%	2.1%	2.6%	N/A	N/A	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	N/A	N/A	8.3%	16.7%
Ratio to Highest Rate	46.2%	100.0%	12.8%	15.6%	N/A	N/A	0.0%	0.0%	0.0%	14.5%	0.0%	0.0%	N/A	N/A	50.0%	100.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	Yes	No

44	<b>7 - Skilled Craft</b>																	
45	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51	<b>8 - Service-Maintenance</b>																	
52	Number Applied	116	29	13	4	-	-	13	4	89	18	-	1	-	-	1	2	
54	Total Hires	12	5	3	-	-	-	2	2	6	3	-	-	-	-	1	-	
55	Selection Rate	10.3%	17.2%	23.1%	0.0%	N/A	N/A	15.4%	50.0%	6.7%	16.7%	N/A	N/A	N/A	N/A	N/A	N/A	
56	Ratio to Highest Rate	60.0%	100.0%	46.2%	0.0%	N/A	N/A	30.8%	100.0%	13.5%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	
57	Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	
58	Notes:																	
59																		
60																		
61																		
62																		
63		Total		W		AI/AN		B		H/L		A		NHOPI		M		
64	<b>Persons with Disabilities</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
65	Number Applied	6	6	2	3	1	1	-	-	3	1	-	1	-	-	-	-	
66	Total Hires	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	
67	Selection Rate	0.0%	16.7%	0.0%	33.3%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	
68		Total		W		AI/AN		B		H/L		A		NHOPI		M		
69	<b>Veterans</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
70	Number Applied	16	4	-	1	-	-	5	-	9	1	1	1	-	-	1	1	
71	Total Hires	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
72	Selection Rate	6.3%	0.0%	N/A	0.0%	N/A	N/A	20.0%	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	
73																		

Promotions-Reporting Period Beginning April 2021

1	Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Number Applied	-	-														
5	Total Promotions	-	-														
6	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9																	
10	<b>2 - Professionals</b>																
11	Number Applied	30	20	11	3	-	-	1	2	18	13	-	-	1	-	-	1
12	Total Promotions	6	2	4	-	-	-	-	1	2	1	-	-	-	-	-	-
13	Selection Rate	20.0%	10.0%	36.4%	0.0%	N/A	N/A	0.0%	50.0%	11.1%	7.7%	N/A	0.0%	N/A	N/A	N/A	0.0%
14	Ratio to Highest Rate	100.0%	50.0%	72.7%	0.0%	N/A	N/A	0.0%	100.0%	22.2%	15.4%	N/A	0.0%	N/A	N/A	N/A	0.0%
15	Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	Yes	N/A	N/A	N/A	Yes
16																	
17	<b>3 - Technicians</b>																
18	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
19	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
22	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
23																	
24	<b>4 - Protective Service</b>																
25	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
26	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
27	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
28	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
29	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
30																	
31	<b>5 - Paraprofessional</b>																
32	Number Applied	46	19	14	-	1	-	-	3	26	11	-	-	1	-	-	5
33	Total Promotions	3	2	-	-	-	-	-	-	3	1	-	-	-	-	-	1
34	Selection Rate	6.5%	10.5%	0.0%	N/A	N/A	N/A	N/A	0.0%	11.5%	9.1%	N/A	N/A	N/A	N/A	0.0%	25.0%
35	Ratio to Highest Rate	62.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	46.2%	36.4%	N/A	N/A	N/A	N/A	0.0%	100.0%
36	Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	No
37																	
38	<b>6 - Administrative Support</b>																
39	Number Applied	6	5	2	2	-	-	-	-	3	3	1	-	-	-	-	-
40	Total Promotions	2	-	1	-	-	-	-	-	1	-	-	-	-	-	-	-
41	Selection Rate	33.3%	0.0%	50.0%	0.0%	N/A	N/A	N/A	N/A	33.3%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
42	Ratio to Highest Rate	100.0%	NA	100.0%	0.0%	N/A	N/A	N/A	N/A	66.7%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
43	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A
44																	

45	<b>7 - Skilled Craft</b>																	
46	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
48	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51																		
52	<b>8 - Service-Maintenance</b>																	
53	Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
54	Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
55	Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
56	Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
57	Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
58																		
59	Notes:																	
60																		
61																		
62																		
63																		
64	<b>Persons with Disabilities</b>	<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>		
65	Number Applied	6	6	2	3	1	1	-	-	3	1	-	1	-	-	-	-	
66	Total Promotions	3	-	2	-	-	-	-	-	1	-	-	-	-	-	-	-	
67	Selection Rate	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	33.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	
68																		
69	<b>Veterans</b>	<b>Total</b>		<b>W</b>		<b>AI/AN</b>		<b>B</b>		<b>H/L</b>		<b>A</b>		<b>NHOPI</b>		<b>M</b>		
70	Number Applied	16	4	-	1	-	-	5	-	9	1	1	1	-	-	1	1	
71	Total Promotions	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	
72	Selection Rate	6.3%	0.0%	N/A	0.0%	N/A	N/A	0.0%	N/A	11.1%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	
73																		
74	Notes:																	
75																		



**Training-Reporting Period Beginning April 2021**

1	Total		W		AI/AN		B		H/L		A		NHOPI		M		
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
2	<b>1 - Officials &amp; Administrators</b>																
3	<b>1 - Officials &amp; Administrators</b>																
4	Total Workforce	6	6	4	3	-	-	-	1	2	1	-	-	-	-	-	1
5	Total Trained	6	6	4	3	-	-	-	1	2	1	-	-	-	-	-	1
6	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
7	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
8	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
9	<b>2 - Professionals</b>																
10	<b>2 - Professionals</b>																
11	Total Workforce	12	1	6	-	-	-	-	-	5	1	1	-	-	-	-	-
12	Total Trained	12	1	6	-	-	-	-	-	5	1	1	-	-	-	-	-
13	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
14	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
15	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A
16	<b>3 - Technicians</b>																
17	<b>3 - Technicians</b>																
18	Total Workforce	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
19	Total Trained	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
20	Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
22	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
23	<b>4 - Protective Service</b>																
24	<b>4 - Protective Service</b>																
25	Total Workforce	3	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-
26	Total Trained	3	-	-	-	-	-	1	-	2	-	-	-	-	-	-	-
27	Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
28	Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
29	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
30	<b>5 - Paraprofessional</b>																
31	<b>5 - Paraprofessional</b>																
32	Total Workforce	14	6	5	1	-	-	1	1	7	3	-	-	-	-	1	1
33	Total Trained	14	6	5	1	-	-	1	1	7	3	-	-	-	-	1	1
34	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
35	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
36	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
37	<b>6 - Administrative Support</b>																
38	<b>6 - Administrative Support</b>																
39	Total Workforce	7	13	1	3	-	-	-	1	6	8	-	-	1	-	-	-
40	Total Trained	7	13	1	3	-	-	-	1	6	8	-	-	1	-	-	-
41	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
42	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
43	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A

