

# REGIONAL TRANSIT ISSUE PAPER

Agenda Item No.	Board Meeting Date	Open/Closed Session	Information/Action Item	Issue Date
5	08/27/18	Open	Action	08/15/18

Subject: Amending and Restating the Sacramento Regional Transit District's 2018 - 2021 Equal Employment Opportunity/Affirmative Action Plan (EEO/AAP)

## ISSUE

Whether to amend and restate Sacramento Regional Transit District's Equal Employment Opportunity/Affirmative Action Plan (EEO/AAP) for the period January 1, 2018 – December 31, 2021.

## RECOMMENDED ACTION

Adopt Resolution No. 18-08-\_\_\_, Amending and Restating the Equal Employment Opportunity/Affirmative Action Plan (EEO/AAP) for Sacramento Regional Transit District for the Period January 1, 2018 through December 31, 2021.

## FISCAL IMPACT

None as a result of this action.

## DISCUSSION

The Federal Transit Administration (FTA) conducted a compliance audit of the Sacramento Regional Transit District's Equal Employment Opportunity Program (SacRT EEO) on July 25, 2018. FTA found SacRT EEO to be fully compliant and with no deficiencies.

During the review, FTA recommended changes to improve some of the existing language. The changes are as follows:

1. Chapter 7: Dissemination of Policy and Program – External Policy Dissemination, page 19

Previous language read:

- RT participates in job recruitment fairs, and Asian and African American community events and outreach, in and around the greater Sacramento Metropolitan labor market area.

Revised language clarifies and now reads:

- SacRT participates in job recruitment fairs that are directed at minorities, females, persons with disabilities and covered veterans in and around the greater Sacramento Metropolitan labor market area.

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Approved:

Presented:

Final 08/22/18

General Manager/CEO

EEO Administrator

J:\Board Meeting Documents\2018\11 August 27, 2018\Amending & Restating the EEO-AAP Plan.doc

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5	08/27/18	Open	Action	08/15/18

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2. Chapter 10: Monitoring and Reporting Plan – Agency Reporting, page 30

Previous language read:

- EEO will review report results with all levels of management on a semi-annual or more frequent as needed basis.
- EEO will meet with GM/CEO quarterly or as needed to discuss EEO program effectiveness and recommendations for improved performance or corrective actions regarding the development of programs in an ongoing effort to further RT's EEO/AAP goals and objectives.

Revised language now reads:

- EEO will meet with GM/CEO quarterly or more frequently as needed to discuss the EEO program and EEO goals for each department, review the results of monitoring reports (data on applicants, new hires, promotions, transfers, discipline, and terminations), and to make recommendations for improved performance or corrective actions regarding the development of programs in an ongoing effort to further RT's EEO/AAP goals and objectives.
- EEO will meet with management semi-annually or more frequently as needed to review monitoring reports (data on applicants, new hires promotions, transfers, discipline, and terminations), as well as to discuss the timeframe for EEO goals and any barriers to the achievement of goals.
- EEO will meet with Human Resources and hiring officials semi-annually or more frequently as needed to review EEO goals and employment practices, policies (e.g. hiring promotions, training), complaint policies, reasonable accommodation policies, performance evaluations, grievance procedures, and union agreements.

Lastly, the original EEO/AAP inadvertently excluded the documents identified below, which are now included in the revised EEO/AAP for 2018 – 2021 (Exhibit A).

- Exhibit 6: SacRT Organizational Chart
- Exhibit 7: 2017 Goals and Timetables
- Exhibit 8: Paratransit Monitoring Correspondence

RESOLUTION NO. 18-08-\_\_\_\_\_

Adopted by the Board of Directors of the Sacramento Regional Transit District on this date:

August 27, 2018

**AMENDING AND RESTATING THE EQUAL EMPLOYMENT  
OPPORTUNITY/AFFIRMATIVE ACTION PLAN (EEO/AAP) FOR SACRAMENTO  
REGIONAL TRANSIT DISTRICT FOR THE PERIOD JANUARY 1, 2018 THROUGH  
DECEMBER 31, 2021**

BE IT HEREBY RESOLVED BY THE BOARD OF DIRECTORS OF THE  
SACRAMENTO REGIONAL TRANSIT DISTRICT AS FOLLOWS:

THAT, Resolution No. 18-03-0023 is hereby repealed and restated to amend the  
Equal Employment Opportunity/Affirmative Action Plan (EEO/AAP) for Sacramento  
Regional Transit District for the period January 1, 2018 through December 31, 2021, as set  
out in the attached Exhibit.

\_\_\_\_\_  
PATRICK KENNEDY, Chair

A T T E S T:

HENRY LI, Secretary

By: \_\_\_\_\_  
Cindy Brooks, Assistant Secretary

Exhibit

## **EXECUTIVE ORDER 11246 AFFIRMATIVE ACTION PLAN (AAP)**

**SACRAMENTO REGIONAL TRANSIT DISTRICT  
1400 29<sup>th</sup> Street  
Sacramento, CA 95816  
(916) 321-2800**

**January 1, 2018 – December 31, 2021**

**Dun's #: 04-894-7139  
EIN (tax) #: 94-1338218**

**EEO/AAP Contact:**  
Kim L. Holman, EEO Administrator  
Sacramento Regional Transit District  
P.O. Box 2110  
Sacramento, CA 95812-2110  
(916) 557-0910



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## EXHIBITS

- Exhibit 1: Workforce Analysis Summary with supporting documentation
- Exhibit 2: Job Group Analysis Summary with supporting documentation
- Exhibit 3: Availability Analysis for 2018-2021
- Exhibit 4: Utilization Analysis and EEO-4 Report
- Exhibit 5: Four-Fifths Analysis (hires, promotions, terminations & discipline)
- Exhibit 6: Organization Chart
- Exhibit 7: 2017 Goals and Timetables
- Exhibit 8: Subrecipient Letters



## **BACKGROUND**

Sacramento Regional Transit District (SacRT) is a public agency providing transit services to the Sacramento County region. SacRT serves its community with pride and a strong commitment to a workforce that reflects the rich diversity of the region it serves.

SacRT is a federal government supply and service contractor subject to the affirmative action requirements of Executive Order 11246, the Rehabilitation Act of 1973 as amended, and the Vietnam Era Veterans' Readjustment Assistance Act of 1974, Section 4212 (as amended), and the U.S. Department of Transportation (Federal Transit Administration (FTA) Circular 4704.1A, 1977, revised 2016). SacRT has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, and is therefore required to prepare annual written Affirmative Action Plans (AAPs) for minorities and females, for protected veterans, and for individuals with disabilities. Failure to comply with these laws and regulations, which are enforced by the Office of Federal Contract Compliance Programs (OFCCP), can result in debarment from future federal contracts and subcontracts.

Affirmative action is a term that encompasses any measure adopted by an employer to correct or to compensate for past or present discrimination or to prevent discrimination from recurring in the future. Affirmative action goes beyond the simple termination of a discriminatory practice.

As stipulated in federal regulations, a prerequisite to the development of a satisfactory affirmative action plan is the evaluation of opportunities for protected group members, as well as an identification and analysis of problem areas inherent in their employment. Also, where a statistical analysis reveals a numeric disparity between incumbency and availability (and/or hiring rates for veterans), an adequate AAP details specific affirmative action steps to guarantee equal employment opportunity. These steps are keyed to the problems and needs of protected group members. For minorities and females, such steps include the development of hiring and promotion goals to rectify the disparity between incumbency and availability. For protected veterans and individuals with disabilities, such steps will include a thorough review of the company's outreach efforts to determine the effectiveness of such efforts in closing the hiring and/or utilization gaps. It is toward this end that the following AAP for the Sacramento Regional Transit District (SacRT) was developed.

## **REPORTING PERIOD**

This AAP is designed to cover the following reporting period:

- AAP implementation period: 1/1/2018 – 12/31/2021
- Transaction period: 1/1/2015 – 12/31/2017









# Regional Transit

**Sacramento Regional Transit District**  
A Public Transit Agency  
and Equal Opportunity Employer

**Administrative Offices**  
1400 29th Street  
Sacramento, CA 95816  
916-321-2800

**Mailing Address**  
P.O. Box 2110  
Sacramento, CA 95812-2110

**Human Resources**  
2810 O Street  
Sacramento, CA 95816  
916-556-0299

**Customer Service & Sales Center**  
1225 R Street  
Sacramento, CA 95811

**Route, Schedule & Fare Information**  
916-321-BUSS (2877)  
TDD 916-483-HEAR (4327)  
www.sacrt.com

Public Transit Since 1973

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Sacramento Regional Transit District (RT) has a strong commitment to the community we serve and our employees. As an equal opportunity employer, RT strives to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities base on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status or other protected classes.

RT's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All employees and applicants for employment have the right to file complaints alleging discrimination. Retaliation against a person who files a charge of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

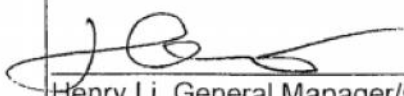
RT is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As RT's General Manager/CEO, I maintain overall responsibility and accountability for RT's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Kim Holman as RT's EEO Officer, who may report directly to me and acts with my authority with all levels of management, labor unions and employees. Contact Ms. Holman at 2811 O St., Room 11; (916) 557-0910; or [kholman@sacrt.com](mailto:kholman@sacrt.com).

All RT executive, management and supervisory personnel share in the responsibility for implementing and monitoring RT's EEO Policy and Program within their respective areas. RT will evaluate the performance of its managers and supervisors on their successful implementation of RT's EEO policies and procedures, in the same way RT assesses their performance regarding other agency goals.

RT is committed to undertaking and developing a written nondiscrimination program that sets forth the policies and procedures, with goals and timetables, to which the agency is committed. This program is available for inspection by any employee or applicant for employment upon request.

I personally commit 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.

  
Henry Li, General Manager/CEO  
Sacramento Regional Transit District

01/20/2018  
Date



# SACRAMENTO REGIONAL TRANSIT DISTRICT

## Harassment, Discrimination and Retaliation Prevention Policy

### RT Philosophy

RT is committed to providing:

- A respectful and supportive work environment for all employees
- A diverse and representative workplace that mirrors the region we serve
- A workplace where employees are treated fairly, equitably, and non-judgmentally
- A workplace free from discrimination, harassment and retaliation
- A workplace where supervisors/managers take responsibility for modeling appropriate behavior and assuring respectful behavior towards others.

This Discrimination and Harassment Prevention Policy is designed to achieve these goals and ensure that RT provides a respectful, professional, and productive workplace that fosters an environment where all employees may achieve their full potential while providing superior quality service to our customers.

### Policy

RT takes its equal employment opportunity obligations seriously and is committed to providing a workplace free of harassment, discrimination and retaliation for filing a complaint or for requesting a reasonable accommodation. It is also RT's policy and practice to assure equal employment opportunity in all personnel transactions, including recruitment, selection, promotions, discipline, terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions of employment.

In addition, RT is committed to making reasonable accommodations for qualified individuals with disabilities and for religious practices of applicants and employees where the accommodation will not create an undue hardship.

Every RT employee is expected to conduct him or herself in a civil and non-discriminatory manner when interacting with fellow employees in the workplace or while conducting RT business. Workplace discrimination will not be tolerated. Employees engaging in such conduct will be subject to corrective or disciplinary action up to and including termination from employment and in some instances may be found civilly liable in state or federal court. RT will also take appropriate remedial actions against third parties (including vendors, contractors, consultants, and customers) found to have acted in violation of this policy.

## Discrimination

Workplace discrimination is prohibited by RT Policy and under both state and federal law. The California Fair Employment and Housing Act prohibits workplace discrimination on the basis of a person's protected status, including race, religion (including religious dress and grooming practices), color, national origin (including language use restrictions and possession of a driver's license issued under Vehicle Code section 12801.9), ancestry, physical disability, mental disability, medical condition, genetic information, family and medical care leave, marital status, registered domestic partner status, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), age, or sexual orientation, gender, gender-identity, gender expression, or military or veteran status.

Federal law also prohibits workplace discrimination based on a person's protected status, including race, color, religion, sex (including pregnancy, childbirth and related medical conditions; gender identity; and sexual orientation), disability, age, and national origin, genetic information (such as results of genetic testing or family information), military or veteran status and retaliation.

If and to the extent state or federal law is modified in the future to include additional protected categories, this policy will be deemed to apply to those categories as well.

It is illegal to discriminate on the basis of a person's protected status in any employment action, including: hiring and firing; compensation, assignment, classification of employees; transfer, promotion, discipline, layoff, or recall; job advertisements; recruitment; testing; use of RT facilities; training; fringe benefits; pay, retirement plans, disability leave; or other terms and conditions of employment. It is also illegal to discriminate based on the perception that a person has a protected characteristic or is associated with a person who has or is perceived as having any of those characteristics.

For purposes of this Policy, "discrimination" means any action or inaction, whether intentional or unintentional, that results in disparate treatment of an employee or applicant, or perpetuates the effects of prior discrimination, based on a protected status.

## Workplace Harassment

Employee conduct that may create a hostile work environment is not tolerated by RT. Conduct that has the purpose or effect of: (1) unreasonably interfering with an individual's work performance; (2) creating an intimidating, hostile, threatening, or offensive working environment; or (3) adversely affecting the employee's performance, evaluation, assignment duties, or any other condition of employment or career development, and is based upon a protected status or characteristic is prohibited. This harassment policy extends to vendors, customers, independent contractors, unpaid interns, volunteers, persons providing services pursuant to a contract and other persons with whom you come into contact while working.

A hostile work environment claim can arise out of conduct directed at any protected status/characteristic, including race, religion (including religious dress and grooming practices), color, national origin (including language use restrictions and possession of a driver's license issued under Vehicle Code section 12801.9), ancestry, physical disability, mental disability, medical condition, genetic information, family and medical

care leave, marital status, registered domestic partner status, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), age, or sexual orientation, gender, gender-identity, gender expression, or military or veteran status.

Prohibited harassment can include, but is not limited to, the following behavior:

- Verbal or electronic communication of epithets, derogatory jokes or comments, or slurs
- Visual displays of derogatory or sexually oriented posters, photography, cartoons, drawings, or gestures
- Physical conduct, including assault, unwanted touching, intentionally blocking normal movements or interfering with work because of any protected basis.
- Retaliation for reporting or threatening to report harassment

### Sexual Harassment

Sexual harassment is a specific type of harassment that is sexual in nature and/or is gender-based. Sexual harassment can be directed towards males or females by either gender. Sexual harassment does not have to be motivated or based upon sexual desire. Sexual harassment is in violation of federal and state law and is prohibited by this Policy.

Sexual harassment exists when: (1) submission to the conduct is either explicitly or implicitly a term or condition of employment; (2) submission to or rejection of the conduct is used as a basis for an employment decision affecting such individual; or (3) the conduct unreasonably interferes with the individual's job performance or creates a work environment that is intimidating, hostile, or offensive.

Conduct that occurs outside the workplace can form the basis of a sexual harassment complaint, if the conduct affects the work environment in any of the three ways set out above.

Examples of sexual harassment include, but are not limited to the following:

- Off-color, sexually suggestive, sexist or risqué e-mails, stories, jokes, items, songs, personal accounts, or pictures;
- Questions others about personal matters, including the existence or details of relationships with spouses, partners, or lovers, sexual preferences or history;
- Physical touching including rubbing, hugging, stroking, kissing or grabbing any part of someone else's body or personal items on their body without their consent;
- Sexual advances, requests for sexual favors, comments containing sexual language or references with sexual innuendo or implication or obscene gestures.

## Responsibilities of Supervisors and Management

Because of their positions of authority, all supervisory and managerial personnel have a responsibility to: (1) set a positive example for employees; (2) ensure that all employees are familiar with and are following the standards of conduct set forth in this Policy; and (3) foster an environment of cooperation and open communication, such that employees feel free to report conduct in violation of this Policy.

RT will evaluate the performance of RT managers and supervisors in implementing this Policy in the same way their performance is assessed regarding other job-related factors. Supervisory and managerial personnel are also reminded that their conduct outside of work with subordinate employees may impact their employment, where it may affect their ability to perform their job responsibilities with RT.

Each supervisor shares responsibility to ensure that the work environment is free of prohibited workplace discrimination and harassment. If an employee alleges to a supervisor or management representative that unlawful discrimination or harassment has occurred, it is the supervisor's or management representative's responsibility to take immediate action by reporting the allegation to RT's EEO Administrator or the General Manager/CEO (GM/CEO).

## **Reporting Harassment or Discrimination Resulting in a Hostile Work Environment**

Any person who feels he or she is being subjected to hostile work environment harassment or discrimination has the right to object to such behavior and should immediately report such conduct to RT's EEO Administrator, unless the EEO Office is the source of the complaint. In such cases, the complaint should be filed with RT's General Manager/CEO. Employees are encouraged to report potential violations of this Policy as soon as possible, so that RT can take the appropriate steps to investigate and remedy the situation.

An employee may also file a formal complaint with the appropriate outside agency or pursue other legal recourse. Employees should be aware that under federal law, a discrimination complaint must be filed with the Equal Employment Opportunity Commission (1-800-669-4000, [www.eeoc.gov](http://www.eeoc.gov)) within 180 days of the unlawful conduct (unless a state complaint has been filed, in which case the complaint must be filed within 300 days) and that a state complaint must be filed with the California Department of Fair Employment and Housing (1-800-884-1684, TTY 1-800-700-2320, or at [www.dfeh.ca.gov](http://www.dfeh.ca.gov)) within a year of the unlawful conduct.

## Filing and Investigation of Complaints

For all complaints of unlawful workplace discrimination or harassment, RT will conduct a fair, timely, and thorough investigation that provides appropriate due process for affected parties and reaches reasonable conclusions based on the evidence collected. Every investigation will be handled discreetly and reasonable efforts will be made to keep the complaint, the investigation, and the findings confidential and to complete and close the investigation in a timely manner. RT will document and track all investigations. RT will protect individuals who file a complaint or participate in an investigation from retaliation. Employees have an obligation to participate in the investigation process once a complaint has been filed in accordance with Standard Operating Procedure



EEO-SOP-02-001. Employees who fail to cooperate as required may be subject to disciplinary action, up to and including termination from employment.

RT will take appropriate remedial measures if an investigation results in a finding of a violation of any aspect of this Policy, including disciplinary action up to and including termination from employment, if deemed warranted.

Information on the Policy or Administration of the Complaint Process

Additional information on the administration of this Policy or the process to file a discrimination complaint can be obtained by contacting Kim Holman, EEO Administrator at (916) 557-0910, or by email to: [kholman@sacrt.com](mailto:kholman@sacrt.com).

  
\_\_\_\_\_  
Henry-Li, GM/CEO  
Sacramento Regional Transit District

11/14/2016  
\_\_\_\_\_  
Date



## Statement of Purpose

This AAP has been designed to bring female and male, members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of Sacramento Regional Transit District's (SacRT) workforce in proportion to their representation in the qualified relevant labor market.

This Equal Employment Opportunity/Affirmative Action Plan (EEO/AAP) is an analysis of SacRT's workforce composition to determine whether percentages of sex, race or ethnic groups in occupational categories are substantially similar to the percentages of those groups available in the relevant job market who possess the similar, basic job-related qualifications. This EEO/AAP should service as a management tool to bring females and males, and members of minority groups, protected veterans, and individuals with disabilities into all levels and segments of SacRT's workforce in proportion to their representation in the qualified, relevant labor market.

The AAP, therefore, is a detailed, results-oriented set of procedures which, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people.

The manner in which this is to be accomplished becomes technical and somewhat complicated. There are several reasons for this. First, SacRT is subject to and must address a variety of State and Federal laws and guidelines pertaining to equal employment opportunity and affirmative action. These guidelines and requirements are in themselves somewhat technical and complex. Furthermore, in determining Sac RT's current equal employment opportunity and affirmative action position and its desired future achievements, numbers, percentages, statistics, and numerous calculations and computations must come into play.

The technical, legal, and mathematical aspects of the AAP, however, all have one common purpose—to allow us to properly identify three key concepts:

1. Where we stand now,
2. Where we must go,
3. How best to get there.

These three concepts are the Affirmative Action Plan.



**SACRAMENTO REGIONAL TRANSIT DISTRICT**

**AAP FOR MINORITIES  
AND FEMALES  
PROTECTED VETERANS  
AND INDIVIDUALS WITH DISABILITIES**

**FOR**

**JANUARY 1, 2018 THROUGH DECEMBER 31, 2021**



## **CHAPTER 1: ORGANIZATIONAL PROFILE / WORKFORCE ANALYSIS**

Sacramento Regional Transit (SacRT) District's Equal Employment Opportunity Office conducted a workforce analysis which accounts for all SacRT employees. Employees are first identified by gender, race, and job title by organizational unit. Within each organizational unit, employees are then grouped by job category (officials and administrators, managers, supervisors, professionals, technicians, administrative support, crafts, and service and maintenance). This is one snapshot view of SacRT's workforce on December 31, 2017. Data was gathered from SacRT's Human Resources employee roll for calendar year 2017, dated as of December 31, 2017.

See Exhibit 1 for the **Workforce Analysis Summary and supporting documentation** for the listing of race and gender headcount by organizational unit.

## **CHAPTER 2: JOB GROUP ANALYSIS**

Following completion of the Workforce Analysis, similar or related job titles were then assigned to job groups for the purpose of conducting a job group analysis. Grouping similar jobs together during a job group analysis is appropriate to ensure every job group is large enough to permit meaningful comparisons of incumbency to availability for goal setting. By grouping similar job titles together and increasing the number of employees involved, a meaningful comparison is possible. Consequently, goals established to correct problem areas are more likely to result in the identification of legitimate problem areas.

Each job group appears on a Job Group Report with a job group name and number. The report lists each job title in the job group. For each job title, the worksheet provides the following information: EEO reporting category, job title, number of employees per each job title by gender and race/ethnicity. The count is effective as of December 31, 2017.

Based on guidelines established by the U.S. Department of Transportation (FTA Circular 4704.1A, as amended), the job group analysis was developed to identify areas of underutilization and to set appropriate goals and timetables. The job group analysis was developed based on the following guidelines:

1. A job group must be comprised of jobs that are similar in content and requisite skills.
2. Job groups must be comprised of jobs with similar pay grades. Pay should be considered in conjunction with job content. Large differences in pay when paired with job title and location may suggest unacceptable job grouping.
3. Job groups should consist of jobs with similar opportunity; i.e., training, job movement and other employment benefits.

4. Job groups, if appropriately constructed, may crossover into other department units but not across EEO categories.
5. The size of the employer's workforce will be a major factor in determining how well the above criteria can be met in creating job groups.

See Exhibit 2 for the **Job Group Analysis Summary with supporting documentation** for the listing of the job titles and the associated race and gender headcounts by job group.

### **CHAPTER 3: DETERMINING AVAILABILITY**

"Availability" is an estimate of the proportion of each sex and race/ethnic group available and qualified for employment at SacRT for a given job group in the relevant labor market during the life of the AAP. Availability indicates the approximate level at which each race/ethnic and sex group could reasonably be expected to be represented in a job group if SacRT's employment decisions are being made without regard to gender, race, or ethnic origin. Availability estimates, therefore, are a way of translating equal employment opportunity into concrete numerical terms. Correct comparisons of incumbency to availability, worthwhile and attainable goals, and real increases in employment for problem groups depend on competent and accurate availability analyses. With valid availability data, we can compare the percentages of those who could reasonably be expected to be employed versus our current employment (from the workforce analysis), identify problem areas or areas of deficiency, and establish goals to correct the problems.

#### Steps in Comparison of Incumbency to Availability

##### Identify Availability Factors

The following availability factors are required of federal government contractors for consideration when developing availability estimates for each job group:

1. External Factor: The external requisite skills data comes from the 2006-2010 American Community Survey (ACS) Census of Population data.
  - A. Local labor area: An employee Zip Code Analysis was used to identify the most precise local labor area for SacRT. The final local labor area met the following two (2) conditions: 1) it includes all counties/county sets where 5% or more of the employees/applicants resided, and 2) when summed, those counties/county sets accounted for at least 78% of the total applicants/employees within the at-issue workforce. Smaller contributing counties/county sets are removed (i.e., trimmed) unless they are necessary to reach 78%. Once trimmed, the weights for the remaining counties/county sets were proportionately increased to reach 100%.



B. Reasonable labor area: National

2. Internal Factor: The percentage of minorities or females among those promotable, transferable, and trainable within the contractor's organization.

Assign Internal and External Factor Weights: Weights were assigned to each factor for each job group. A combination of historical data and experience were used to determine the weights. Weights were never assigned in an effort to hide or reduce problem areas.

Identify Final Availability: Weights were multiplied by the component-specific data to produce weighted data for each component. Weighted data for each component was summed. This produced a final availability estimate for each sex and race/ethnic group, as well as for minorities in the aggregate.

See Exhibit 3 for the **Two-Factor Availability Analysis** for each job category.

#### **CHAPTER 4: UTILIZATION ANALYSIS**

Once final availability estimates were made for each job category, SacRT conducted a utilization analysis comparing the percentage of incumbents in each job category to the corresponding final availability.

See Exhibit 4 for **Utilization Analysis**

In December of 2016, FTA conducted a specialized compliance review of the SacRT EEO program for which SacRT submitted an updated utilization analysis with updated hiring goals effective January 1, 2017. Underutilization for females and minorities was concentrated in the areas of skilled labor, crafts and service and maintenance. SacRT set specific hiring goals aimed at reducing these historically challenging areas of underutilization. In addition, the updated analysis included employment data for Native Hawaiian/Pacific Islander and Mixed Heritage utilization.

In review SacRT's, current goal achievements for 2017 met Supervisory goals with two African American hires; Professional goals with two Mixed Heritage hires; and Service and Maintenance goals with two Asian hires. SacRT will continue to strive to attain the goals set and work towards eliminating underutilization in the workforce.

#### **CHAPTER 5: PLACEMENT GOALS AND TIMETABLES**

These goals take into account the availability of basically qualified persons in the relevant labor area. They also take into account anticipated employment opportunities within our organization. Selections will occur only from among qualified applicants. Goals do not require the hiring of a person when there are no vacancies or the hiring of a person who is less likely to do well on the job ("less qualified") over a person more likely to do well on the job ("better qualified"), under valid selection procedures. Goals

do not require that SacRT hire a specified number of minorities or females, veteran or persons with disabilities.

A goal is a guidepost against which SacRT, a community group, or a compliance agency can measure progress in remedying identified deficiencies in SacRT's workforce. By setting realistic goals, SacRT should be able to meet the goals, assuming we conduct effective recruitment and advertising efforts to ensure an adequate pool of qualified minority, female, veteran, and disabled applicants. These goals will be reached primarily through recruiting and advertising to increase the pool of qualified minority, female, veteran and disabled applicants and through implementation of our action-oriented programs (see Chapter 9).

For prior reporting period 2015-2017, SacRT hiring goals addressed the following underutilized groups: females, Hispanics, Asians and Native Americans. Supervisor, crafts and service job groups had the highest underutilization for females, Hispanics, Asians and Native Americans. By 09/30/2016, SacRT exceeded hiring goals for females and Asians in the service job group and for Hispanics in the administrative professional's job group. SacRT had limited success achieving hiring goals for females and African Americans in the manager and supervisor job groups.

See Exhibit 7 for the **2017 Goals and Timetables**.

Current underutilization for females, Hispanics, Asians and Native Americans exist in the manager, supervisor, crafts, service and property maintenance job groups. Retaining females in a historically male oriented industry particularly in service, crafts and maintenance job groups is a problem area for SacRT.

Severe budget constraints among other challenges have impacted SacRT. Since 01/01/2015, SacRT has overcome a hiring freeze, a workforce reduction, an organizational realignment and a major restructure of the organization's leadership and senior management team; all significantly impacting the agency's ability to recruit, hire, train and retain employees.

Looking forward SacRT will review and monitor recruitment practices to ensure all groups, particularly the underutilized groups receive notice and opportunities to apply and gain employment. To this end, SacRT has expanded outreach efforts through increased participation in job fairs and public networking. SacRT will also consider and evaluate opportunities for future trainee and apprentice programs.

SacRT reviewed its utilization analysis, annual vacancy projections, staffing needs and recruitment and selection strategies before setting numerical and percentage (using the whole-person rule) hiring goals and timetables for the next four year period.

Goals are established within each of the job groups at no less than the current availability data for the job group. Below are SacRT's hiring goals and timetables for the next four years (January 1, 2018 through December 31, 2021):

## Managers

<b>Hispanic Male Availability 6.8% - SacRT Utilization 4.5%</b>			<b>Increase: 1</b>
Hire one employee for a utilization rate of 6.8%	1 year goal 1 hire	2 - 4 year goal Maintain 6.8% Utilization Rate	

<b>All Female Availability 35.9% - SacRT Utilization 25.0%</b>				<b>Increase: 5</b>
1 year goal 27.2%, 1 hire	2 year goal 29.5%, 1 hire	3 year goal 31.8%, 1 hire	4 year goal 36.3%, 2 hire	

<b>White Female Availability 23.200% - SacRT Utilization 18.2%</b>			<b>Increase: 2</b>
1 year goal 20.4%; 1 hire	2 year goal 22.7%; 1 hire	3 - 4 year goal Maintain 22.7% Utilization Rate	

<b>Minority Female Availability 30.6% - SacRT Utilization 25.0%</b>			<b>Increase: 3</b>
1 year goal 27.2%; 1 hire	2 year goal 29.5%; 1 hire	3 year goal 31.8%; 1 hire	4 year goal Maintain 31.8% Utilization Rate

## Supervisors

<b>Asian Males Availability 10.2% - SacRT Utilization 7.2%</b>		<b>Increase: 2</b>
1 year goal 9.6%; 2 hires	2 - 4 year goal Maintain 9.6% Utilization Rate	

<b>White Female Availability 25.6% - SacRT Utilization 9.6%</b>				<b>Increase: 13</b>
1 year goal 13.2%; 3 hires	2 year goal 16.8%; 3 hires	3 year goal 20.5%; 3 hires	4 year goal 25.3%; 4 hires	

<b>African American Female Availability 7.2% - SacRT Utilization 4.8%</b>		<b>Increase: 2</b>
1 year goal 7.2%; 2 hires	2 - 4 year goal Maintain 7.2% Utilization Rate	

<b>Hispanic Female Availability 5.1% - SacRT Utilization 3.6%</b>		<b>Increase: 1</b>
1 year goal 4.8%; 1 hires	2 - 4 year goal Maintain 4.8% Utilization Rate	

<b>Asian Female Availability 10.2% - SacRT Utilization 1.2%</b>			<b>Increase: 7</b>
1 year goal 3.6%; 2 hire	2 year goal 6.2%; 2 hires	3 year goal 7.2%; 1 hire	4 year goal 9.6%; 2 hires

<b>Mixed Heritage Female Availability 1.8% - SacRT Utilization 0%</b>		<b>Increase: 1</b>
1 year goal 1.2%; 1 hire	2 - 4 year goal Maintain 1.2% Utilization Rate	

## Professionals

<b>African American Male Availability 2.7% - SacRT Utilization 1.3%</b>		<b>Increase: 1</b>
1 year goal 2.5%; 1 hire	2 - 4 year goal Maintain 2.5% Utilization Rate	

<b>All Female Availability 58.6% - SacRT Utilization 53.8%</b>				<b>Increase: 4</b>
1 year goal 56.2%; 2 hires	2 year goal 58.7%; 2 hires	3 - 4 year goal Maintain 58.7% Utilization rate		
<b>White Female Availability 31.8% - SacRT Utilization 28.8%</b>				<b>Increase: 2</b>
1 year goal 3.0%; 1 hire	2 year goal 31.3%; 1 hire	3 - 4 year goal Maintain 31.3% Utilization Rate		
<b>Hispanic Female Availability 7.6% - SacRT Utilization 3.8%</b>				<b>Increase: 3</b>
1 year goal 5.0%; 1 hire	2 year goal 6.3%; 1 hire	3 year goal 7.5%; 1 hire	4 year goal Maintain 7.5%	
<b>Mixed Heritage Availability 3.3% - SacRT Utilization 1.3%</b>				<b>Increase: 1</b>
1 year goal 2.5%; 1 hire	2 - 4 year goal Maintain 2.5% Utilization rate			

### Technicians

<b>White Female Availability 49.5% - SacRT Utilization 30.0%</b>				<b>Increase: 4</b>
1 year goal 35.0%; 1 hire	2 year goal 40.0%; 1 hire	3 year goal 45.0%; 1 hire	4 year goal 50.0%; 1 hire	

### Administrative Support

<b>White Female Availability 46.9% - SacRT Utilization 19.4%</b>				<b>Increase: 10</b>
1 year goal 25.0%; 2 hires	2 year goal 30.6%; 2 hires	3 year goal 36.1%; 2 hires	4 year goal 47.2%; 4 hires	

### Skilled Labor/Crafts

<b>Native Hawaiian/Pacific Islander Male Availability 1.0% - SacRT Utilization 0%</b>				<b>Increase: 1</b>
1 year goal 1.0%; 1 hire	2 - 4 year goal Maintain 1.0% Utilization Rate			

<b>All Female Availability 11.6% - SacRT Utilization 4.5%</b>				<b>Increase: 7</b>
1 year goal 6.3%; 2 hires	2 year goal 7.2%; 1 hire	3 year goal 9.0%; 2 hires	4 year goal 10.8%; 2 hires	

<b>White Female Availability 3.0% - SacRT Utilization 0%</b>				<b>Increase: 3</b>
1 year goal 1.0%; 1 hire	2 year goal 1.8%; 1 hire	3 year goal 2.7%; 1 hire	4 year goal Maintain 2.7% Utilization	

<b>African American Female Availability 5.7% - SacRT Utilization 2.7%</b>				<b>Increase: 3</b>
1 year goal 3.6%; 1 hire	2 year goal 4.5%; 1 hire	3 year goal 5.4%; 1 hire	4 year goal Maintain 5.4% Utilization	

<b>All Females Availability 51.1% - SacRT Utilization 19.3.0%</b>				<b>Increase: 26</b>
1 year goal 26.5%, 6 hires	2 year goal 33.7%, 6 hires	3 year goal 43.4%, 8 hires	4 year goal 50.6%, 6 hires	

## Service and Maintenance

<b>Asian Male Availability 6.6% - SacRT Utilization 5.9%</b>				<b>Increase: 4</b>
1 year goal 6.2%; 2 hires	2 year goal 6.5%; 2 hires	3 - 4 year goal Maintain 6.5% Utilization Rate		
<b>All Female Availability 43.6% - SacRT Utilization 33.4%</b>				<b>Increase: 64</b>
1 year goal 35.9%; 16 hires	2 year goal 38.4%; 16 hires	3 year goal 41.0%; 16 hires	4 year goal 43.5%; 16 hires	
<b>White Female Availability 17.9% - SacRT Utilization 7.4%</b>				<b>Increase: 64</b>
1 year goal 10.0%; 16 hires	2 year goal 12.5%; 16 hires	3 year goal 15.0%; 16 hires	4 year goal 17.6%; 16 hires	
<b>Hispanic Female Availability 14.4% - SacRT Utilization 4.1%</b>				<b>Increase: 64</b>
1 year goal 6.6%; 16 hires	2 year goal 9.2%; 16 hires	3 year goal 11.7%; 16 hires	4 year goal 14.2%; 16 hires	

## CHAPTER 6: DESIGNATION OF RESPONSIBILITY

As part of its efforts to ensure equal employment opportunity to all individuals, key individuals have been designated specific responsibilities to ensure the AAP focuses on all components of the employment system. To that end, the General Manager/CEO, the Director of Human Resources, and the Equal Employment Opportunity Officer and those employed as supervisors and managers have undertaken the responsibilities described below.