45	<b>7 - Skilled Craft</b>																
46	Total Workforce	23	1	2	-	-	-	2	1	19	-	-	-	-	-	-	-
47	Total Trained	23	1	2	-	-	-	2	1	19	-	-	-	-	-	-	-
48	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51																	
52	<b>8 - Service-Maintenance</b>																
53	Total Workforce	104	44	16	3	-	-	8	8	73	31	4	-	-	-	3	2
54	Total Trained	104	44	16	3	-	-	8	8	73	31	4	-	-	-	3	2
55	Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
56	Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
57	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
58																	
59	Notes:																
60																	

### Terminations-Reporting Period Beginning April 2021

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Total Workforce	6	6	4	3			-	1	2	1	-	-	-	-	-	1
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
<b>2 - Professionals</b>																
Total Workforce	12	1	6				-	-	5	1	1	-	-	-	-	-
Total Involuntary Terminations	1	-	1				-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	8.3%	0.0%	16.7%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A
<b>3 - Technicians</b>																
Total Workforce	1	-					-	-	1	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Total Workforce	3	-					1	-	2	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Total Workforce	14	6	5	1			1	1	7	3	-	-	-	-	1	1
Total Involuntary Terminations	1	-					-	-	1	-	-	-	-	-	-	-
Involuntary Termination Rate	7.1%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	14.3%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
<b>6 - Administrative Support</b>																
Total Workforce	7	13	1	3			-	1	6	8	-	1	-	-	-	-
Total Involuntary Terminations	1	1	1	1			-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	14.3%	7.7%	100.0%	33.3%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	53.8%	100.0%	0.0%	0.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A

63	<b>7 - Skilled Craft</b>																
64	Total Workforce	23	1	2				2	1	19	-	-	-	-	-	-	
65	Total Involuntary Terminations	-	-				-	-	-	-	-	-	-	-	-	-	
69	Involuntary Termination Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	
70	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	
71	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	
72	<b>8 - Service-Maintenance</b>																
74	Total Workforce	104	44	16	3			8	8	73	31	4	-	-	-	3	2
75	Total Involuntary Terminations	5	1	1			-	1	4			-	-	-	-	-	
79	Involuntary Termination Rate	4.8%	2.3%	6.3%	0.0%	N/A	N/A	0.0%	12.5%	5.5%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
80	Ratio to Lowest Rate	47.3%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	0.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
81	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
82																	
83	Notes:																
84																	

**Discipline-Reporting Period Beginning April 2021**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	
1	Job Category (Use EEO-4)		Total		W		A/AN		B		H/L		A		NH/PI		M	
2	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																	
4	Total Workforce	6	6	4	3			-	1	2	1	-	-	-	-	-	-	1
5	<b>Verbal</b>	-	-					-		-		-	-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
10	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
11	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
12	<b>Written</b>	-	-					-		-		-	-	-	-	-	-	-
16	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
17	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
18	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
19	<b>Suspension</b>	-	-					-		-		-	-	-	-	-	-	-
23	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
24	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
25	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
26	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-		-	-	-	-	-	-	-
30	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
31	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
32	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
33	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-		-	-	-	-	-	-	-
37	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
38	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
39	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
40	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-		-	-	-	-	-	-	-
44	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
45	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
46	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
47																		

7	<b>2 - Professionals</b>																		
8	<b>2 - Professionals</b>																		
9	Total Workforce	12	1	6						-	-	5	1	1	-	-	-	-	-
0	<b>Verbal</b>	-	-							-	-	-	-	-	-	-	-	-	-
4	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	<b>Written</b>	-	-							-	-	-	-	-	-	-	-	-	-
1	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	<b>Suspension</b>	-	-							-	-	-	-	-	-	-	-	-	-
8	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
9	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
0	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-	-	-
5	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
7	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
8	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-	-	-
2	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	<b>&lt;Enter Discipline Type&gt;</b>	-	-							-	-	-	-	-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
0	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2																			

2																
3	<b>3 - Technicians</b>															
4	Total Workforce	1	-						1	-						
5	<b>Verbal</b>	-	-						-	-						
9	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
10	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
12	<b>Written</b>	-	-						-	-						
16	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
17	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
18	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
19	<b>Suspension</b>	-	-						-	-						
13	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
14	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
15	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
16	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-						
20	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
21	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
22	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
23	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-						
27	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
28	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
29	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
30	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-						
34	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
35	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
36	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
37																

137	<b>4 - Protective Service</b>																
138																	
139	Total Workforce	3	-					1	-	2	-	-	-	-	-	-	-
140	<b>Verbal</b>	-	-					-	-	-	-	-	-	-	-	-	-
144	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
145	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
146	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
147	<b>Written</b>	-	-					-	-	-	-	-	-	-	-	-	-
151	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
152	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
153	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
154	<b>Suspension</b>	-	-					-	-	-	-	-	-	-	-	-	-
158	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
159	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
160	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
161	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
165	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
166	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
167	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
168	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
172	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
173	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
174	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
175	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
179	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
180	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
181	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
182																	