### General Manager/CEO

Primary responsibility and accountability rests with the General Manager/CEO who is primarily responsible, through the EEO Officer, for adherence to SacRT's policy of equal employment opportunity and affirmative action. The General Manager/CEO's responsibilities include, but are not limited to, the following:

- Designating the employee(s) who will be responsible for the oversight and administration of SacRT's EEO/AAP. Ensuring that the employee(s) is identified in writing by name and job title.

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- Ensuring the designated personnel responsible for implementing the EEO/AAP components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.
- Imparting a personal direction that ensures total involvement and commitment to equal employment opportunity programs through SacRT's AAP.
- Participating in periodic discussions with management, supervision, and all other employed personnel to ensure the EEO/AAP is being followed.

### EEO Officer

The EEO Administrator is responsible for developing, implementing and monitoring SacRT's AAP and EEO policies. The EEO Administrator ensures that relevant policies and procedures are understood and implemented. The EEO Administrator's responsibilities include, but are not limited to, the following:

- Developing the EEO policy statement and a written EEO Program
- Assisting management in collecting and analyzing employment data, identifying problem areas, setting goals and timetables, and developing programs to achieve goals.
- Designing, implementing, and monitoring internal audit and reporting systems to measure program effectiveness and to determine where progress has been made and where proactive action is needed.
- Reviewing the agency's nondiscrimination plan with all managers and supervisors to ensure that the policy is understood.
- Concurring in the hiring and promotion process.
- In conjunction with the Human Resources Department, periodically reviewing employment practices, policies (e.g., hiring, promotions, training), complaint policies, reasonable accommodation policies, performance evaluations, grievance procedures, and union agreements.
- Reporting at least semiannually to the General Manager/CEO on each department's progress in relation to the agency's goals and on contractor and vendor compliance.
- Serving as liaison between the agency; Federal, state, county, and local governments; regulatory agencies; and community groups representing minorities, females, and persons with disabilities, and others.
- Maintaining awareness of current EEO laws and regulations, and ensuring the laws and regulations affecting nondiscrimination are disseminated to responsible officials.
- Investigating complaints of EEO discrimination.
- Providing EEO training for employees and managers.

- In conjunction with the Human Resources Department, advising employees and applicants of SacRT-sponsored training programs and professional development opportunities that are available and the entrance requirements.
- Auditing postings of the EEO policy statement to ensure compliance information is posted and up to date.

### Directors, Managers, Administrators and Supervisors

Although the EEO Officer is primarily responsible for implementing SacRT's EEO Program, all officials, managers, and supervisors are responsible for ensuring EEO and must not discriminate based on a protected class. All managers—from the supervisor of the smallest unit to General Manager/CEO—bear responsibility for ensuring that agency EEO Program policies and programs are carried out. The Human Resources Manager will be involved in reviewing the qualifications of all employees to ensure equitable opportunity, based on job-related employment practices, is provided to all for transfers and promotions. EEO responsibilities for all agency officials, supervisors and managers include, but are not limited to, the following:

- Participating actively in periodic audits of all aspects of employment to identify and remove barriers obstructing the achievement of specified goals and objectives.
- 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).

### Responsibility of Every Employee

It is the responsibility and obligation of every SacRT employee to understand and strictly adhere to SacRT's EEO/AAP policies and procedures, and to conduct themselves in a professional, responsible, and non-discriminatory manner. Every employee involved in EEO complaint investigations (complainants, respondents, witnesses) must cooperate fully with the EEO office during the complaint investigation process. An employee who violates these policies and procedures may be subject to disciplinary action, up to and including termination from employment with SacRT.

## CHAPTER 7: DISSEMINATION OF POLICY AND PROGRAM

### Internal Policy Dissemination

- The SacRT EEO Policy is published and disseminated under the signature of the Sacramento Regional Transit District General Manager/CEO.
- SacRT's EEO Officer meets quarterly with executives, management, and supervisory personnel to discuss and seek input on the EEO and Affirmative Action Plan (AAP) and its implementation.
- A printed copy of the EEO Policy is included in the new employee orientation and provided to all employees upon initial appointment. Employees sign to acknowledge receipt of the Policy and their participation in the requisite EEO training. SacRT's EEO Policy and discrimination and harassment complaint procedures are also presented and discussed during new employee orientation.
- SacRT conducts periodic EEO training for employees and supervisors.
- SacRT conducts EEO training for new supervisors and managers within 90 days of their appointment and EEO training for all supervisors and managers every 24 months per CA Assembly Bill 1825.
- Printed copies of the EEO Policy are posted throughout the different SacRT work areas, as are posters addressing prevention and reporting of discrimination and harassment, and State laws preventing discrimination and harassment.
- Non-discrimination and harassment prevention language is incorporated into all Labor Agreements covering SacRT employees.
- Non-discrimination language is included in all contracts for services provided to SacRT by individuals and organizations. The non-discrimination provisions also apply to subcontractors. (See ATTACHMENT 12: *Contract Language – Required Non-Discrimination Clause*).

### External Policy Dissemination

- SacRT conducts outreach to, and advertises at, employment agencies, educational institutions, minority and females' organizations by introducing the SacRT EEO Officer, providing a copy of SacRT's EEO Policy Statement, and informing orally and in writing that "Sacramento Regional Transit District is an Equal Opportunity Employer".
- SacRT Job Opportunity bulletins are regularly sent to a variety of recruitment sources including newspapers, web recruiters, trade unions, transit associations, local and state governmental agencies, colleges and community based organizations, veteran's organizations, and Spanish language publications. Announcements are also posted on the SacRT/Job Opportunities page on the SacRT website, [www.sacrt.com](http://www.sacrt.com). All bulletins and announcements contain language referencing SacRT's status as an Equal Opportunity Employer.
- SacRT participates in job recruitment fairs that are directed at minorities, females, persons with disabilities and covered veterans in and around the greater Sacramento Metropolitan labor market area.



- SacRT will periodically monitor the representation of covered veterans and persons with disabilities in its applicant pool to evaluate the effectiveness of its recruitment activities. Based on its findings, if appropriate, SacRT will undertake outreach and positive recruitment activities such as the following:
  - Initiate and maintain communication with organizations having special interests in the recruitment of and job accommodations for protected veterans and individuals with disabilities. SacRT sends all external recruitments, which include the statement that SacRT is an EEO/AA employer, to special interest agencies, such as: Crossroads Diversified Services, Sacramento Works - Veterans Resource Centers, and California Department of Rehabilitation and PRIDE Industries.
  - Provide information emphasizing job opportunities for protected veterans and individuals with disabilities to local educational institutions, public and private including the Los Rios Community College District, University of California Davis, and California State University, Sacramento.
  - Inform all recruiting sources, in writing and orally, of SacRT's affirmative action policy for protected veterans and individuals with disabilities.
  - List with the State Employment Development Department all suitable job openings.
  - Participate in "job fairs" targeting veterans and persons with disabilities.

## **CHAPTER 8: IDENTIFICATION OF PROBLEM AREAS**

In addition to comparing incumbency to availability within job groups, SacRT has conducted studies to identify problem areas in each of its selection procedures (i.e., hires, promotions, and terminations). SacRT will continue to monitor and update these studies during each AAP year. In each case where potential problem areas have been identified, affirmative actions, as appropriate, will be taken consistent with any of the action-oriented programs described in Chapter 9 of this AAP.

## **CHAPTER 9: ASSESSMENT OF EMPLOYMENT PRACTICES**

### QUANTITATIVE ANALYSIS / FOUR-FIFTHS ANALYSIS

The four-fifths analysis for applicant vs. hires, promotions, discipline and terminations was conducted for each job group by ethnicity and gender for the calendar year 2017. SacRT uses the four-fifths analysis to identify areas where there is potential for adverse impact by highlighting differences in the selection rates within each job group also being mindful that unequal group sizes may indicate problem areas where no adverse impact actually exists. The EEO office reviewed the four-fifths analysis (See Exhibit 5) for hires, promotions, disciplines and terminations and compared the results against SacRT's updated utilization analysis to identify potential problem areas:

## Applicants vs. Hired

Executive's job group increased with two females out of 63 applicants (35 male, 28 female). The analysis shows disparate impact in nearly all groups whereas the utilization analysis shows underutilization for White males only.

Manager's job group received eighty applications. Four were hired out of 56 males and one was hired out of 26 females. Four of the five new hires were White which is reflective of the low number of applications received for minority applicants. One hire was for a Pacific Islander male. The analysis shows adverse impact in all groups except Mixed Heritage.

Supervisor's job group added two males. Fifty-three candidates applied (36 male, 17 female, 25 White and 28 minorities). The highest hiring ratio was for white males with adverse impact shown for every group except Pacific Islander and Mixed Heritage. Comparatively, the utilization analysis supports the data showing underutilization for Asian males, and all female groups except American Indian and Pacific Islander.

Professional's job group had five hires. 70 candidates applied (42 males, 28 females, 33 White, and 37 Minority); one Hispanic male, one Asian female and three White females were hired. Asian females held the highest hiring ratio compared with all other groups showing adverse impact. The utilization analysis showed underutilization for White and African American males and for White, Hispanic and Mixed Heritage females.

Administrative support job group shows no disparate impact. No hires and no promotions occurred in this job group. Comparatively, the utilization analysis for existing employees shows disparate impact for White employees and no disparate impact for minorities.

Technician's job group increased by one new hire (White male). Two applicants, one White male and one white female. Analysis shows adverse impact for the White female. The utilization analysis shows underutilization for White females only.

Craft's job group received 26 applications (all male candidates) and increased by six hires; all male, two white and four minority (1 Asian, 1 Native Hawaiian, 2 Mixed Heritage). Minority males show the highest hiring ratio and also show adverse impact for White, African American, Hispanic and Asian males. The utilization analysis shows underutilization for White and Native Hawaiian males and White and African American females. Overall, crafts are underrepresented for having no female employees.

Service job group hired 111 employees and received 771 applications from 488 male, 283 females, 165 White and 606 minority candidates. Hired were 70 male, 41 females, 25 White and 86 minority employees. The analysis shows Native Hawaiians and Mixed Heritage groups held the highest selection rate and hiring ratio equally and adverse impact for all other groups except Hispanic males and females. The utilization analysis shows underutilization for White and Asian males and for White and Hispanic females.

## Promotions

The Executive job group shows two white males promoted from a group of eight employees. Adverse impact was indicated for White, African American, Hispanic and Asian females, however the utilization analysis shows no underutilization for females or minorities.

Manager's job group shows eleven out of 42 promoted (9 males and 2 females). Three of the eleven promoted were minorities. The data shows the highest promotion ratio for minorities but adverse impact for White, African American and Asian females, as well as White, African American Hispanic, Asian and Native American males. SacRT's utilization analysis for this job group indicates underutilization for White females and Hispanic males, only.

Supervisor's job group shows five males out of 86 employees promoted; two out of 40 White males; one out of 13 African American males and two out of six Asian males. Minorities held the highest promotion ratio but the four-fifths data indicates adverse impact for every group except Asian males, Native American and Mixed Heritage females, and NHOPI males and females. Comparatively, SacRT's utilization analysis indicates underutilization for Asian males and all females except Native American and Mixed Heritage.

Professional's job groups indicate adverse impact because females were promoted at a lower ratio than males. Three out of 30 males promoted compared to 3 out of 36 females promoted. Of the 6 promotions 3 were minority and 3 were non-minority. The data shows disparate impact among every group except Native American. When compared to the utilization analysis males and females are equally underutilized and African American, Hispanic and Mixed Heritage groups are underutilized even though the 4/5ths analysis indicated minorities had the higher promotion ratio.

Administrative support job group shows no disparate impact. No hires and no promotions occurred in this job group. Comparatively, the utilization analysis for existing employees shows disparate impact for White employees and no disparate impact for minorities.

Technician's job group shows 1 male out of 5 males promoted and no promotions for the seventeen female and ten minority technicians. The analysis shows White males held the highest promotion ratio and no adverse impact for male but adverse impact exists for females in all groups except American Indians and Pacific Islanders. The utilization analysis shows only White females with adverse impact.

Craft's job group shows 9 males out of 113 males promoted; five of 67 minorities and 4 of 51 whites. No females promoted. The numbers will show White males were the largest single ethnic group with the most promotions and were shown to be adversely impacted along with all other groups except Pacific Islanders, African American males and American Indian females. The groups who are smaller in number and render the higher ratios with fewer promotions become the basis against which the larger groups

are compared, which resulted in adverse impact. The utilization analysis also shows White and Asian males are underutilized with White and African American females.

Service's job group with over 500 employees is SacRT's largest job group. The four-fifths data shows Mixed Heritage male groups to be the only group with no disparate impact compared to the updated utilization analysis which identifies Asian males, and White and Hispanic females as underutilized groups.

### Terminations

Professional and service job groups showed a very small adverse impact for voluntary terminations. Indicators of adverse impact for all terminations (voluntary and involuntary) amounted to one. SacRT's reduction in workforce, retirements and voluntary resignations are reflected in these numbers.

Moving forward EEO will continue to monitor and review selection and employment procedures to determine whether SacRT procedures influence employment opportunities for females, minorities and if so, how they influence opportunities for females and minorities.

### Discipline

Overall some adverse impact is implied for 5-day suspensions for Asian females; 10-day suspensions for White males; written warnings for Hispanic males and termination for African American females; the data suggest the adverse impact is due to isolated incidents and very small group size. Small size groups is applicable for the crafts job group and its numbers for coach and counseling occurrences.

In the service and maintenance job group, written warnings show adverse impact at higher numbers and rates for males and females in White, African American, Hispanic and Pacific Islander groups. Sac EEO will monitor this area of concern to ensure any discriminatory barriers are identified and remedial steps taken to eliminate those barriers. Overall, no discriminatory barriers have been identified and in SacRT's discipline and termination procedures.

### QUALITATIVE ANALYSIS:

#### Recruitment and employment selection procedures

- Job Descriptions:

In accordance with SacRT's EEO/AAP, SacRT develops job descriptions that are based on, and accurately reflect, the necessary job functions of the position to be filled. SacRT also ensures that job descriptions are consistent when the same position is used in multiple departments throughout the District (for example, Administrative Assistant I). SacRT only includes job-related criteria in its specifications, such as academic, experience, and other skill requirements necessary at the time of hiring. Job descriptions are made available to all

management involved in the recruiting, screening, and selection process and copies of class specifications are available on SacRT's website.

- Job Advertisement and Recruitment Efforts:

Advertisements for SacRT job opportunities are posted at a variety of recruitment sources, including local job service offices as well as on SacRT's websites, in newspapers, with trade unions, transit associations, local and state government agencies, colleges, and community based organizations. All advertisements include an Equal Employment Opportunity clause. SacRT participates in job fairs in and around the greater Sacramento labor market area.

- Hiring Standards/Methods of Selection:

All internal or external applicants must complete SacRT's standard Application for Employment form. Screening is performed to determine whether an applicant has the minimum skills, required experience and/or education, and any other special requirements (e.g. licensing) listed for the position. Some job announcements also require responses to supplemental questions, which provides applicants with an additional opportunity to demonstrate he or she meets the minimum qualifications.

SacRT's Human Resources participates in interviews to serve as a facilitator and help ensure consistency and fairness during the interviewing and selection process. Additionally, supervisors and managers have received outside training on recognizing and eliminating bias and promoting and celebrating diversity in the workplace. SacRT's EEO Officer concurs with all hiring decisions.

- Physical and Mental Qualifications

SacRT ensures that all physical and mental qualifications and requirements are job-related and promote equal employment opportunity for all known protected veterans and employees and applicants with qualified disabilities. The EEO Office periodically reviews the physical and mental qualifications and requirements as they relate to employment, training and promotion to determine if they are job-related and consistent with business necessity and safe performance on the job. This process is consistent with the methodology specified in the Uniform Guidelines on Employee Selection Procedures, the Americans with Disabilities Act Amendments Act (ADAAA), and the EEOC's Technical Assistance Manual for the ADA.

In addition, any previously reviewed classification will be reviewed again if there is a change in working conditions which affects the job's physical or mental requirements (e.g., new requirements, new equipment, etc.).

- Reasonable Accommodation to Physical and Mental Limitations

SacRT will make every effort to provide reasonable accommodations for physical and mental limitations of applicants and employees with disabilities or who are

disabled veterans provided the accommodation poses no threat or danger to the employee, other employees or the work environment; and provided the accommodation would not impose an undue hardship on the operations of the business.

SacRT will confidentially review performance issues of employees with known disabilities to determine whether a reasonable accommodation is needed when:

1) The employee is experiencing significant difficulty performing the essential functions of the job; and 2) it is reasonable to conclude that the problem is related to the known disability.

Employees may contact SacRT's Equal Employment Opportunity Office located at 2811 O Street, Room 11 or call (916) 557-0910; or contact SacRT's Human Resources Director to speak with the ADA Coordinator.

- Job Testing:

SacRT has contracted with outside vendors to provide objective personnel testing, scoring, and analysis. These vendors ensure that all tests developed for, and provided to, SacRT comply with all applicable state and federal laws for test development and validation. In developing tests for SacRT, vendors match the content of each test with the minimum work requirements for the position under recruitment. Both of SacRT's current testing vendors have extensive experience in developing, providing, and analyzing tests for numerous public agencies.

No discriminatory barriers have been identified in SacRT's procedures for developing job descriptions or job testing, which are criteria based and without bias in regard to age, race, color, religion, national origin, disability, veteran status, or other protected characteristics. However, to address any potential discriminatory barriers in its job advertisement and recruitment process, SacRT is increasing its outreach to minority, female, and community groups. SacRT is also refining its selection process by looking at ways to increase diversity on its hiring panels and requiring more in depth justifications for hiring decisions to ensure selections are based solely on qualifications that align with the stated job criteria. SacRT will review its current discipline policies and procedures related to recruitment and employment selection periodically and/or following any updates to the policies and procedures for any potential discriminatory barriers.

Seniority practices and provisions, upgrading and promotion procedures, transfer procedures, and formal and informal training programs

- Seniority:

Seniority is applied by SacRT as agreed to in collectively bargained labor agreements concerning SacRT employees. Generally, seniority commences on an employee's hiring date and a copy of a master list of seniority is made public. Seniority is not lost due to illness or vacation. In several labor agreements,

seniority determines the order in which employees bid or sign up for work, as well as first preference for vacation time, and the order of any layoffs (or recalls).

- Promotions and Transfers:

SacRT has a written policy to grant promotions without regard to race, color, religion, national origin, sex, age, disabled condition(s), sexual orientation, veteran status, or any other non-job related criteria. SacRT's Promotional Opportunities standard operating procedure further provides that a promotional opportunity requires executive management and General Manager/CEO approval. Once approved, the Human Resources Department will notify all employees within the affected "series classification" (positions within the same career path) of the promotional opportunity. Interested employees have at least ten business days to submit an application and any other required documentation. Applications are screened by Human Resources to determine if an applicant meets the minimum qualifications for the position. If there is one or more qualified candidate(s), the hiring authority must carefully consider each candidate via a department-level interview and provide written justification for the selection decision. If no employees qualify under these conditions, SacRT may post the position internally and externally. If there is a promotional into a "single classification" (no other positions within the same career path), SacRT will conduct a district wide recruitment process. If no employees qualify, SacRT may post the position internally and externally.

Eligible employees who are on vacation or other approved leaves of absence at the time of promotional postings may apply for the position within the first 5 business days after returning to work if a written examination has not been administered and interviews have not been arranged.

- Training and Counseling on Interview Techniques, Promotional Opportunities, and Leadership Training:

After interviews for a promotional or transfer opportunity, unsuccessful employees have the option to receive feedback and counseling on their interview to understand how they did and how they could improve. In the past SacRT had offered a three-day class on supervisory training. If needed, SacRT would consider offering that or other supervisory training which would be available to all employees.

- Training Programs and Impact on Promotional Opportunities and Efforts to Locate and Train Protected Classes:

SacRT provides financial assistance for formal education for all employees. The primary purpose of the program is for employees to obtain a degree (Associate or Bachelors or higher) to enhance knowledge, skills or abilities necessary in the performance of the job, or to obtain a career development objective within SacRT. A description of the program, as well as the required forms, are provided as part of orientation for new hires.

No barriers to employment have been identified in SacRT's seniority practice, training or financial assistance for education program, which all apply equally, or are available equally, to all SacRT employees. SacRT will review its current discipline policies and procedures related to seniority, promotions, and employee training periodically and/or following any updates to the policies and procedures for any potential discriminatory barriers.

#### Procedures and practices regarding wages, salary levels, and other forms of compensation and benefits

- Compensation and benefits:

Compensation is based on a pay range that is the same for each like position and is increased in accordance with an employee's length of service. Placement on the pay range for new hires and promotions is set by labor agreements with SacRT's employees. SacRT provides a series of comprehensive health and welfare insurance coverages for every full-time employee and his or her eligible dependents. This includes medical insurance, dental insurance, life insurance, vision insurance, and disability insurance.

- Review of wage and salary structure for discrimination:

New positions, as well as any existing positions that have been referred, are reviewed by SacRT's job evaluation team (JET) in accordance with SacRT's standard operating procedure. JET consists of five to seven members appointed by the General Manager/CEO and helps determine the relative value of a new or existing classification based on job evaluation questionnaire, factors of the job, and a comparison to other positions at SacRT. This allows an appropriate pay range to be assigned commensurate with the principal duties and responsibilities of the position.

Additionally, salaried employees or his or her supervisor may request a job or classification study in accordance with SacRT's Job/Classification standard operating procedure. Job or classification studies include job questionnaires and desk audits to determine whether an individual is significantly performing duties that are not fully encompassed within their job description, and whether the job description should be modified or if a different or new classification should be created. The job and classification study ensures that applicants, employees, and management understand job duties, responsibilities, and qualifications for positions; it also ensures equal pay for equal work and provides valuable information in organizational planning and analysis, staff development, and performance management.

SacRT's compensation, benefits, and review of wage and salary structure policies and procedures appear to apply neutrally to all employees and no discriminatory barriers have been identified. SacRT will review its current discipline policies and procedures related to compensation and wage and salary structure periodically



and/or following any updates to the policies and procedures for any potential discriminatory barriers.

#### Disciplinary procedures and discharge and termination practices

- Disciplinary and termination practices:

The process for discipline is described in each of the labor agreements with SacRT's employees. Each agreement adheres to the general principles of progressive disciplinary action. The steps of progressive discipline corrective action include the following, each of which is documented: (1) written warning, (2) written reprimand (3) suspension from employment without pay (4) demotion (an option, not a required step), and (5) discharge from employment. Employees have an opportunity to respond in the event of potential discipline action, and the opportunity to appeal discipline through a complaint or grievance process. Some offenses are subject to immediate termination, such as unlawful discrimination, theft, or fraud.

No discriminatory barriers have been identified in SacRT's discipline and termination procedures but SacRT is looking into establishing exit interviews to understand the disparate number of involuntary terminations to determine if any barriers to employment exist. SacRT will review its current discipline policies and procedures related to discipline, discharge and termination periodically and/or following any updates to the policies and procedures for any potential discriminatory barriers.

#### Assessment of the impact of external factors;

External factors that may have an impact on SacRT's workforce include awareness of employment opportunities at SacRT or how to apply for jobs at SacRT. To this end, SacRT is expanding its outreach through its EEO officer's community liaison efforts.

#### Proposed program of remedial, affirmative actions to address problem areas

In addition to the outreach and selection improvement remedial efforts and periodic review of policies and procedures described above, SacRT has recently obtained funding for new software to allow SacRT to more effectively and efficiently collect EEO data from applicants, new hires, promotions, transfers, discipline, and terminations. In the past SacRT has been constrained in its ability to collect such information. This increased collection of data will allow for a greater level of monitoring by the EEO Office and the Human Resources Department. The EEO Administrator will assess this data on a quarterly basis to track SacRT's progress towards its EEO/AAP goals and to identify any emerging disparate impact trends in SacRT's employment practices. This information will be shared with SacRT management and, as necessary, will be used to reevaluate current policies and procedures to help further SacRT's EEO/AAP goals or respond to emerging disparate impact trends.

## **CHAPTER 10: MONITORING AND REPORTING PLAN**

### Procedures for Agency Monitoring:

SacRT will monitor its EEO/AAP program by evaluating data on applicants, new hires, promotions, transfers, discipline, and terminations on a quarterly basis and by sharing its data and evaluation with the General Manager/CEO and management staff. SacRT will take any necessary corrective action regarding the development and execution of programs, goals, and timetables.

### Procedures for determining EEO compliance of subrecipients:

Paratransit, Inc. is SacRT's only subrecipient. Prior monitoring used to determine EEO compliance of subrecipients included:

1. Reviewing subrecipients EEO program for FTA triennial audits;
2. Identifying deficiencies for correction; and
3. Providing technical assistance as needed.

Updated monitoring procedures will now include periodic site visits to review subrecipient's EEO program for FTA compliance, including:

1. Written notification to subrecipient of scheduled site visits;
2. Written determination letter of deficiencies to be corrected;
3. On-going technical assistance as needed;
4. Annual site visits to ensure proper posting of subrecipient's EEO Policy Statement; and
5. Inspection of discrimination complaints and follow-up.

### **See Exhibit 8: Subrecipient Notification and Determination Letters**

### Procedures for reviewing Union Contracts:

A review of current union contracts shows no evidence of disparate impact. Pay and benefit programs appear to be neutral. Salaries and salary increases are scheduled and based on time and grade.

The EEO Office will continue to monitor and review union contracts by consulting with SacRT's Labor Relations during any bargaining negotiations and whenever a change may occur in a collective bargaining agreement.

### Procedures for reviewing Complaints:

1. EEO maintains a log that documents every discrimination complaint. An internal database tracks the name of the complainant, basis of the complaint(s), the protected group, date of initial contact, date of resolution, the resolution reached, and the name of the investigator.
2. EEO maintains a secured file area to store all complaint files.

### Agency Reporting:

SacRT will maintain cumulative records on applicants, hires, transfers, promotions, trainings that foster promotion potential, and terminations. Such records provide current information needed to prepare yearly targets and to identify if SacRT's EEO/AAP program is working effectively to meet its goals.

SacRT's updated EEO/AAP is due March 1, 2018 and thereafter to be updated and submitted to FTA every four years.

- EEO will continue monitoring and updating on an annual basis the organization utilization analysis and goals timetables.
- EEO will collect and assess data on employee training opportunities, promotions, terminations, and disciplinary actions to determine EEO compliance, and to identify remedial actions, if needed.
- EEO will publish internal reporting on a quarterly basis regarding SacRT's equal employment opportunity goals and objectives.
- EEO will meet with the General Manager/CEO quarterly or more frequently as needed to discuss the progress of the EEO program and EEO goals for each department, review the results of monitoring reports (data on applicants, new hires, promotions, transfers, discipline, and terminations) and to make recommendations for improved performance or corrective actions regarding the development of programs in an ongoing effort to further SacRT's EEO/AAP goals and objectives.
- EEO will meet with management semi-annually or more frequently as needed to review monitoring reports (data on applicants, new hires, promotions, transfers, discipline, and terminations) as well as to discuss the timeframe for EEO goals and any barriers to the achievement of goals.
- EEO will meet with Human Resources and hiring officials semi-annually or more frequently as needed to review EEO goals and employment practices, policies (e.g., hiring, promotions, training), complaint policies, reasonable accommodation policies, performance evaluations, grievance policies, and union agreements.

## Self-Identification

SacRT attaches an Equal Opportunity Survey to each employment application. The survey is the method SacRT's uses to obtain required EEO data needed to conduct required monitoring and reporting. The data collected is used for the following purposes:

1. Obtain applicant residency data to define SacRT's local labor area.
2. Determine if SacRT recruitment efforts are effective.
3. Identify the most effective referral sources.
4. Determine if applicant pools, at any stage in the selection process, are equal or greater to availability as presented in the AAP.

Once an employment application is submitted, the survey is detached and maintained in a separate confidential file to be used solely for EEO and Affirmative Action recordkeeping purposes. No employment decisions are made based on the data collected from the surveys. After an employee is hired, that employee has an additional opportunity during the new employee orientation to submit the survey. The standards set forth above still apply to the use and maintenance of these surveys.

Additionally, the EEO Office conducts a biennial EEO self-identification survey by sending a survey to each employee asking for voluntary updates of EEO related information.

## Action-Oriented Programs Related to Internal Audits and Reporting

- EEO Office considers new EEO laws, guidelines, regulations, and court decisions, in order to establish procedures and practices to meet EEO and AAP internal audit guidelines and reporting requirements. SacRT's Legal Department will periodically notify the EEO Officer of any laws, regulations, or cases that may affect SacRT's EEO policies or affirmative hiring goals.
- SacRT participates in community outreach by attending job fairs that are directed at minorities, females, persons with disabilities and covered veterans; placing recruitment advertising in media directed at minorities, females, persons with disabilities and covered veterans; and enriching SacRT's outreach program to local colleges and vocational school placement counselors.
- Prior SacRT practice included maintaining a current list of minority and female recruitment sources, providing written notification to minority and female recruitment sources and to community organizations to advertise new employment opportunities available.
- Current employment practices are under review in order to identify opportunities to improve established procedures and promote hiring of qualified minorities and females:

1. SacRT will monitor effectiveness of recruitment and outreach efforts to community organizations, SacRT will maintain a record of the organization's responses;
2. SacRT will re-evaluate internal trainee and apprentice programs for opportunities to include minorities and females;
3. SacRT will participate in external trainee, mentor and recruitment programs that are directed at minorities and females, and relevant to SacRT employment needs.
4. SacRT will audit SacRT employment processes for adverse impact;
5. SacRT will evaluate its outreach and recruitment efforts for effectiveness by auditing applicant pools for diversity at all levels and for all positions;
6. SacRT will evaluate internal training and promotional opportunities for adverse impact.

## **GLOSSARY OF TERMS**

### **ADVERSE IMPACT**

Applies to a business practice that is neutral in its application in that it is applied evenly to all applicants or employees, but which has the effect of disproportionately excluding or otherwise adversely affecting persons of a protected group. For example, a height requirement for a job might eliminate females and Asian males at a disproportionate rate.

### **AFFECTED CLASS**

Any group that continues to suffer the effects of past discriminatory practices. Affected class status must be determined by analysis or court decision.

### **AFFIRMATIVE ACTION**

Specific action taken to ensure equal opportunity in recruitment, hiring, promotion and other areas designed and taken for the purpose of eliminating the present effects of past discrimination or to prevent discrimination.

### **AFFIRMATIVE ACTION PLAN**

A written, detailed, results-oriented set of procedures designed to achieve prompt and full utilization of minorities and females at all levels and in all parts of the recipient's work force.

### **AFFIRMATIVE ACTION PROGRAM**

- Demonstrates the employer's good faith efforts to meet goals and eliminate barriers to employment;
- Ensures affirmative action awareness before hiring decisions are made rather than after the fact;
- Involves training hiring officials and selling the concept of affirmative action;
- Prohibits employers from engaging in unlawful discrimination;
- Prohibits quotas;
- Does not require employers to hire unqualified people;
- Is voluntary, unless required by state or federal mandate.