182	<b>5 - Paraprofessional</b>																
183																	
184	Total Workforce	14	6	5	1			1	1	7	3	-	-	-	-	1	1
185	<b>Verbal</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
189	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
190	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
191	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
192	<b>Written</b>	7	4	4	2	-	-	-	2	3	-	-	-	-	-	-	-
196	Discipline Rate	50.0%	66.7%	80.0%	200.0%	N/A	N/A	0.0%	200.0%	42.9%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
197	Ratio to Lowest Rate	100.0%	75.0%	0.0%	0.0%	N/A	N/A	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
198	Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	Yes	No	N/A	N/A	N/A	N/A	No	No
199	<b>Suspension</b>	3	2	-	1	-	-	-	-	3	1	-	-	-	-	-	-
203	Discipline Rate	21.4%	33.3%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	42.9%	33.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
204	Ratio to Lowest Rate	100.0%	64.3%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
205	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	Yes	Yes	N/A	N/A	N/A	N/A	No	No
206	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
210	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
211	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
212	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
213	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
217	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
218	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
219	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
220	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
224	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
225	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
226	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
227																	

28	<b>6 - Administrative Support</b>																
29	Total Workforce	7	13	1	3			-	1	6	8	-	1	-	-	-	-
30	<b>Verbal</b>	1	-					-	-	1	-	-	-	-	-	-	-
34	Discipline Rate	14.3%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	16.7%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
35	Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
36	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A
37	<b>Written</b>	-	1					-	-	-	1	-	-	-	-	-	-
41	Discipline Rate	0.0%	7.7%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	12.5%	N/A	0.0%	N/A	N/A	N/A	N/A
42	Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A
43	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A
44	<b>Suspension</b>	-	-					-	-	-	-	-	-	-	-	-	-
48	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
49	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A
51	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
55	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
56	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
57	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A
58	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
62	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
63	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
64	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A
65	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-	-
69	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
70	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
71	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A
72																	

72	<b>7 - Skilled Craft</b>															
73																
74	Total Workforce	23	1	2				2	1	19	-	-	-	-	-	-
75	<b>Verbal</b>	2	-	-				1	-	1	-	-	-	-	-	-
79	Discipline Rate	8.7%	0.0%	0.0%	N/A	N/A	N/A	50.0%	0.0%	5.3%	N/A	N/A	N/A	N/A	N/A	N/A
80	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
81	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	Yes	No	No	N/A	N/A	N/A	N/A	N/A	N/A
82	<b>Written</b>	2	-	-				-	-	2	-	-	-	-	-	-
86	Discipline Rate	8.7%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	10.5%	N/A	N/A	N/A	N/A	N/A	N/A
87	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
88	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
89	<b>Suspension</b>	-	-	-				-	-	-	-	-	-	-	-	-
93	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
94	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
95	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
96	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-				-	-	-	-	-	-	-	-	-
00	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
01	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
02	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
03	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-				-	-	-	-	-	-	-	-	-
07	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
08	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
09	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
10	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-				-	-	-	-	-	-	-	-	-
14	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
15	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
16	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
17																

317	<b>8 - Service-Maintenance</b>																
318																	
319	Total Workforce	104	44	16	3			8	8	73	31	4	-	-	-	3	2
320	<b>Verbal</b>	60	28	8	1	-	-	3	5	46	19	-	-	-	-	3	3
324	Discipline Rate	57.7%	63.6%	50.0%	33.3%	N/A	N/A	37.5%	62.5%	63.0%	61.3%	0.0%	N/A	N/A	N/A	100.0%	N/A
325	Ratio to Lowest Rate	100.0%	90.7%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
326	Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
327	<b>Written</b>	23	10	2	1	-	-	-	-	19	9	-	-	-	-	2	-
331	Discipline Rate	22.1%	22.7%	12.5%	33.3%	N/A	N/A	0.0%	0.0%	26.0%	29.0%	0.0%	N/A	N/A	N/A	66.7%	N/A
332	Ratio to Lowest Rate	100.0%	97.3%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
333	Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	No	No	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
334	<b>Suspension</b>	32	9	3		1	-	2	-	24	6	1	-	-	-	1	3
338	Discipline Rate	30.8%	20.5%	18.8%	0.0%	N/A	N/A	25.0%	0.0%	32.9%	19.4%	25.0%	N/A	N/A	N/A	33.3%	N/A
339	Ratio to Lowest Rate	66.5%	100.0%	0.0%	100.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
340	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	Yes	No	Yes	N/A	N/A	N/A	Yes	N/A
341	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
345	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
346	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
347	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
348	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
352	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
353	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
354	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
355	<Enter Discipline Type>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
359	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
360	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
361	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
362																	
363	Notes:																

### Hires-Reporting Period Beginning April 2022

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Number Applied	9	3	2	1	-	-	-	-	6	-	-	1	-	-	1	1
Total Hires	3	1	2	-	-	-	-	-	1	-	-	1	-	-	-	-
Selection Rate	33.3%	33.3%	100.0%	0.0%	N/A	N/A	N/A	N/A	16.7%	N/A	N/A	100.0%	N/A	N/A	0.0%	0.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	16.7%	N/A	N/A	100.0%	N/A	N/A	0.0%	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	N/A	N/A	Yes	N/A	N/A	No	N/A	N/A	Yes	Yes
<b>2 - Professionals</b>																
Number Applied	9	12	1	2	-	-	-	-	7	5	-	1	-	-	1	4
Total Hires	3	3	1	1	-	-	-	-	1	1	-	1	-	-	1	-
Selection Rate	33.3%	25.0%	100.0%	50.0%	N/A	N/A	N/A	N/A	14.3%	20.0%	N/A	100.0%	N/A	N/A	100.0%	0.0%
Ratio to Highest Rate	100.0%	75.0%	100.0%	50.0%	N/A	N/A	N/A	N/A	14.3%	20.0%	N/A	100.0%	N/A	N/A	100.0%	0.0%
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	N/A	No	N/A	N/A	No	Yes
<b>3 - Technicians</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Number Applied	11	1	3	-	-	-	-	-	7	1	-	-	1	-	-	-
Total Hires	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	9.1%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	Yes	Yes	N/A	N/A	Yes	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Number Applied	14	4	2	-	-	-	-	1	12	1	-	1	-	-	-	1
Total Hires	1	1	1	-	-	-	-	-	-	1	-	-	-	-	-	-
Selection Rate	7.1%	25.0%	50.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	0.0%
Ratio to Highest Rate	28.6%	100.0%	50.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	N/A	Yes	Yes	No	N/A	Yes	N/A	N/A	N/A	Yes
<b>6 - Administrative Support</b>																
Number Applied	59	69	13	13	-	1	3	3	35	41	3	1	-	-	5	10
Total Hires	6	16	2	3	-	-	1	-	3	13	-	-	-	-	-	-
Selection Rate	10.2%	23.2%	15.4%	23.1%	N/A	N/A	33.3%	0.0%	8.6%	31.7%	0.0%	N/A	N/A	N/A	0.0%	0.0%
Ratio to Highest Rate	43.9%	100.0%	46.2%	69.2%	N/A	N/A	100.0%	0.0%	25.7%	95.1%	0.0%	N/A	N/A	N/A	0.0%	0.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	No	Yes	Yes	No	Yes	N/A	N/A	N/A	Yes	Yes