### **AFFIRMATIVE RECRUITMENT**

Special recruitment efforts undertaken to assure that qualified protected class members are well represented in the applicant pools for positions from or in which they have been excluded or substantially underutilized. Such efforts may include contacting organizations and media with known protected class constituencies. Open job posting and advertising and "equal opportunity employer" statements necessary in many situations are matters of nondiscrimination rather than measures of affirmative recruitment.

### **AFRICAN-AMERICAN/BLACK**

A person, not of Hispanic origin, who has origin in any of the black racial groups of Africa. Terms such as "Haitian" may be used in addition to "Black or African American."

**AMERICAN INDIAN OR ALASKANATIVE (NATIVE AMERICAN)**

All persons having origins in any of the original peoples of North and South America (including Central America), and who maintain cultural identification through tribal affiliation or community recognition. A person having origin in any of the original peoples of North America and who maintains tribal affiliation or community attachment.

**ANNUAL PERCENTAGE GOAL**

For each underutilized job group the organization must have an annual percentage goal equal to the availability for the job group.

**APPLICANT FLOW**

The number of applicants applying for a particular job over a given period, analyzed by protected class characteristics.

**APPLICANT POOL**

All people who have applied for a particular job or group of jobs during a specific period, which become the collection of candidates from where the selection decision(s) for available positions may be made.

**ASIAN**

All persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent. This area includes, for example, Cambodia, China, India, Indonesia, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Singapore, Thailand, and Vietnam.

**BONA FIDE OCCUPATIONAL QUALIFICATION (BFOQ)**

A minimum qualification that is needed to be able to perform the duties of a particular job, which would otherwise be unlawful because of its discriminatory impact based on one's sex, religion, or national origin, etc. Examples are the requirement that an actor playing the part of a woman be a woman or that a minister of a particular religion be a member of that particular religion. The concept of BFOQ is interpreted very narrowly by both the EEOC and the federal courts. Age may be a BFOQ under the Age Discrimination Employment Act of 1967. Race is never a BFOQ.

**BUSINESS NECESSITY**

A legitimate business purpose that justifies an employment practice as valid and necessary for the effective achievement of the organization's objectives and the safe and efficient operation of the business.

**CAREER LADDER**

A series of related jobs in a promotional sequence generally starting with less difficult, lower paying jobs and progressing to more difficult, higher paying jobs. Often, the jobs at the "bottom" of the career ladder provide required training for movement up the ladder.

**CAUCASIAN/WHITE**

Persons (not of Hispanic origin) having origins in any of the original peoples of Europe, North Africa, or the Middle East.

**CIVIL RIGHTS**

Personal rights guaranteed and protected by the Constitution (i.e., freedom of speech, press, freedom from discrimination).

**CLASS ACTION**

A civil action brought by one or more individuals on behalf of themselves and "all others similarly situated" (or equivalent language). The purpose of a class action is to secure a judicial remedy which not only eliminates a wrong committed against an individual, and compensates him or her for the effects of that wrong, but which also provides such remedies for all others in a definable class who have suffered as a result of the same practice or practices. The technical legal requirements and definition of a class in federal court proceedings are contained in Rule 23(b) of the Federal Rules of Procedure.

**CODE OF FEDERAL REGULATIONS (CFR)**

The Code of Federal Regulations is a codification of the general and permanent rules published in the Federal Register by the Executive departments and agencies of the federal government. The code is divided into 50 titles, which represent broad areas subject to federal regulation. For example, Title 41 CFR, Chapter 60 deals with the various Department of Labor EEO regulations and guidelines concerning federal government contractors.

**COMPARABLE WORTH**

Payment of wages based on the value of the work performed taking into consideration such factors as education, training, skills, experience, effort, responsibility and working conditions. This issue is raised particularly in comparing salaries paid for occupations that are traditionally female to salaries paid for those that are traditionally male.

**COMPLIANCE**

A situation in which an agency fully meets the requirements of laws, rules, and regulations and court cases that mandate nondiscrimination and affirmative action.

**COMPLIANCE AGENCY**

Any local, state, or federal government agency that administers laws or regulations in the EEO field.

**CONCENTRATION**

A higher representation of a particular group (e.g., Blacks, Hispanics, females, etc.) in a job category or department as compared to their representation in the relevant labor market.



## **DEPARTMENT OF FAIR EMPLOYMENT AND HOUSING (DFEH)**

The California Department of Fair Employment and Housing (DFEH) is the largest state civil rights agency in the country. It was established by the Legislature in 1959 as the Division of Fair Employment Practices and was initially part of the Department of Industrial Relations.

In 1980, DFEH was established as an independent department charged with enforcing California's comprehensive employment, housing, public accommodations and public service non-discrimination laws, as well as California's bias-related hate violence law.

DFEH's statutory mandate is to protect the people of California from discrimination in employment, housing and public accommodations pursuant to the California Fair Employment and Housing Act, Government Code Section 12900, et seq., the Unruh Civil Rights Act, Civil Code Section 51, et seq., and the Ralph Civil Rights Act, Civil Code Section 51.7.

DFEH has jurisdiction over both private and public entities operating within the State of California, including corporate entities, private sector contracts granted by the State of California, and all State departments and local governments.

DFEH receives and investigates discrimination complaints in its twelve district offices throughout the State. Ten offices handle employment, public accommodations and hate violence cases and two offices handle housing cases. In addition, three legal offices that litigate cases and provide legal support to the district offices.

DFEH routinely provides technical assistance to employers, business establishments, and housing providers regarding their responsibilities under the law.

The Department is part of the State and Consumer Services Agency and is administered by a Director appointed by the Governor.

### **DIFFERENTIAL VALIDATION**

Validation of test at different score levels for different classes of people. This is not tantamount to "lowering standards" for one or more groups to favor them over others. Differential validation occurs only where lower test scores by one class actually do predict a level of job performance equivalent to that predicted by the higher scores of another class.

### **DISABLED INDIVIDUAL**

Any person who:

1. has a physical or mental impairment that substantially limits one or more major life activities;
2. has a record of such impairment; or
3. is regarded as having such an impairment.

The following are general definitions as to the meaning of disability:

- Physical or Mental Impairment means: 1) any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, muscular-skeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, and endocrine, or 2) any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness, and specific learning disabilities. The term 'physical or mental impairment' includes, but is not limited to, such diseases and conditions as orthopedic, visual, speech and hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, mental retardation, emotional illness, drug addiction and alcoholism.
- Major Life Activities means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.
- Has a Record of Such an Impairment means has a history of a mental or physical impairment that substantially limits one or more life activities.
- Is Regarded as Having an Impairment means; 1) has a physical or mental impairment that does not substantially limit major life activities but that is treated by an agency as constituting such a limitation; 2) has a physical or mental impairment that substantially limits major life activities only as a result of the attitudes of others toward such impairment; or 3) has none of the impairments defined above but is treated by an agency as having such an impairment.
- Substantially Limits means the degree the impairment affects employability. A handicapped individual that is likely to experience difficulty in securing, retaining or advancing in employment will be considered substantially limited.

Note: California law has eliminated the word "substantially" in its definition of Disabled Individual.

### **DISABLED VETERAN**

Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability.

### **DISCRIMINATION**

Any act, or failure to act, which has the purpose or effect of limiting, excluding, or denying a person employment opportunity because of race, color, creed, national origin, sex, age, or mental or physical disability.

### **DISPARATE IMPACT**

Applies to a business practice that is neutral in its application in that it is applied evenly to all applicants or employees, but which has the effect of disproportionately excluding

or otherwise adversely affecting persons of a protected group. For example, a height requirement for a job might eliminate females and Asian males at a disproportionate rate.

### **DISPARATE TREATMENT**

A theory or category of employment discrimination that is found when an employer treats a group or individual differently because of its race, color, religion, sex, national origin, disability, or veteran status. An intent to discriminate is a necessary element in this type of employment discrimination, and can be shown by direct evidence or inferred through statistical, anecdotal, and/or comparative evidence.

### **EE0-4 REPORT**

The biennial report that state and local government employers must file with the EEOC regarding the sex and minority status of their work force by job category and salary intervals. Those required to file include: A) all states, B) all other political jurisdictions that have 100 or more employees, and C) an annual sample (rotated each year) of those political jurisdictions which have 15-99 employees.

### **EIGHTY PERCENT RULE**

Method of determining adverse impact. Selection rates for any group that is less than 80% (four-fifths) of the rate for other groups is evidence of a violation of this rule.

### **EMPLOYEE**

Under Title VII of the Civil Rights Act of 1964, as amended:

" . . . . an individual employed by an employer except that the term 'employee' shall not include any person elected to public office in any State or political subdivision of any State ... or any person chosen by such officer to be on such officer's personal staff, or an appointee on the policy making level or an immediate adviser with respect to the exercise of the constitutional or legal powers of the office. The exemption set forth in the preceding sentence shall not include employees subject to the civil service laws of a State Government, governmental agency, or political subdivision."

### **EMPLOYER**

Under Title VII of the Civil Rights Act of 1964, as amended:

"...a person engaged in an industry affecting commerce that has fifteen or more employees for each working day in each of twenty or more calendar weeks in the current or preceding calendar year." The US Government and its wholly owned corporations, Indian tribes, certain departments of the District of Columbia Government, and tax exempt, bona fide private membership clubs are excluded from the definition.

### **EQUAL EMPLOYMENT OPPORTUNITY**

Where all personnel activities are conducted to assure equal access in all phases of the employment process. Employment decisions are based solely on the individual merit and fitness of applicants and employees related to specific jobs, without regard to race, color, religion, sex, age, national origin, disability, marital status, or criminal record.

**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)**

The federal government agency mandated to enforce Title VII of the Civil Rights Act of 1964, as amended. The Commission has five members, each appointed to a five-year term by the President of the United States with the advice and consent of Congress. The Federal Commission on Equal Employment Opportunity has the power to bring suits, subpoena witnesses, issue guidelines that are enforceable by law, render decisions, provide legal assistance to complainants, etc., in regard to fair employment.

**EQUAL PAY**

To provide equal pay for males and females performing the same or substantially similar jobs in the same establishment, (as required by the Equal Pay Act of 1963 for employers subject to the Fair Labor Standards Act) (e.g., in a department store a female salesperson in the ladies shoe department must receive pay equal to that of a male salesperson in the men's shoe department.)

**ETHNIC GROUP**

A group identified based on religion, color, or national origin.

**EXECUTIVE ORDER**

A regulation by the President of the United States or the chief executive of a state that has the effect of law.

**GOALS**

Good faith, quantitative employment objectives that employers voluntarily set as the minimum progress they can make within a certain period (usually one year) to correct underutilization of protected classes in their work force.

**GOOD FAITH EFFORTS**

Those actions taken to achieve the objectives of the EEO program, which may include, but are not limited to, the establishment and conduct of processes to implement specific provisions of U.S. Department of Transportation circular.

**GUIDELINES**

Documents published by various compliance agencies for the purpose of clarifying provisions of a law or regulation and indicating how an agency will interpret its law or regulation.

**HARASSMENT**

Verbal, physical, visual, and other conduct that creates a hostile working environment and is directed towards persons based upon their protected status.

**HISPANIC/LATINO**

All persons of Cuban, Mexican, Puerto Rican, Central, or South American, or other Spanish culture or origin, regardless of race. The term "Spanish origin," can be used in addition to "Hispanic or Latino."

**JAAR (Job Area Acceptance Range)**

The acceptable range--either 20 percent above or below internal availability--for either females or minorities in a workforce sector.

**JOB ANALYSIS**

The systematic study of a job to provide information, which will enable those planning examinations or other selection devices to determine the knowledge, skills and abilities required for successful performance on the job.

**JOB CATEGORY**

A grouping or aggregation of job classifications for purposes of analysis or official reporting. Officials and Administrators, Professionals, Administrative Support, and Service Workers are examples of Job Categories.

**JOB GROUP**

One or a group of jobs having similar content (duties of the position and the technical expertise required to do the job), wage rates, and opportunities. Positions in job groups do not normally cross EE0-4 Categories.

**MINORITY**

For EEO official reporting purposes and for purposes of the work force analysis required in Revised Executive Order No. 4, the term "minority" includes Blacks/African Americans, Hispanics/Latinos, Alaskan Natives or American Indians, and Asians, Native Hawaiian or Other Pacific Islander, and Two or More Races (Multiple Race).

**NATIONAL ORIGIN**

The particular nation where a person was born, or where the person's parents or ancestors were born.

**NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER**

A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.

**NUMERIC GOAL**

Even though numeric goals are not required, many times supervisors and managers request the "number" of protected group members that they are expected to hire in their respective areas.

## **OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS (OFCCP)**

The branch of the US Department of Labor responsible for monitoring the compliance status of and resolving complaints against all employers having contracts with the Federal Government.

### **ONE PERSON STANDARD**

Shortfall is the number of minorities or females below that which is expected (based upon availability).

### **PARITY**

A condition achieved in an organization when the protected class composition of its work force is equal to that in the relevant available labor force.

### **PLACEMENT**

Any employment decision made by the employer that has the effect of placing an individual in a position, training position, or any other position of opportunity in the company or institution.

### **PRIMA FACIE**

A legal presumption that arises from a basic showing of facts, which will control a decision unless explicitly proved untrue. In the EEO area, statistics of underutilization have been sufficient to make a prima facie case for discrimination. It is then the responsibility of the employer to justify those statistics.

### **PROTECTED CLASSES**

Groups identified in Executive Order 6 (minorities, females, disabled persons, and Veterans) that are specifically protected against employment discrimination.

### **QUOTAS**

In employment law, court ordered or approved hiring and/or promoting of specified numbers or ratios of minorities or females in positions from which a court has found they have been excluded because of unlawful discrimination. Quotas are not the same as goals and timetables.

### **REASONABLE ACCOMMODATION**

The changing of environment, schedules, or requirements to adapt to the known physical or mental limitations of a qualified, disabled applicant or employee. There are three (3) categories of reasonable accommodations:

1. Modifications or adjustments to a job application process to permit an individual with a disability to be considered for a job (such as providing application forms in alternative formats like large print or Braille);
2. Modifications or adjustments necessary to enable a qualified individual with a disability to perform the essential functions of the job (such as providing sign language interpreters);and

3. Modifications or adjustments that enable employees with disabilities to enjoy equal benefits and privileges of employment (e.g., removing physical barriers in an office cafeteria).

### **RELEVANT WORK FORCE**

All individuals who are qualified to perform a particular job and who would accept employment in a particular geographic location.

### **RETALIATION**

Any adverse personnel action taken against a person because the employee has filed a complaint or participated in an investigation.

### **SELECTION PROCESS**

Any measure, combination of measures, or procedure used as a basis for any employment decision; commonly consists of minimum qualifications, test(s), employment interview, and probationary period.

### **SELECTIVE CERTIFICATION**

The process of certifying the names of persons on an eligible list based on their possession of specific qualifying criteria (e.g. by sex).

### **SELF-IDENTIFICATION**

The process of establishing racial/ethnic identity. The descriptions do not denote scientific definitions of anthropological origins; the categories used are those set forth in federal regulations. For the purposes of EEO data collection, an individual may be included in the group(s) in which he or she appears to belong, identifies with, or is regarded in the community as belonging.

### **SEXUAL HARASSMENT**

Unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to the conduct is either an explicit or implicit term or condition of employment;
2. Submission to or rejection of the conduct is used as a bases for an employment affecting the person rejecting or submitting to the conduct; or
3. The conduct has the purpose or effect of unreasonably interfering with an affected person's work performance, or creating an intimidating, hostile, or offensive work environment.

### **SEXUAL ORIENTATION**

A private preference of an individual protected by Executive Order No. 28 for heterosexuality, homosexuality or bisexuality; or a history of such a preference; or an identification with having such a preference.

### **STANDARD DEVIATION**

One of the most useful and widely used formulas for measuring degrees of dispersion.

**STANDARD METROPOLITAN STATISTICAL AREA (SMSA)**

A statistical standard developed for use by federal agencies in the production, analysis, and publication of data on metropolitan areas. Each SMSA has one or more central counties containing the area's main population concentration and may include outlying counties that have close economic and social relationships with the central counties.

**SYSTEMIC DISCRIMINATION**

A pattern of discrimination throughout a place of employment (or program) that is a result of pervasive, interrelated actions, policies, or procedures.

**TIME TABLE**

A specified timeframe required in all affirmative action plans, which designates when an employer believes the established numerical employment goals can be achieved.

**TWO STANDARD DEVIATION METHOD**

Indicates an underutilization in any job group in which the difference between the expected number of minorities or females and actual number in the group is greater than two standard deviations.

**UNDERUTILIZATION**

A condition where there are fewer minorities and/or females in a particular job category or department than would reasonably be expected based on their availability.