<b>7 - Skilled Craft</b>																
Number Applied	52	-	7	-	-	-	-	4	-	41	-	-	-	-	-	-
Total Hires	7	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-
Selection Rate	13.5%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	17.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	Yes	N/A	N/A	N/A	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>8 - Service Maintenance</b>																
Number Applied	162	21	27	6	1	-	13	1	114	9	1	-	-	-	6	5
Total Hires	27	10	7	2	1	-	1	1	15	5	-	-	-	-	3	2
Selection Rate	16.7%	47.6%	25.9%	33.3%	N/A	N/A	7.7%	N/A	13.2%	55.6%	N/A	N/A	N/A	N/A	50.0%	40.0%
Ratio to Highest Rate	35.0%	100.0%	46.7%	60.0%	N/A	N/A	13.8%	N/A	23.7%	100.0%	N/A	N/A	N/A	N/A	90.0%	72.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	N/A	Yes	No	N/A	N/A	N/A	N/A	No	Yes
Notes:																
<b>Persons with Disabilities</b>																
	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	2	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-
Total Hires	2	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-
Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A
<b>Veterans</b>																
	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	2	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-
Total Hires	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-
Selection Rate	50.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Notes:																

Promotions-Reporting Period Beginning April 2022

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Number Applied	17	1	5				1		8	1			1		2	
Total Promotions	3	-	3				-		-	-			-		-	
Selection Rate	17.6%	0.0%	60.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	Yes	N/A	Yes	Yes	N/A	N/A	Yes	N/A	Yes	N/A
<b>2 - Professionals</b>																
Number Applied	20	7	10	2			5	1	5	1						3
Total Promotions	6	2	2				1		3	1						1
Selection Rate	30.0%	28.6%	20.0%	0.0%	N/A	N/A	20.0%	0.0%	60.0%	100.0%	N/A	N/A	N/A	N/A	N/A	33.3%
Ratio to Highest Rate	100.0%	95.2%	20.0%	0.0%	N/A	N/A	20.0%	0.0%	60.0%	100.0%	N/A	N/A	N/A	N/A	N/A	33.3%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	No	N/A	N/A	N/A	N/A	N/A	Yes
<b>3 - Technicians</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Number Applied	22	8	6				1	1	15	6						1
Total Promotions	1	1							1							1
Selection Rate	4.5%	12.5%	0.0%	N/A	N/A	N/A	0.0%	0.0%	6.7%	0.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	36.4%	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	6.7%	0.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A	No
<b>6 - Administrative Support</b>																
Number Applied	16	16	1	4			3		8	10					4	2
Total Promotions	3	5	1						2	4						1
Selection Rate	18.8%	31.3%	100.0%	0.0%	N/A	N/A	0.0%	N/A	25.0%	40.0%	N/A	N/A	N/A	N/A	0.0%	50.0%
Ratio to Highest Rate	60.0%	100.0%	100.0%	0.0%	N/A	N/A	0.0%	N/A	25.0%	40.0%	N/A	N/A	N/A	N/A	0.0%	50.0%
Potential Adverse Impact (Yes/No)	Yes	No	No	Yes	N/A	N/A	Yes	N/A	Yes	Yes	N/A	N/A	N/A	N/A	Yes	Yes

45	<b>7 - Skilled Craft</b>																	
46	Number Applied	2	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-
47	Total Promotions	2	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-
48	Selection Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
51	<b>8 - Service-Maintenance</b>																	
53	Number Applied	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
54	Total Promotions	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
55	Selection Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
56	Ratio to Highest Rate	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
57	Potential Adverse Impact (Yes/No)	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
58	Notes:																	
59																		
60																		
61																		
62																		
63		Total		W		AI/AN		B		H/L		A		NHOPI		M		
64	<b>Persons with Disabilities</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
65	Number Applied	2	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-	
66	Total Promotions	2	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-	
67	Selection Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
68		Total		W		AI/AN		B		H/L		A		NHOPI		M		
69	<b>Veterans</b>	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
70	Number Applied	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
71	Total Promotions	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	
72	Selection Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
73	Notes:																	
74																		
75																		



Training-Reporting Period Beginning April 2022

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>1 - Officials &amp; Administrators</b>																
Total Workforce	7	6	3	3	-	-	-	-	3	2	1	-	-	-	-	1
Total Trained	7	6	3	3	-	-	-	-	3	2	1	-	-	-	-	1
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
<b>2 - Professionals</b>																
Total Workforce	15	5	7	-	-	-	-	1	8	3	-	-	-	-	-	1
Total Trained	15	5	7	-	-	-	-	1	8	3	-	-	-	-	-	1
Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
<b>3 - Technicians</b>																
Total Workforce	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Total Trained	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>4 - Protective Service</b>																
Total Workforce	3	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-
Total Trained	3	-	-	-	-	-	-	1	2	-	-	-	-	-	-	-
Training Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
<b>5 - Paraprofessional</b>																
Total Workforce	18	6	7	1	-	-	-	1	1	9	3	-	-	-	-	1
Total Trained	18	6	7	1	-	-	-	1	1	9	3	-	-	-	-	1
Training Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
<b>6 - Administrative Support</b>																
Total Workforce	7	20	-	6	-	-	-	-	6	13	-	-	-	-	-	1
Total Trained	7	20	-	6	-	-	-	-	6	13	-	-	-	-	-	1
Training Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
Ratio to Highest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No

44	<b>7 - Skilled Craft</b>																
45	Total Workforce	26	1	2	-	-	-	2	1	22	-	-	-	-	-	-	-
46	Total Trained	26	1	2	-	-	-	2	1	22	-	-	-	-	-	-	-
47	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
48	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
49	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
50	<b>8 - Service-Maintenance</b>																
51	Total Workforce	126	43	19	3	-	-	10	8	89	30	4	-	-	-	4	2
52	Total Trained	126	43	19	3	-	-	10	8	89	30	4	-	-	-	4	2
53	Training Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
54	Ratio to Highest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
55	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
56	Notes:																
57																	
58																	
59																	
60																	

Terminations-Reporting Period Beginning April 2022

1	2	Total		W		AI/AN		B		H/L		A		NHOPI		M	
		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Total Workforce	7	6	3	3			-	-	3	2	1	-	-	-	-	1
5	Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
9	Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
10	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
11	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
12	<b>2 - Professionals</b>																
13	Total Workforce	15	5	7				-	1	8	3	-	-	-	-	-	1
15	Total Involuntary Terminations	1	-	1				-	-	-	-	-	-	-	-	-	-
19	Involuntary Termination Rate	6.7%	0.0%	14.3%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
20	Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
21	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
22	<b>3 - Technicians</b>																
23	Total Workforce	1	-					-	-	1	-	-	-	-	-	-	-
25	Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
29	Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
30	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
31	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
32	<b>4 - Protective Service</b>																
33	Total Workforce	3	-					1	-	2	-	-	-	-	-	-	-
35	Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
39	Involuntary Termination Rate	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
40	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
41	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
42	<b>5 - Paraprofessional</b>																
43	Total Workforce	18	6	7	1			1	1	9	3	-	-	-	-	-	1
45	Total Involuntary Terminations	1	-					1	-	-	-	-	-	-	-	-	-
49	Involuntary Termination Rate	5.6%	0.0%	0.0%	0.0%	N/A	N/A	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
50	Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	0.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
51	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	No	No	No	N/A	N/A	N/A	N/A	N/A	No
52	<b>6 - Administrative Support</b>																
53	Total Workforce	7	20		6			-	-	6	13	-	-	-	-	-	1
55	Total Involuntary Terminations	1	1	1	1			-	-	-	-	-	-	-	-	-	-
59	Involuntary Termination Rate	14.3%	5.0%	N/A	16.7%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
60	Ratio to Lowest Rate	35.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
61	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	N/A	No
62																	

83	<b>7 - Skilled Craft</b>																
84	Total Workforce	26	1	2				2	1	22	-	-	-	-	-	-	-
85	Total Involuntary Terminations	1	-					-	-	1	-	-	-	-	-	-	-
89	Involuntary Termination Rate	3.8%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	4.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
70	Ratio to Lowest Rate	0.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
71	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
72																	
73	<b>8 - Service Maintenance</b>																
74	Total Workforce	126	43	19	3			10	8	89	30	4	-	-	-	4	2
75	Total Involuntary Terminations	7	2	1				1	1	4	1	-	-	-	-	1	-
79	Involuntary Termination Rate	5.6%	4.7%	5.3%	N/A	N/A	N/A	10.0%	12.5%	4.5%	3.3%	0.0%	N/A	N/A	N/A	25.0%	N/A
80	Ratio to Lowest Rate	83.7%	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
81	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	Yes	N/A
82																	
83	Notes:																

**Discipline-Reporting Period Beginning April 2022**

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
1	Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NH/PI		M	
2		Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3	<b>1 - Officials &amp; Administrators</b>																
4	Total Workforce	7	6	3	3			-		3	2	1		-	-	-	1
5	<b>Verbal</b>	-	-					-		-	-	-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
10	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
11	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
12	<b>Written</b>	-	-					-		-	-	-	-	-	-	-	-
16	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
17	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
18	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
19	<b>Suspension</b>	-	-					-		-	-	-	-	-	-	-	-
23	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
24	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
25	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
26	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-	-	-	-	-	-	-	-
30	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
31	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
32	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
33	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-	-	-	-	-	-	-	-
37	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
38	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
39	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
40	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-		-	-	-	-	-	-	-	-
44	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%
45	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%
46	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	No
47																	

7																
8	<b>2 - Professionals</b>															
9	Total Workforce	15	5	7				-	1	8	3					1
0	<b>Verbal</b>	-	-					-	-	-	-	-	-	-	-	-
4	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
5	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
6	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
7	<b>Written</b>	-	-					-	-	-	-	-	-	-	-	-
1	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
2	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
3	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
4	<b>Suspension</b>	-	-					-	-	-	-	-	-	-	-	-
8	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
9	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
0	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
1	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
5	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
6	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
7	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
8	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
2	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
3	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
4	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
5	<b>&lt;Enter Discipline Type&gt;</b>	-	-					-	-	-	-	-	-	-	-	-
9	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%
0	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	100.0%
1	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	No
2																

93	<b>3 - Technicians</b>																
94	Total Workforce	1	-						1	-	-	-	-	-	-	-	-
95	<b>Verbal</b>	-	-						-	-	-	-	-	-	-	-	-
99	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
100	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
101	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
102	<b>Written</b>	-	-						-	-	-	-	-	-	-	-	-
106	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
107	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
108	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
109	<b>Suspension</b>	-	-						-	-	-	-	-	-	-	-	-
113	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
114	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
115	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
116	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
120	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
121	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
122	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
123	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
127	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
128	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
129	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
130	<b>&lt;Enter Discipline Type&gt;</b>	-	-						-	-	-	-	-	-	-	-	-
134	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
135	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
136	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
137																	