**UNITED STATES COMMISSION ON CIVIL RIGHTS**

An independent, bipartisan agency established by Congress in 1957 and directed to:

- (a) Investigate complaints alleging that citizens are being deprived of their right to vote because of their race, color, religion, sex, age, handicap, or national origin, or due to fraudulent practices.
- (b) Study and collect information concerning legal developments constituting discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, handicap, or national origin, or in the administration of justice.
- (c) Appraise Federal laws and policies with respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, handicap or national origin, or in the administration of justice.
- (d) Serve as a national clearinghouse for information in respect to discrimination or denial of equal protection of the laws because of race, color, religion, sex, age, handicap, or national origin.
- (e) Submit reports, findings, and recommendations to the President and Congress.

**VALIDATION**

The process by which employee selection devices are demonstrated empirically to be predictive of job performance. Under EEOC Guidelines, tests or other selection devices that screen out minorities or females at a greater rate than others must be validated according to procedures that meet the published standards of the American Psychological Association.



**VETERAN**

A veteran, as defined by the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, ("VEVRAA"), 38 U.S.C. Section 4212(d), includes:

- (1) Disabled veterans;
- (2) Other protected veterans (veterans who served on active duty in the U.S. military during a war or in a campaign or expedition for which a campaign badge is awarded);
- (3) Armed Forces service medal veterans (veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985); and
- (4) Recently separated veterans (veterans within 36 months from discharge or release from active duty).

**WORK FORCE ANALYSIS**

A statistical analysis of the numbers and percentages of all employees of a specific employer by race, or ethnic origin, sex, Veteran, and/or disability status by job category and level.

# Exhibit 1

**Sacramento Regional Transit**  
Workforce Analysis  
Accessible Services

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	W	B	H	A	I	NHOPI	2+	W	B	H	A	I	NHOPI	2+	
1 - Officials and Administrators	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6 - Administrative Support	5	1	4	0	0	0	0	0	0	1	1	0	1	1	1	0	0	4
	100.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	0.0%	20.0%	20.0%	20.0%	0.0%	0.0%	80.0%
8 - Service and Maintenance	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Accessible Services</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>
	<b>100.0%</b>	<b>14.3%</b>	<b>85.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>28.6%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>71.4%</b>

Gender/Race Category Legend:  
 Hisp - Hispanic  
 AI/AN - American Indian/Alaskan Native  
 NHOPI - Native Hawaiian or Pacific Islander  
 2+ - Two or More

## Sacramento Regional Transit

### Workforce Analysis

### Board Support

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
2 - Professionals	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total for Board Support</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>	<b>0</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>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Civil & Track

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	100.0%	100.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
<b>Total for Civil &amp; Track</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</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>	<b>1</b>
	<b>100.0%</b>	<b>75.0%</b>	<b>25.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Community Bus

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	3	1	2	1	0	0	0	0	0	0	1	0	1	0	0	0	0	1
	100.0%	33.3%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8 - Service and Maintenance	23	15	8	4	4	3	1	0	1	2	3	4	1	0	0	0	0	16
	100.0%	65.2%	34.8%	17.4%	17.4%	13.0%	4.3%	0.0%	4.3%	8.7%	13.0%	17.4%	4.3%	0.0%	0.0%	0.0%	0.0%	69.6%
<b>Total for Community Bus</b>	<b>27</b>	<b>16</b>	<b>11</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>17</b>
	<b>100.0%</b>	<b>59.3%</b>	<b>40.7%</b>	<b>18.5%</b>	<b>14.8%</b>	<b>11.1%</b>	<b>3.7%</b>	<b>0.0%</b>	<b>3.7%</b>	<b>7.4%</b>	<b>18.5%</b>	<b>14.8%</b>	<b>7.4%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>63.0%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

## Sacramento Regional Transit

### Workforce Analysis Construction Mgmt

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.	
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
1 - Officials and Administrators	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	100.0%	100.0%	0.0%	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%	0.0%	100.0%
<b>Total for Construction Mgmt</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</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>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Customer Advocacy

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Customer Advocacy</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Customer Service

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	100.0%	100.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
2 - Professionals	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
6 - Administrative Support	11	4	7	0	1	3	0	0	0	0	2	2	2	1	0	0	0	9
	100.0%	36.4%	63.6%	0.0%	9.1%	27.3%	0.0%	0.0%	0.0%	0.0%	18.2%	18.2%	18.2%	9.1%	0.0%	0.0%	0.0%	81.8%
8 - Service and Maintenance	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Customer Service</b>	<b>15</b>	<b>6</b>	<b>9</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>
	<b>100.0%</b>	<b>40.0%</b>	<b>60.0%</b>	<b>6.7%</b>	<b>6.7%</b>	<b>20.0%</b>	<b>0.0%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>13.3%</b>	<b>26.7%</b>	<b>13.3%</b>	<b>6.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>80.0%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More



**Sacramento Regional Transit**  
Workforce Analysis  
EEO

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1 100.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
<b>Total for EEO</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Engineering

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
2 - Professionals	1 100.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%	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 0.0%	0 0.0%	1 100.0%
<b>Total for Engineering</b>	<b>1</b> <b>100.0%</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Facilities

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	2	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0	1
	100.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
7 - Skilled Craft	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8 - Service and Maintenance	25	23	2	10	5	4	1	1	1	1	2	0	0	0	0	0	0	13
	100.0%	92.0%	8.0%	40.0%	20.0%	16.0%	4.0%	4.0%	4.0%	4.0%	8.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	52.0%
<b>Total for Facilities</b>	<b>29</b>	<b>25</b>	<b>4</b>	<b>11</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>
	<b>100.0%</b>	<b>86.2%</b>	<b>13.8%</b>	<b>37.9%</b>	<b>17.2%</b>	<b>13.8%</b>	<b>3.4%</b>	<b>6.9%</b>	<b>3.4%</b>	<b>3.4%</b>	<b>13.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>48.3%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Finance And Treasury

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	5	2	3	2	0	0	0	0	0	0	3	0	0	0	0	0	0	0
	100.0%	40.0%	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	4	1	3	1	0	0	0	0	0	0	1	0	0	2	0	0	0	2
	100.0%	25.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%
6 - Administrative Support	5	1	4	0	0	0	1	0	0	0	1	1	0	1	0	0	1	4
	100.0%	20.0%	80.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%	20.0%	0.0%	20.0%	0.0%	0.0%	20.0%	80.0%
8 - Service and Maintenance	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total for Finance And Treasury</b>	<b>16</b>	<b>5</b>	<b>11</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>6</b>
	<b>100.0%</b>	<b>31.3%</b>	<b>68.8%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>37.5%</b>	<b>6.3%</b>	<b>0.0%</b>	<b>18.8%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>37.5%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
General Manager/CEO

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.	
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
1 - Officials and Administrators	3	3	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	100.0%	100.0%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
2 - Professionals	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for General Manager/CEO</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</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>	<b>2</b>
	<b>100.0%</b>	<b>75.0%</b>	<b>25.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Human Resources

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	2	0	2	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%
2 - Professionals	5	0	5	0	0	0	0	0	0	0	2	1	0	2	0	0	0	3
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	20.0%	0.0%	40.0%	0.0%	0.0%	0.0%	60.0%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
8 - Service and Maintenance	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Human Resources</b>	<b>9</b>	<b>1</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>3</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
	<b>100.0%</b>	<b>11.1%</b>	<b>88.9%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>11.1%</b>	<b>33.3%</b>	<b>22.2%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>66.7%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
 Workforce Analysis  
 Information Technology

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	3	3	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	2
	100.0%	100.0%	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
2 - Professionals	12	9	3	6	0	0	3	0	0	0	1	0	0	2	0	0	0	5
	100.0%	75.0%	25.0%	50.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	41.7%
6 - Administrative Support	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total for Information Technology</b>	<b>16</b>	<b>13</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>
	<b>100.0%</b>	<b>81.3%</b>	<b>18.8%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>6.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>43.8%</b>

Gender/Race Category Legend:  
 Hisp - Hispanic  
 AI/AN - American Indian/Alaskan Native  
 NHOPI - Native Hawaiian or Pacific Islander  
 2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Labor Relations

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.	
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
1 - Officials and Administrators	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Labor Relations</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</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>	<b>1</b>
	<b>100.0%</b>	<b>66.7%</b>	<b>33.3%</b>	<b>66.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>33.3%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More



**Sacramento Regional Transit**  
Workforce Analysis  
Legal

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	2	1	1	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	100.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
2 - Professionals	6	2	4	1	0	0	0	0	0	1	3	0	0	0	0	0	1	2
	100.0%	33.3%	66.7%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	33.3%
<b>Total for Legal</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>
	<b>100.0%</b>	<b>37.5%</b>	<b>62.5%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>37.5%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>37.5%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
 Workforce Analysis  
 Light Rail Maintenance - Wayside

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
7 - Skilled Craft	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
	100.0%	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%	0.0%	100.0%
<b>Total for Light Rail Maintenance - Wayside</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</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>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>

Gender/Race Category Legend:  
 Hisp - Hispanic  
 AI/AN - American Indian/Alaskan Native  
 NHOPI - Native Hawaiian or Pacific Islander  
 2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Light Rail

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	45	36	9	23	6	3	3	0	0	1	5	2	1	1	0	0	0	17
	100.0%	80.0%	20.0%	51.1%	13.3%	6.7%	6.7%	0.0%	0.0%	2.2%	11.1%	4.4%	2.2%	2.2%	0.0%	0.0%	0.0%	37.8%
2 - Professionals	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6 - Administrative Support	3	0	3	0	0	0	0	0	0	0	2	1	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%
7 - Skilled Craft	62	59	3	26	8	10	11	0	0	4	0	2	1	0	0	0	0	36
	100.0%	95.2%	4.8%	41.9%	12.9%	16.1%	17.7%	0.0%	0.0%	6.5%	0.0%	3.2%	1.6%	0.0%	0.0%	0.0%	0.0%	58.1%
8 - Service and Maintenance	125	97	28	41	22	18	10	1	1	4	8	13	2	2	0	0	3	76
	100.0%	77.6%	22.4%	32.8%	17.6%	14.4%	8.0%	0.8%	0.8%	3.2%	6.4%	10.4%	1.6%	1.6%	0.0%	0.0%	2.4%	60.8%
<b>Total for Light Rail</b>	<b>236</b>	<b>193</b>	<b>43</b>	<b>91</b>	<b>36</b>	<b>31</b>	<b>24</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>15</b>	<b>18</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>130</b>
	<b>100.0%</b>	<b>81.8%</b>	<b>18.2%</b>	<b>38.6%</b>	<b>15.3%</b>	<b>13.1%</b>	<b>10.2%</b>	<b>0.4%</b>	<b>0.4%</b>	<b>3.8%</b>	<b>6.4%</b>	<b>7.6%</b>	<b>1.7%</b>	<b>1.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>1.3%</b>	<b>55.1%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Maintenance

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	10	10	0	9	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	100.0%	100.0%	0.0%	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.0%
2 - Professionals	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	100.0%	100.0%	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%	0.0%	0.0%	100.0%
6 - Administrative Support	2	0	2	0	0	0	0	0	0	0	1	0	1	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%
7 - Skilled Craft	47	45	2	20	5	13	6	1	0	0	0	1	0	1	0	0	0	27
	100.0%	95.7%	4.3%	42.6%	10.6%	27.7%	12.8%	2.1%	0.0%	0.0%	0.0%	2.1%	0.0%	2.1%	0.0%	0.0%	0.0%	57.4%
8 - Service and Maintenance	33	26	7	5	11	3	4	2	0	1	0	5	0	0	1	0	1	28
	100.0%	78.8%	21.2%	15.2%	33.3%	9.1%	12.1%	6.1%	0.0%	3.0%	0.0%	15.2%	0.0%	0.0%	3.0%	0.0%	3.0%	84.8%
<b>Total for Maintenance</b>	<b>93</b>	<b>82</b>	<b>11</b>	<b>34</b>	<b>18</b>	<b>16</b>	<b>10</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>58</b>
	<b>100.0%</b>	<b>88.2%</b>	<b>11.8%</b>	<b>36.6%</b>	<b>19.4%</b>	<b>17.2%</b>	<b>10.8%</b>	<b>3.2%</b>	<b>0.0%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>6.5%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>1.1%</b>	<b>0.0%</b>	<b>1.1%</b>	<b>62.4%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Marketing

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	2	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6 - Administrative Support	2	0	2	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%
8 - Service and Maintenance	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total for Marketing</b>	<b>6</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>83.3%</b>	<b>16.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>16.7%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
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2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Office Mgmt & Budget

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	5	1	4	1	0	0	0	0	0	0	3	0	0	1	0	0	0	1
	100.0%	20.0%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	20.0%
<b>Total for Office Mgmt &amp; Budget</b>	<b>7</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>100.0%</b>	<b>28.6%</b>	<b>71.4%</b>	<b>28.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>57.1%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
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2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Operations Training

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
2 - Professionals	3 100.0%	1 33.3%	2 66.7%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 33.3%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 33.3%
<b>Total for Operations Training</b>	<b>3</b> <b>100.0%</b>	<b>1</b> <b>33.3%</b>	<b>2</b> <b>66.7%</b>	<b>1</b> <b>33.3%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>33.3%</b>	<b>1</b> <b>33.3%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>33.3%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
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**Sacramento Regional Transit**  
Workforce Analysis  
Planning

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.	
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
1 - Officials and Administrators	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
8 - Service and Maintenance	4	1	3	0	0	1	0	0	0	0	0	0	1	1	0	0	0	1	4
	100.0%	25.0%	75.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	0.0%	0.0%	25.0%	100.0%	
<b>Total for Planning</b>	<b>8</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	
	<b>100.0%</b>	<b>37.5%</b>	<b>62.5%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>12.5%</b>	<b>62.5%</b>	

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More



**Sacramento Regional Transit**  
Workforce Analysis  
Police Services

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	4	4	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	4
	100.0%	100.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
2 - Professionals	18	13	5	6	1	1	5	0	0	0	2	0	2	1	0	0	0	10
	100.0%	72.2%	27.8%	33.3%	5.6%	5.6%	27.8%	0.0%	0.0%	0.0%	11.1%	0.0%	11.1%	5.6%	0.0%	0.0%	0.0%	55.6%
6 - Administrative Support	2	0	2	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%
8 - Service and Maintenance	57	36	21	13	15	4	0	0	1	3	6	8	3	0	0	1	3	38
	100.0%	63.2%	36.8%	22.8%	26.3%	7.0%	0.0%	0.0%	1.8%	5.3%	10.5%	14.0%	5.3%	0.0%	0.0%	1.8%	5.3%	66.7%
<b>Total for Police Services</b>	<b>81</b>	<b>53</b>	<b>28</b>	<b>19</b>	<b>18</b>	<b>7</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>9</b>	<b>8</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>53</b>
	<b>100.0%</b>	<b>65.4%</b>	<b>34.6%</b>	<b>23.5%</b>	<b>22.2%</b>	<b>8.6%</b>	<b>6.2%</b>	<b>0.0%</b>	<b>1.2%</b>	<b>3.7%</b>	<b>11.1%</b>	<b>9.9%</b>	<b>6.2%</b>	<b>2.5%</b>	<b>0.0%</b>	<b>1.2%</b>	<b>3.7%</b>	<b>65.4%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
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2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Procurement

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.	
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
1 - Officials and Administrators	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	100.0%	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%	0.0%	0.0%	100.0%
2 - Professionals	5	0	5	0	0	0	0	0	0	0	3	1	0	0	0	1	0	2	
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	20.0%	0.0%	0.0%	0.0%	20.0%	0.0%	40.0%	
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
<b>Total for Procurement</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	
	<b>100.0%</b>	<b>14.3%</b>	<b>85.7%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>42.9%</b>	<b>28.6%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>14.3%</b>	<b>0.0%</b>	<b>57.1%</b>	

Gender/Race Category Legend:  
Hisp - Hispanic  
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**Sacramento Regional Transit**  
Workforce Analysis  
Project Management

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total for Project Management</b>	<b>2</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>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	<b>100.0%</b>	<b>50.0%</b>	<b>50.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>

Gender/Race Category Legend:  
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## Sacramento Regional Transit

### Workforce Analysis Quality Assurance

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1 100.0%	1 100.0%	0 0.0%	1 100.0%	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 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Total for Quality Assurance</b>	<b>1</b> <b>100.0%</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>

Gender/Race Category Legend:

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NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Real Estate

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.	
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
1 - Officials and Administrators	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8 - Service and Maintenance	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Real Estate</b>	<b>2</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>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>100.0%</b>	<b>50.0%</b>	<b>50.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Risk

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	2	2	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2
	100.0%	100.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Risk</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
	<b>100.0%</b>	<b>75.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>75.0%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Safety

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	2	1	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	2
	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Safety</b>	<b>3</b>	<b>2</b>	<b>1</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>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	<b>100.0%</b>	<b>66.7%</b>	<b>33.3%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>33.3%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>66.7%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Scheduling

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.	
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
1 - Officials and Administrators	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	3	3	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
	100.0%	100.0%	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%
<b>Total for Scheduling</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</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>2</b>
	<b>100.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More