138	<b>4 - Protective Service</b>																
139	Total Workforce	3	-				1	-	2	-	-	-	-	-	-	-	-
140	<b>Verbal</b>	-	-				-	-	-	-	-	-	-	-	-	-	-
144	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
145	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
146	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
147	<b>Written</b>	-	-				-	-	-	-	-	-	-	-	-	-	-
151	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
152	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
153	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
154	<b>Suspension</b>	-	-				-	-	-	-	-	-	-	-	-	-	-
158	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
159	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
160	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
161	<b>&lt;Enter Discipline Type&gt;</b>	-	-				-	-	-	-	-	-	-	-	-	-	-
165	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
166	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
167	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
168	<b>&lt;Enter Discipline Type&gt;</b>	-	-				-	-	-	-	-	-	-	-	-	-	-
172	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
173	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
174	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
175	<b>&lt;Enter Discipline Type&gt;</b>	-	-				-	-	-	-	-	-	-	-	-	-	-
179	Discipline Rate	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
180	Ratio to Lowest Rate	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
181	Potential Adverse Impact (Yes/No)	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
182																	
183	<b>5 - Paraprofessional</b>																



183	<b>5 - Paraprofessional</b>																
184	Total Workforce	18	6	7	1			1	1	9	3	-	-	-	-	1	1
185	<b>Verbal</b>	4	5			-	-	1	1	3	4	-	-	-	-	-	-
189	Discipline Rate	22.2%	83.3%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	33.3%	133.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
190	Ratio to Lowest Rate	100.0%	26.7%	100.0%	100.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
191	Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No	No
192	<b>Written</b>	7	8			-	-	2	2	5	6	-	-	-	-	-	-
196	Discipline Rate	38.9%	133.3%	0.0%	0.0%	N/A	N/A	200.0%	200.0%	55.6%	200.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
197	Ratio to Lowest Rate	100.0%	29.2%	100.0%	100.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
198	Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No	No
199	<b>Suspension</b>	5	7			-	-	2	-	3	7	-	-	-	-	-	-
203	Discipline Rate	27.8%	116.7%	0.0%	0.0%	N/A	N/A	200.0%	0.0%	33.3%	233.3%	N/A	N/A	N/A	N/A	0.0%	0.0%
204	Ratio to Lowest Rate	100.0%	23.8%	100.0%	100.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
205	Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	Yes	No	Yes	Yes	N/A	N/A	N/A	N/A	No	No
206	<Enter Discipline Type>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
210	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
211	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
212	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
213	<Enter Discipline Type>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
217	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
218	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
219	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No
220	<Enter Discipline Type>	-	-			-	-	-	-	-	-	-	-	-	-	-	-
224	Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
225	Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
226	Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	No

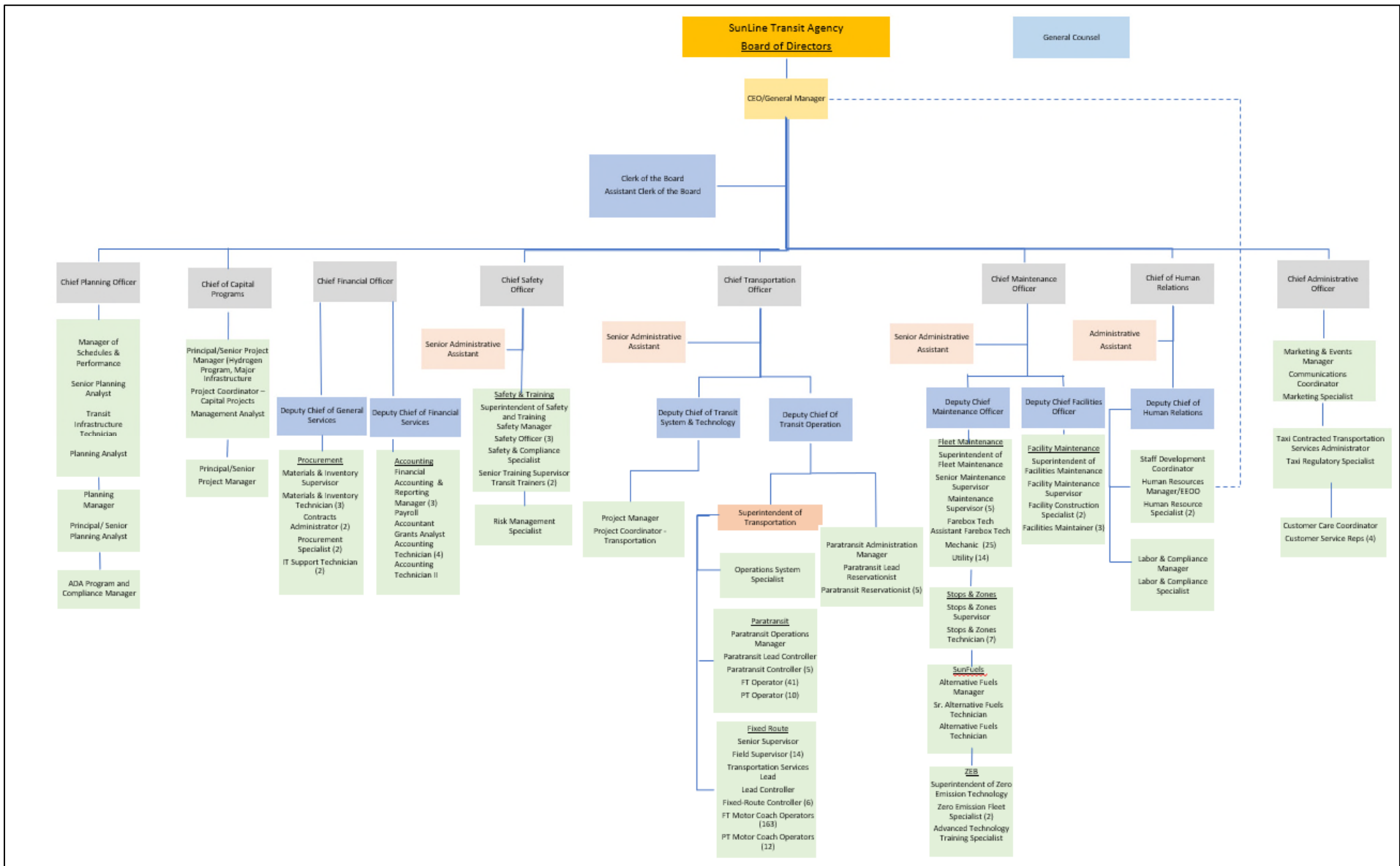
18	<b>6 - Administrative Support</b>																
19	Total Workforce	7	20		6			-	-	6	13	-	-	-	-	1	1
20	<b>Verbal</b>	2	1		-			-	-	2	1	-	-	-	-	-	-
21	Discipline Rate	28.6%	5.0%	N/A	0.0%	N/A	N/A	N/A	N/A	33.3%	7.7%	N/A	N/A	N/A	N/A	0.0%	0.0%
22	Ratio to Lowest Rate	17.5%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
23	Potential Adverse Impact (Yes/No)	Yes	No	N/A	No	N/A	N/A	N/A	N/A	Yes	No	N/A	N/A	N/A	N/A	No	No
24	<b>Written</b>	4	4		-			-	-	4	4	-	-	-	-	-	-
25	Discipline Rate	57.1%	20.0%	N/A	0.0%	N/A	N/A	N/A	N/A	66.7%	30.8%	N/A	N/A	N/A	N/A	0.0%	0.0%
26	Ratio to Lowest Rate	35.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
27	Potential Adverse Impact (Yes/No)	Yes	No	N/A	No	N/A	N/A	N/A	N/A	Yes	Yes	N/A	N/A	N/A	N/A	No	No
28	<b>Suspension</b>	1	-		-			-	-	1	-	-	-	-	-	-	-
29	Discipline Rate	14.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	16.7%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
30	Ratio to Lowest Rate	0.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
31	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
32	<b>&lt;Enter Discipline Type&gt;</b>	-	-		-			-	-	-	-	-	-	-	-	-	-
33	Discipline Rate	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
34	Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
35	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
36	<b>&lt;Enter Discipline Type&gt;</b>	-	-		-			-	-	-	-	-	-	-	-	-	-
37	Discipline Rate	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
38	Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
39	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
40	<b>&lt;Enter Discipline Type&gt;</b>	-	-		-			-	-	-	-	-	-	-	-	-	-
41	Discipline Rate	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
42	Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
43	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
44	<b>&lt;Enter Discipline Type&gt;</b>	-	-		-			-	-	-	-	-	-	-	-	-	-
45	Discipline Rate	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
46	Ratio to Lowest Rate	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	100.0%
47	Potential Adverse Impact (Yes/No)	No	No	N/A	No	N/A	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A	No	No
48	<b>&lt;Enter Discipline Type&gt;</b>	-	-		-			-	-	-	-	-	-	-	-	-	-