**Sacramento Regional Transit**  
 Workforce Analysis  
 Systems Engineering

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Systems Engineering</b>	<b>2</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>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>100.0%</b>	<b>50.0%</b>	<b>50.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>

Gender/Race Category Legend:  
 Hisp - Hispanic  
 AI/AN - American Indian/Alaskan Native  
 NHOPI - Native Hawaiian or Pacific Islander  
 2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Transportation - Bus

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
8 - Service and Maintenance	4	1	3	1	0	0	0	0	0	0	2	0	1	0	0	0	0	1
	100.0%	25.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%
<b>Total for Transportation - Bus</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	<b>100.0%</b>	<b>25.0%</b>	<b>75.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

**Sacramento Regional Transit**  
 Workforce Analysis  
 Transportation - CBS

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
8 - Service and Maintenance	2	0	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	2
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for Transportation - CBS</b>	<b>2</b>	<b>0</b>	<b>2</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>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	<b>100.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>50.0%</b>	<b>50.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>

Gender/Race Category Legend:  
 Hisp - Hispanic  
 AI/AN - American Indian/Alaskan Native  
 NHOPI - Native Hawaiian or Pacific Islander  
 2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
Transportation

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	28	23	5	9	7	3	3	0	0	1	1	2	2	0	0	0	0	18
	100.0%	82.1%	17.9%	32.1%	25.0%	10.7%	10.7%	0.0%	0.0%	3.6%	3.6%	7.1%	7.1%	0.0%	0.0%	0.0%	0.0%	64.3%
2 - Professionals	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
8 - Service and Maintenance	363	224	139	68	85	37	21	3	5	5	26	87	18	1	1	3	3	269
	100.0%	61.7%	38.3%	18.7%	23.4%	10.2%	5.8%	0.8%	1.4%	1.4%	7.2%	24.0%	5.0%	0.3%	0.3%	0.8%	0.8%	74.1%
<b>Total for Transportation</b>	<b>393</b>	<b>247</b>	<b>146</b>	<b>77</b>	<b>92</b>	<b>40</b>	<b>24</b>	<b>3</b>	<b>5</b>	<b>6</b>	<b>28</b>	<b>89</b>	<b>20</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>288</b>
	<b>100.0%</b>	<b>62.8%</b>	<b>37.2%</b>	<b>19.6%</b>	<b>23.4%</b>	<b>10.2%</b>	<b>6.1%</b>	<b>0.8%</b>	<b>1.3%</b>	<b>1.5%</b>	<b>7.1%</b>	<b>22.6%</b>	<b>5.1%</b>	<b>0.3%</b>	<b>0.3%</b>	<b>0.8%</b>	<b>1.0%</b>	<b>73.3%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

## Sacramento Regional Transit

### Workforce Analysis VP Administration

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1 100.0%	0 0.0%	1 100.0%	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 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
<b>Total for VP Administration</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>0</b> <b>0.0%</b>	<b>1</b> <b>100.0%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis  
VP Com & Partnership

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2 - Professionals	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for VP Com &amp; Partnership</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%

Gender/Race Category Legend:  
Hisp - Hispanic  
AI/AN - American Indian/Alaskan Native  
NHOPI - Native Hawaiian or Pacific Islander  
2+ - Two or More

## Sacramento Regional Transit

Workforce Analysis  
VP Planning & Acct

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6 - Administrative Support	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Total for VP Planning &amp; Acct</b>	<b>2</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>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
	100.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
 Workforce Analysis  
 VP TS/COO

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
6 - Administrative Support	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for VP TS/COO</b>	<b>2</b>	<b>0</b>	<b>2</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>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>
	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	100.0%

Gender/Race Category Legend:  
 Hisp - Hispanic  
 AI/AN - American Indian/Alaskan Native  
 NHOPI - Native Hawaiian or Pacific Islander  
 2+ - Two or More



## Sacramento Regional Transit

### Workforce Analysis VP, Engineering & Facilities

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.	
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
1 - Officials and Administrators	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	100.0%	100.0%	0.0%	50.0%	50.0%	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%	50.0%
6 - Administrative Support	2	1	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	2
	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
<b>Total for VP, Engineering &amp; Facilities</b>	<b>4</b>	<b>3</b>	<b>1</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>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>
	<b>100.0%</b>	<b>75.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>25.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>75.0%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

## Sacramento Regional Transit

Workforce Analysis  
VP, Finance/CFO

Snapshot Date: 12/31/2017

EEO-4 Category	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
1 - Officials and Administrators	1 100.0%	1 100.0%	0 0.0%	1 100.0%	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 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
<b>Total for VP, Finance/CFO</b>	<b>1 100.0%</b>	<b>1 100.0%</b>	<b>0 0.0%</b>	<b>1 100.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>	<b>0 0.0%</b>

Gender/Race Category Legend:

Hisp - Hispanic

AI/AN - American Indian/Alaskan Native

NHOPI - Native Hawaiian or Pacific Islander

2+ - Two or More

**Sacramento Regional Transit**  
Workforce Analysis Summary

Snapshot Date: 12/31/2017

Organizational Unit	All Employees			M							F							Tot. Min.
	Total	Male	Female	W	B	H	A	I	NHOPI	2+	W	B	H	A	I	NHOPI	2+	
Accessible Services	7	1	6	0	0	0	0	0	0	1	2	1	1	1	1	0	0	5
Board Support	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Civil & Track	4	3	1	2	0	1	0	0	0	0	1	0	0	0	0	0	0	1
Community Bus	27	16	11	5	4	3	1	0	1	2	5	4	2	0	0	0	17	
Construction Mgmt	2	2	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	
Customer Advocacy	2	0	2	0	0	0	0	0	0	0	1	0	0	1	0	0	1	
Customer Service	15	6	9	1	1	3	0	1	0	0	2	4	2	1	0	0	12	
EEO	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	
Engineering	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
Facilities	29	25	4	11	5	4	1	2	1	1	4	0	0	0	0	0	14	
Finance And Treasury	16	5	11	4	0	0	1	0	0	0	6	1	0	3	0	0	6	
General Manager/CEO	4	3	1	2	0	0	1	0	0	0	0	1	0	0	0	0	2	
Human Resources	9	1	8	0	0	0	0	0	0	1	3	2	0	3	0	0	6	
Information Technology	16	13	3	8	0	1	4	0	0	0	1	0	0	2	0	0	7	
Labor Relations	3	2	1	2	0	0	0	0	0	0	0	1	0	0	0	0	1	
Legal	8	3	5	2	0	0	0	0	0	1	3	0	1	0	0	0	3	
Light Rail	236	193	43	91	36	31	24	1	1	9	15	18	4	3	0	0	130	
Light Rail Maintenance - Wayside	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	
Maintenance	93	82	11	34	18	16	10	3	0	1	1	6	1	1	1	0	58	
Marketing	6	0	6	0	0	0	0	0	0	0	5	1	0	0	0	0	1	
Office Mgmt & Budget	7	2	5	2	0	0	0	0	0	0	4	0	0	1	0	0	1	
Operations Training	3	1	2	1	0	0	0	0	0	0	1	1	0	0	0	0	1	
Planning	8	3	5	2	0	1	0	0	0	0	1	0	1	2	0	0	5	
Police Services	81	53	28	19	18	7	5	0	1	3	9	8	5	2	0	1	53	
Procurement	7	1	6	0	0	1	0	0	0	0	3	2	0	0	0	1	4	
Project Management	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	
Quality Assurance	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
Real Estate	2	1	1	1	0	0	0	0	0	0	0	1	0	0	0	0	1	
Risk	4	3	1	1	0	1	1	0	0	0	0	0	1	0	0	0	3	
Safety	3	2	1	1	0	1	0	0	0	0	0	0	0	1	0	0	2	
Scheduling	4	4	0	2	0	1	1	0	0	0	0	0	0	0	0	0	2	
Systems Engineering	2	1	1	1	0	0	0	0	0	0	0	0	0	1	0	0	1	
Transportation	393	247	146	77	92	40	24	3	5	6	28	89	20	1	1	3	288	
Transportation - Bus	4	1	3	1	0	0	0	0	0	0	2	0	1	0	0	0	1	
Transportation - CBS	2	0	2	0	0	0	0	0	0	0	0	1	1	0	0	0	2	
VP Administration	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	1	
VP Com & Partnership	2	0	2	0	0	0	0	0	0	0	1	0	1	0	0	0	1	
VP Planning & Acct	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	
VP TS/COO	2	0	2	0	0	0	0	0	0	0	0	0	1	1	0	0	2	
VP, Engineering & Facilities	4	3	1	1	1	1	0	0	0	0	0	1	0	0	0	0	3	
VP, Finance/CFO	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Grand Total</b>	<b>1016</b>	<b>683</b>	<b>333</b>	<b>276</b>	<b>175</b>	<b>114</b>	<b>74</b>	<b>10</b>	<b>9</b>	<b>25</b>	<b>101</b>	<b>143</b>	<b>42</b>	<b>25</b>	<b>3</b>	<b>5</b>	<b>14</b>	<b>639</b>

# Exhibit 2

## Sacramento Regional Transit Job Group Analysis A1 - Executives

Snapshot: 12/31/2017

Job Title	EEO-4 Category	All Employees			Male								Female						Total Minority	
		Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
Chief Counsel	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deputy Chief Counsel	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Deputy Chief Operating Officer	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Deputy General Manager/COO	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
General Manager / CEO	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
VP, Administration	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
VP, Communications & Partnerships	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
VP, Engineering & Facilities	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
VP, Finance / CFO	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
VP, Planning & Accountability	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
<b>Total A1 - Executives</b>		<b>10</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>

**Sacramento Regional Transit**  
Job Group Analysis  
A2 - Managers

Snapshot: 12/31/2017

Job Title	EEO-4 Category	All Employees			Male							Female							Total Minority	
		Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
BB Acting Maint Superintendent LR	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chief, Enviro Health & Sys Safety	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Accessible Services	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director, Bus Maintenance	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Civil and Track Design	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Construction Management	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Human Resources	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director, Information Technology	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Labor Relations	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Light Rail	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Marketing, Comm, & Pub Info	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Director, Office Management and Budget	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Planning	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Project Management	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Scheduling	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Director, Transportation	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EEO Administrator	1	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Electronic Fare Collections Systems Admi	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Facilities Superintendent	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Human Resources Administrator	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Internal Accountability Auditor	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maintenance Superintendent - Bus	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maintenance Superintendent - Light Rail	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Maintenance Superintendent - Wayside	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager, Accounting	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager, Contracts & DBE	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Manager, Customer Service	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Manager, Enterprise Resources & Database	1	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Manager, Grants	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Manager, Real Estate	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager, Revenue	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Materials Management Superintendent	1	2	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Network & End Operations Administrator	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Pension and Retiree Services Administrat	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Police Services Superintendent	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Quality Assurance Administrator	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Risk Administrator	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Special Asst, Office of the GM/CEO	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Transportation Superintendent - Bus	1	3	2	1	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Transportation Superintendent - LR	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Treasury Controller	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
<b>Total A2 - Managers</b>		<b>44</b>	<b>33</b>	<b>11</b>	<b>25</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11</b>

**Sacramento Regional Transit**  
 Job Group Analysis  
 A3 - Supervisors

Snapshot: 12/31/2017

Job Title	EEO-4 Category	All Employees			Male							Female							Total Minority
		Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
Community Bus Services Dispatcher	1	3	1	2	1	0	0	0	0	0	0	1	0	1	0	0	0	0	1
Customer Advocacy Supervisor	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Customer Service Supervisor	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Facilities Supervisor	1	2	1	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0	1
Maintenance Supervisor - Bus	1	7	7	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Maintenance Supervisor - Light Rail	1	10	9	1	7	1	1	0	0	0	0	0	0	1	0	0	0	0	3
Maintenance Supervisor - Wayside	1	5	5	0	4	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Maintenance Trainer - Bus	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Maintenance Trainer - Light Rail	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Payroll Supervisor	1	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Transportation Supervisor	1	48	38	10	15	11	4	6	0	0	2	4	4	1	1	0	0	0	29
Transportation Supervisor - Police Svcs	1	3	3	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	3
<b>Total A3 - Supervisors</b>		<b>83</b>	<b>67</b>	<b>16</b>	<b>36</b>	<b>14</b>	<b>8</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>

**Sacramento Regional Transit**  
Job Group Analysis  
B - Professionals

Snapshot: 12/31/2017

Job Title	EEO-4 Category	All Employees			Male							Female							Total Minority	
		Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
Accountant II	2	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Assistant Resident Engineer	2	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Attorney III	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Grants Analyst	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Human Resources Analyst II	2	2	0	2	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2
Labor Relations Analyst I	2	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Network Operations Engineer	2	2	2	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Operations Trainer	2	3	1	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1
Payroll Analyst	2	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Personal Services Contractor	2	24	17	7	8	1	2	5	0	0	1	4	0	2	1	0	0	0	0	12
Principal Civil Engineer	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Principal Planner	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Principal Systems Engineer	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Procurement Analyst II	2	2	0	2	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	1
Procurement Analyst II - HLC	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Program Analyst	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Real Estate Administrator - Asset Mgt.	2	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
Revenue Analyst	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Risk Analyst II	2	2	2	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
Schedule Analyst I	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Schedule Analyst II	2	2	2	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Senior Accountant	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Architect	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Community & Govn Affairs Officer	2	2	0	2	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
Senior Engineering Analyst	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Senior Engineering Technician	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Senior Financial Analyst	2	2	0	2	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
Senior Grants Analyst	2	2	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Senior Human Resources Analyst	2	3	0	3	0	0	0	0	0	0	0	1	0	0	2	0	0	0	0	2
Senior Human Resources Analyst - HLC	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Senior IT Business Systems Analyst	2	3	2	1	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0	2
Senior Labor Relations Analyst	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Marketing & Communications Spec	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Senior Paralegal	2	2	0	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1
Senior Procurement Analyst	2	2	0	2	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1
Senior Programmer Analyst	2	2	1	1	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	2
Senior Safety Specialist	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Senior Safety Specialist HLC	2	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Senior Strategic Planner	2	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Senior Systems Engineer	2	1	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
<b>Total B - Professionals</b>		<b>80</b>	<b>37</b>	<b>43</b>	<b>18</b>	<b>1</b>	<b>6</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>23</b>	<b>5</b>	<b>3</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>39</b>

**Sacramento Regional Transit**  
 Job Group Analysis  
 C - Technicians

Snapshot: 12/31/2017

Job Title	EEO-4 Category	All Employees			Male							Female						Total Minority	
		Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI		2+
Administrative Technician	3	12	0	12	0	0	0	0	0	0	0	6	2	2	1	0	0	1	6
Assistant Planner	3	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Graphic Designer	3	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
IT Technician II	3	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Network Operations Technician	3	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Risk Technician	3	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Treasury Clerk	3	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Video Communications Systems Analyst	3	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total C - Technicians</b>		<b>20</b>	<b>4</b>	<b>16</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>10</b>



**Sacramento Regional Transit**  
 Job Group Analysis  
 D - Administrative Support

Snapshot: 12/31/2017

Job Title	EEO-4 Category	All Employees			Male							Female							Total Minority
		Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	
Accessible Serv Eligibility Specialist	6	3	0	3	0	0	0	0	0	0	0	1	0	0	1	1	0	0	2
Administrative Assistant II	6	3	1	2	0	0	0	0	0	0	1	1	1	0	0	0	0	0	2
Clerk to the Board	6	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Customer Service Representative	6	10	3	7	0	1	2	0	0	0	0	2	2	2	1	0	0	0	8
Executive Assistant	6	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Fare Prepayment Clerk	6	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Payroll Technician	6	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Procurement Clerk	6	1	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Reception Clerk	6	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Revenue Clerk	6	2	1	1	0	0	0	1	0	0	0	0	1	0	0	0	0	0	2
Route Checker	6	3	1	2	0	0	1	0	0	0	0	0	0	1	1	0	0	0	3
Senior Administrative Assistant	6	4	1	3	1	0	0	0	0	0	0	0	1	0	2	0	0	0	3
Senior Clerk	6	1	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Senior Customer Advocate	6	1	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Student Intern High School (PSC)	6	3	2	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0	2
<b>Total D - Administrative Support</b>		<b>36</b>	<b>10</b>	<b>26</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>7</b>	<b>3</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>28</b>