273	<b>7 - Skilled Craft</b>															
274	Total Workforce	26	1	2			2	1	22	-	-	-	-	-	-	-
275	<b>Verbal</b>	12	-	1			1	-	10	-	-	-	-	-	-	-
279	Discipline Rate	46.2%	0.0%	50.0%	N/A	N/A	50.0%	0.0%	45.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
280	Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
281	Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	Yes	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A
282	<b>Written</b>	2	-	1			-	-	1	-	-	-	-	-	-	-
286	Discipline Rate	7.7%	0.0%	50.0%	N/A	N/A	0.0%	0.0%	4.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
287	Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
288	Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
289	<b>Suspension</b>	3	-	1			-	-	2	-	-	-	-	-	-	-
293	Discipline Rate	11.5%	0.0%	50.0%	N/A	N/A	0.0%	0.0%	9.1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
294	Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
295	Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
296	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
300	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
301	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
302	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
303	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
307	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
308	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
309	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
310	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-			-	-	-	-	-	-	-	-	-	-
314	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
315	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
316	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A

318	<b>8 -Service-Maintenance</b>																
319	Total Workforce	126	43	19	3			10	8	89	30	4	-	-	-	4	2
320	<b>Verbal</b>	98	33	15	2	2		9	5	68	26	-	-	-	-	4	-
324	Discipline Rate	77.8%	76.7%	78.9%	N/A	N/A	N/A	90.0%	62.5%	76.4%	86.7%	0.0%	N/A	N/A	N/A	100.0%	N/A
325	Ratio to Lowest Rate	98.7%	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
326	Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	N/A	Yes	Yes	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
327	<b>Written</b>	47	8	3		1	-	5	2	36	6	-	-	-	-	2	-
331	Discipline Rate	37.3%	18.6%	15.8%	N/A	N/A	N/A	50.0%	25.0%	40.4%	20.0%	0.0%	N/A	N/A	N/A	50.0%	N/A
332	Ratio to Lowest Rate	49.9%	100.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
333	Potential Adverse Impact (Yes/No)	Yes	No	No	N/A	N/A	N/A	Yes	Yes	Yes	No	No	N/A	N/A	N/A	Yes	N/A
334	<b>Suspension</b>	34	13	2		-	-	1	-	28	13	-	-	-	-	3	-
338	Discipline Rate	27.0%	30.2%	10.5%	N/A	N/A	N/A	10.0%	0.0%	31.5%	43.3%	0.0%	N/A	N/A	N/A	75.0%	N/A
339	Ratio to Lowest Rate	100.0%	89.3%	0.0%	N/A	N/A	N/A	0.0%	100.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	0.0%	N/A
340	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	Yes	Yes	No	N/A	N/A	N/A	Yes	N/A
341	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
345	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
346	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
347	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
348	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
352	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
353	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
354	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A
355	<b>&lt;Enter Discipline Type&gt;</b>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
359	Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
360	Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A
361	Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No	No	No	No	N/A	N/A	N/A	No	N/A

# Appendix E

# Organizational Chart



# Appendix F

## EEO Concurrence

### Compliance Checklist



## EEO Concurrence

New Hire and Promotions

<i>Human Resources</i>	<i>Recruitment Information</i>
------------------------	--------------------------------

Department Name \_\_\_\_\_ Dept. Number \_\_\_\_\_  
 Title of Job to be Filled \_\_\_\_\_ Pay Grade \_\_\_\_\_  
 Number of Positions to be Filled \_\_\_\_\_ Interview Date(s) \_\_\_\_\_  
 EEO Job Category \_\_\_\_\_ Permanent  Temporary  Part Time

<i>For EEO Use Only</i>	<i>EEO Concurrence Checklist</i>
-------------------------	----------------------------------

- Is the EEO category underutilized? Yes  No  If yes, by which of the following:  
 Women  Disabled  Black  Hispanic  Asian  Native American  Pacific Islander  Mixed
- Indicate: Gender of person(s) selected: Male \_\_\_\_\_ Female \_\_\_\_\_  
 Race of person(s) selected: Black \_\_\_\_\_ Hispanic \_\_\_\_\_ Asian \_\_\_\_\_ Native American \_\_\_\_\_  
 Pacific Islander \_\_\_\_\_ Mixed \_\_\_\_\_ Caucasian \_\_\_\_\_  
 Veteran \_\_\_\_\_ Non-Veteran \_\_\_\_\_ Unknown \_\_\_\_\_  
 Person(s) with Disability \_\_\_\_\_ If Known \_\_\_\_\_
- Job Posting**  
 \_\_\_\_\_ Checked requisite posting period  
 \_\_\_\_\_ Compared posting to job description  
 \_\_\_\_\_ Reviewed justification for internal or departmental only posting (if applicable)  
 \_\_\_\_\_ Verified Recruitment Plan – Ensure memo/e-mail is part of the packet
- Job Description Review**  
 \_\_\_\_\_ Determine whether this is an (1) existing position title or a (2) newly created position  
 \_\_\_\_\_ Examine whether the hiring department currently has incumbents in this position  
 \_\_\_\_\_ Check the reporting relationship to ensure it is appropriate for the position  
 \_\_\_\_\_ Review the salary grade; and confirm that it is appropriate for the job/position title  
 \_\_\_\_\_ Confirm the position has been placed in the proper EEO category  
 \_\_\_\_\_ Review exempt/non-exempt status



5. Applicant Pool Analysis

- Qualification verification of (a) candidates selected for interview, or (b) audit/re-screen all applicants
- Confirm whether all candidates interviewed are eligible; justification for eligible candidates not interviewed
- Diversity check/utilization reviewed

6. Compensation Analysis

- Determination of internal salary parity
- Justification for placement level in range

7. Interview Review Process Examination

- Diversity in interview panel
- Interview questions reviewed prior to interviews being conducted
- Interview packet review (questions, ranking, inappropriate remarks)

Name and position of persons who interviewed candidates (first interview)

\_\_\_\_\_

Name and position of persons who interviewed candidates (second interview)

\_\_\_\_\_

8. Finalizing Review

- Identify EEO concerns, if any
- If rejected, discuss issue with HR representative, if appropriate – Note concurrence on packet or attach justification for rejection if unable to resolve EEO concerns

Comments: \_\_\_\_\_

\_\_\_\_\_

Compliance Officer: \_\_\_\_\_

Date: \_\_\_\_\_

# Appendix G

## Goals & Timetables

### 2020 – 2023

## Goals and Achievements

In SunLine's last report the minority population was 80%. The last report also indicated an underutilization in the Service-Maintenance category for two female minority groups. SunLine's current minority population is 82%. SunLine's current female population is 32%.

Since our last reporting we have increased our minority population by 6%. We are currently showing an underutilization of female incumbents in the following categories:

- Officials and Administrators (1)
- Professionals (5)
- Protective Services (2): including (1) Hispanic/Latino female
- Administrative Support (8): including (1) Black female and (1) Asian female
- Service and Maintenance (35): including (15) Hispanic/Latino females and five (5) Asian females

Although we still have an underutilization of females in our workforce; we are continuing to make strides to correct this area. In our previous evaluation, 29% of the workforce was female. Our total increased to 32% of the current workforce, a gain of 3%, indicating progress in this area. Since our last reporting SunLine continues to meet its goals for females in the following categories: Technicians, Para-Professionals, and Skilled Craft Workers. Females are underutilized in the following job group categories: Officials and Administrators, Professionals, Protective Services, Administrative Support, and Service-Maintenance Workers.

We have and will continue to address this underutilization of females. In fact, SunLine has seen an increase in the number of females being hired since our last reporting period, increasing from 29% in 2020 report to the current 32% of the workforce population

The Short Term Placement Goals have been established to address the more immediate actions needed over the next year to achieve our Long Term Placement Goals. Recruiting efforts will continue to concentrate on both females and minorities with an emphasis on those job groups where underutilization has occurred. Efforts will be increased to attract females from similar positions from other public agencies, the private sector, and the community at large. Recruitment efforts have been expanded, facilitated by Sunline's Hiring Project Action Team, a diverse group of agency staff dedicated to effective and fair recruitment, outreach, and timely hiring processes. SunLine will utilize female staff from our underutilized categories at job fairs and public outreach events to promote careers to females. The Agency will continue to develop internal female candidates, emphasizing promotional opportunities for long term careers with the agency.

SunLine provides a variety of ongoing training classes. Our training programs have expanded to include all departments of SunLine. Some topics include harassment prevention, continuing safety education, and alternative fuels training for mechanics.

One training program that has been implemented is SunLine University. Instructors range from department heads and managers, to professors from College of the Desert, our local community

college. During the Pandemic, classes were moved from in-person to online. Fortunately, SunLine has resumed in person professional growth training in 2024. Employees are encouraged to take classes to develop skills and to learn about other departments in which they may have an interest. We also offer external opportunities for growth with our Leadership Academy, Track 3B (SunLine University), participation in the Transit and Paratransit Management Certificate Program, and continuing to offer our Educational Reimbursement Program. These are some of the positive steps in our good faith efforts to contribute toward achieving our Affirmative Action goals.

SunLine's Long Term Goals are established to correct areas of female underutilization in the following EEO-4 Categories and are established for achievement in a four-year period:

- Increase female Official and Administrators by one (1) female
- Increase female Professionals by five (5) females
- Increase female Protective Services by two (2) females; including one (1) Hispanic/Latino female
- Increase female Administrative Support by 8 females; including: one (1) Black female and one (1) Asian female
- Increase female Service-Maintenance Workers by 20 females; including fifteen (15) Hispanic/Latino females, and five (5) Asian females

SunLine's Long Term Goals are established to correct areas of minority underutilization in the following EEO-4 Categories and are established for achievement in a four-year period

- Increase Male Asian Professionals by one (1)
- Increase Male Black Administrative Support by one (1)