**Sacramento Regional Transit**  
Job Group Analysis  
E - Skilled Craft

Snapshot: 12/31/2017

Job Title	EEO-4 Category	All Employees			Male								Female						Total Minority	
		Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
Electronic Mechanic	7	3	3	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
Facilities Electronic Technician	7	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Light Rail Assistant Mechanic	7	8	6	2	0	3	2	1	0	0	0	0	0	1	1	0	0	0	0	8
Light Rail Vehicle Technician	7	36	35	1	15	3	6	8	0	0	3	0	1	0	0	0	0	0	0	21
Lineworker Technician	7	5	5	0	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Lineworker Technician - HLC	7	9	9	0	4	2	2	1	0	0	0	0	0	0	0	0	0	0	0	5
Mechanic A	7	22	22	0	12	0	7	2	1	0	0	0	0	0	0	0	0	0	0	10
Mechanic A Body/Fender	7	6	6	0	3	0	1	1	0	0	1	0	0	0	0	0	0	0	0	3
Mechanic A Gasoline/Propane	7	2	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mechanic B	7	4	4	0	0	1	2	1	0	0	0	0	0	0	0	0	0	0	0	4
Mechanic C	7	13	11	2	3	4	2	2	0	0	0	0	1	0	1	0	0	0	0	10
Painter	7	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Upholsterer	7	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total E - Skilled Craft</b>		<b>111</b>	<b>106</b>	<b>5</b>	<b>47</b>	<b>13</b>	<b>24</b>	<b>17</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>64</b>

**Sacramento Regional Transit**  
 Job Group Analysis  
 F - Service and Maintenance

Snapshot: 12/31/2017

Job Title	EEO-4 Category	All Employees			Male							Female							Total Minority	
		Total	Male	Female	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+	White	Black	Hisp.	Asian	AI/AN	NHOPI	2+		
Black Box Bus Operator	8	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Black Box Community Bus Service Operator	8	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	2
Black Box Light Rail Asst Mechanic	8	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black Box Light Rail Service Worker	8	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Bus Operator	8	352	214	138	68	79	35	20	3	5	4	27	85	18	1	1	3	3	257	
Bus Operator - Extra	8	9	8	1	1	4	2	0	0	0	1	0	1	0	0	0	0	0	8	
Bus Service Worker	8	26	20	6	3	11	1	4	0	0	1	0	4	0	1	0	1	0	23	
Community Bus Services Operator	8	22	13	9	4	3	3	1	0	1	1	3	4	2	0	0	0	0	15	
Community Bus Services Operator - Extra	8	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
Facilities and Grounds Worker I	8	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Facilities and Grounds Worker II	8	4	4	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	2	
Facilities Maintenance Mechanic	8	8	8	0	5	0	2	1	0	0	0	0	0	0	0	0	0	0	3	
Facilities Maintenance Mechanic - HLC	8	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	
Facilities Service Worker	8	16	15	1	3	4	4	2	1	0	1	1	0	0	0	0	0	0	12	
Light Rail Operator	8	87	59	28	32	12	6	7	1	0	1	8	13	2	2	0	0	3	47	
Light Rail Operator - Extra	8	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2	
Light Rail Service Worker	8	14	13	1	3	4	3	2	0	0	1	0	1	0	0	0	0	0	11	
Rail Laborer	8	3	3	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	3	
Rail Maintenance Worker	8	8	8	0	2	1	4	0	0	0	1	0	0	0	0	0	0	0	6	
Senior Rail Maintenance Worker	8	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	
Storekeeper	8	10	8	2	4	0	2	0	2	0	0	1	1	0	0	0	0	0	5	
Transit Agent	8	23	18	5	5	8	1	0	0	1	3	2	2	1	0	0	0	0	16	
Transit Agent - S/G	8	28	14	14	4	7	3	0	0	0	0	2	6	2	0	0	1	3	22	
Transit Fare Inspector	8	7	4	3	4	0	0	0	0	0	0	2	1	0	0	0	0	0	1	
<b>Total F - Service and Maintenance</b>		<b>632</b>	<b>421</b>	<b>211</b>	<b>142</b>	<b>142</b>	<b>69</b>	<b>37</b>	<b>7</b>	<b>8</b>	<b>16</b>	<b>47</b>	<b>119</b>	<b>26</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>10</b>	<b>443</b>	

**Sacramento Regional Transit**  
Job Group Analysis Summary

Snapshot Date: 12/31/2017

Job Group	All Employees			Males							Females							Tot. Min.
	Total	Male	Female	W	B	H	A	I	NHOPI	2+	W	B	H	A	I	NHOPI	2+	
A1 - Executives	10	5	5	3	1	0	1	0	0	0	2	0	2	1	0	0	0	5
A2 - Managers	44	33	11	25	3	2	1	1	1	0	8	1	1	1	0	0	0	11
A3 - Supervisors	83	67	16	36	14	8	6	1	0	2	8	4	3	1	0	0	0	39
B - Professionals	80	37	43	18	1	6	11	0	0	1	23	5	3	10	0	1	1	39
C - Technicians	20	4	16	4	0	0	0	0	0		6	4	3	1	0	0	2	10
D - Administrative Support	36	10	26	1	1	5	1	0	0	2	7	7	3	7	1	0	1	28
E - Skilled Craft	111	106	5	47	13	24	17	1	0	4	0	3	1	1	0	0	0	64
F - Service and Maintenance	632	421	211	142	142	69	37	7	8	16	47	119	26	3	2	4	10	443
<b>Grand Total</b>	<b>1016</b>	<b>683</b>	<b>333</b>	<b>276</b>	<b>175</b>	<b>114</b>	<b>74</b>	<b>10</b>	<b>9</b>	<b>25</b>	<b>101</b>	<b>143</b>	<b>42</b>	<b>25</b>	<b>3</b>	<b>5</b>	<b>14</b>	<b>639</b>

# Exhibit 3

**Sacramento Regional Transit**  
Two-Factor Availability Computation  
A1 - Executives

Snapshot Date: 12/31/2017

									Females								Tot Min.
	All Males	White	Black	Hisp	Asian	AI/AN	NHOPI	2+	All Females	White	Black	Hisp	Asian	AI/AN	NHOI	2+	
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	59.4	46.1	2.9	5.9	2.9	0.2	0.1	1.3	40.6	29.5	1.9	3.5	3.6	0.2	0.4	1.4	24.3
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (NATIONAL) **	64.4	55.1	2.5	3.5	2.5	0.2	0.0	0.7	35.6	28.1	2.6	2.5	1.8	0.1	0.0	0.6	16.8
Percentage of Minorities or Women among those promotable, transferable or trainable within the agency ***	75.0	56.8	6.8	4.5	2.3	2.3	2.3	0.0	25.0	18.2	2.3	2.3	2.3	0.0	0.0	0.0	25.0
LOCAL VALUE WEIGHT	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0
NATIONAL VALUE WEIGHT	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0	50.0
INTERNAL VALUE WEIGHT	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	23.8	18.4	1.2	2.4	1.1	0.1	0.0	0.5	16.2	11.8	0.8	1.4	1.4	0.1	0.2	0.6	9.7
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (NATIONAL) *	32.2	27.6	1.2	1.7	1.2	0.1	0.0	0.3	17.8	14.0	1.3	1.2	0.9	0.1	0.0	0.3	8.4
Weighted Percentage of Minorities or Women among those promotable, transferable or trainable within the agency **	7.5	5.7	0.7	0.5	0.2	0.2	0.2	0.0	2.5	1.8	0.2	0.2	0.2	0.0	0.0	0.0	2.5
<b>ULTIMATE GOAL (%)</b>	<b>63.5</b>	<b>51.7</b>	<b>3.1</b>	<b>4.6</b>	<b>2.6</b>	<b>0.4</b>	<b>0.3</b>	<b>0.9</b>	<b>36.5</b>	<b>27.7</b>	<b>2.3</b>	<b>2.9</b>	<b>2.5</b>	<b>0.1</b>	<b>0.2</b>	<b>0.8</b>	<b>20.7</b>

**Sacramento Regional Transit**  
Two-Factor Availability Computation  
A2 - Managers

Snapshot Date: 12/31/2017

									Females								Tot Min.
	All Males	White	Black	Hisp	Asian	AI/AN	NHOPI	2+	All Females	White	Black	Hisp	Asian	AI/AN	NHOI	2+	
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	61.2	44.6	2.9	6.8	4.7	0.8	0.2	1.3	38.8	24.4	2.7	5.4	5.2	0.1	0.1	0.8	31.0
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (NATIONAL) **	66.7	51.8	4.8	6.2	2.6	0.3	0.1	0.8	33.3	24.2	3.7	3.0	1.6	0.2	0.1	0.5	24.0
Percentage of Minorities or Women among those promotable, transferable or trainable within the agency ***	73.8	39.2	13.7	9.2	8.5	1.0	0.0	2.2	26.2	13.5	5.1	3.6	3.5	0.0	0.3	0.3	47.3
LOCAL VALUE WEIGHT	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0
NATIONAL VALUE WEIGHT	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0
INTERNAL VALUE WEIGHT	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	36.7	26.7	1.8	4.1	2.8	0.5	0.1	0.8	23.3	14.6	1.6	3.3	3.1	0.1	0.1	0.5	18.6
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (NATIONAL) *	20.0	15.5	1.4	1.9	0.8	0.1	0.0	0.2	10.0	7.3	1.1	0.9	0.5	0.1	0.0	0.1	7.2
Weighted Percentage of Minorities or Women among those promotable, transferable or trainable within the agency **	7.4	3.9	1.4	0.9	0.9	0.1	0.0	0.2	2.6	1.3	0.5	0.4	0.3	0.0	0.0	0.0	4.7
<b>ULTIMATE GOAL (%)</b>	<b>64.1</b>	<b>46.2</b>	<b>4.6</b>	<b>6.8</b>	<b>4.4</b>	<b>0.7</b>	<b>0.1</b>	<b>1.2</b>	<b>35.9</b>	<b>23.2</b>	<b>3.3</b>	<b>4.5</b>	<b>4.0</b>	<b>0.1</b>	<b>0.1</b>	<b>0.7</b>	<b>30.6</b>

**Sacramento Regional Transit**  
Two-Factor Availability Computation  
A3 - Supervisors

Snapshot Date: 12/31/2017

									Females								Tot Min.
	All Males	White	Black	Hisp	Asian	AI/AN	NHOPI	2+	All Females	White	Black	Hisp	Asian	AI/AN	NHOI	2+	
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	77.6	55.3	3.6	10.5	5.9	0.0	0.4	1.9	22.4	16.4	0.2	4.3	1.4	0.0	0.1	0.0	28.3
Percentage of Minorities or Women among those promotable, transferable or trainable within the agency ***	41.8	20.3	1.3	7.4	11.3	0.0	0.0	1.6	58.2	27.9	8.9	5.3	12.4	0.3	1.0	2.3	51.8
LOCAL VALUE WEIGHT	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0
INTERNAL VALUE WEIGHT	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0	80.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	15.5	11.1	0.7	2.1	1.2	0.0	0.1	0.4	4.5	3.3	0.0	0.9	0.3	0.0	0.0	0.0	5.7
Weighted Percentage of Minorities or Women among those promotable, transferable or trainable within the agency **	33.4	16.2	1.0	5.9	9.0	0.0	0.0	1.2	46.6	22.4	7.2	4.3	10.0	0.2	0.8	1.8	41.4
<b>ULTIMATE GOAL (%)</b>	<b>48.9</b>	<b>27.3</b>	<b>1.7</b>	<b>8.0</b>	<b>10.2</b>	<b>0.0</b>	<b>0.1</b>	<b>1.6</b>	<b>51.1</b>	<b>25.6</b>	<b>7.2</b>	<b>5.1</b>	<b>10.2</b>	<b>0.2</b>	<b>0.8</b>	<b>1.8</b>	<b>47.1</b>

**Sacramento Regional Transit**  
Two-Factor Availability Computation  
B - Professionals

Snapshot Date: 12/31/2017

									Females								Tot Min.
	All Males	White	Black	Hisp	Asian	AI/AN	NHOPI	2+	All Females	White	Black	Hisp	Asian	AI/AN	NHOI	2+	
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	45.2	27.8	2.8	3.4	8.1	0.4	0.3	2.3	54.8	32.3	3.0	6.7	9.9	0.1	0.2	2.7	40.0
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (NATIONAL) **	49.1	35.8	4.1	4.0	4.1	0.2	0.1	0.7	50.9	35.3	6.4	4.7	3.3	0.3	0.1	0.9	28.9
Percentage of Minorities or Women among those promotable, transferable or trainable within the agency ***	22.3	14.8	0.8	4.2	0.8	0.0	0.0	1.7	77.7	26.8	19.8	13.0	9.3	0.8	0.0	7.8	58.3
LOCAL VALUE WEIGHT	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0	60.0
NATIONAL VALUE WEIGHT	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0
INTERNAL VALUE WEIGHT	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0	20.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	27.1	16.7	1.7	2.0	4.9	0.2	0.2	1.4	32.9	19.4	1.8	4.0	5.9	0.1	0.1	1.6	24.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (NATIONAL) *	9.8	7.2	0.8	0.8	0.8	0.0	0.0	0.1	10.2	7.1	1.3	0.9	0.7	0.1	0.0	0.2	5.8
Weighted Percentage of Minorities or Women among those promotable, transferable or trainable within the agency **	4.5	3.0	0.2	0.8	0.2	0.0	0.0	0.3	15.5	5.4	4.0	2.6	1.9	0.2	0.0	1.6	11.7
<b>ULTIMATE GOAL (%)</b>	<b>41.4</b>	<b>26.8</b>	<b>2.7</b>	<b>3.7</b>	<b>5.9</b>	<b>0.3</b>	<b>0.2</b>	<b>1.9</b>	<b>58.6</b>	<b>31.8</b>	<b>7.0</b>	<b>7.6</b>	<b>8.5</b>	<b>0.3</b>	<b>0.1</b>	<b>3.3</b>	<b>41.4</b>



**Sacramento Regional Transit**  
Two-Factor Availability Computation  
C - Technicians

Snapshot Date: 12/31/2017

									Females								Tot Min.
	All Males	White	Black	Hisp	Asian	AI/AN	NHOPI	2+	All Females	White	Black	Hisp	Asian	AI/AN	NHOI	2+	
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	23.8	13.4	2.5	1.7	2.5	1.5	0.1	2.1	76.2	49.5	6.3	8.4	7.8	0.5	1.0	2.6	37.1
<b>LOCAL VALUE WEIGHT</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	23.8	13.4	2.5	1.7	2.5	1.5	0.1	2.1	76.2	49.5	6.3	8.4	7.8	0.5	1.0	2.6	37.1
<b>ULTIMATE GOAL (%)</b>	<b>23.8</b>	<b>13.4</b>	<b>2.5</b>	<b>1.7</b>	<b>2.5</b>	<b>1.5</b>	<b>0.1</b>	<b>2.1</b>	<b>76.2</b>	<b>49.5</b>	<b>6.3</b>	<b>8.4</b>	<b>7.8</b>	<b>0.5</b>	<b>1.0</b>	<b>2.6</b>	<b>37.1</b>

**Sacramento Regional Transit**  
 Two-Factor Availability Computation  
 D - Administrative Support

Snapshot Date: 12/31/2017

									Females								Tot Min.
	All Males	White	Black	Hisp	Asian	AI/AN	NHOPI	2+	All Females	White	Black	Hisp	Asian	AI/AN	NHOI	2+	
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	25.1	14.7	1.6	3.6	1.8	2.4	0.1	0.9	74.9	46.9	7.7	10.1	5.9	0.7	1.0	2.6	38.4
<b>LOCAL VALUE WEIGHT</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	25.1	14.7	1.6	3.6	1.8	2.4	0.1	0.9	74.9	46.9	7.7	10.1	5.9	0.7	1.0	2.6	38.4
<b>ULTIMATE GOAL (%)</b>	<b>25.1</b>	<b>14.7</b>	<b>1.6</b>	<b>3.6</b>	<b>1.8</b>	<b>2.4</b>	<b>0.1</b>	<b>0.9</b>	<b>74.9</b>	<b>46.9</b>	<b>7.7</b>	<b>10.1</b>	<b>5.9</b>	<b>0.7</b>	<b>1.0</b>	<b>2.6</b>	<b>38.4</b>

**Sacramento Regional Transit**  
Two-Factor Availability Computation  
E - Skilled Craft

Snapshot Date: 12/31/2017

									Females								Tot Min.
	All Males	White	Black	Hisp	Asian	AI/AN	NHOPI	2+	All Females	White	Black	Hisp	Asian	AI/AN	NHOI	2+	
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	97.7	62.7	2.5	21.6	7.7	0.0	0.9	2.3	2.3	1.1	0.1	0.1	1.0	0.0	0.0	0.0	36.3
Percentage of Minorities or Women among those promotable, transferable or trainable within the agency ***	66.6	22.5	22.5	10.9	5.9	1.1	1.3	2.5	33.4	7.4	18.8	4.1	0.5	0.3	0.6	1.6	70.1
LOCAL VALUE WEIGHT	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0	70.0
INTERNAL VALUE WEIGHT	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0	30.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	68.4	43.9	1.7	15.2	5.4	0.0	0.6	1.6	1.6	0.7	0.1	0.1	0.7	0.0	0.0	0.0	25.4
Weighted Percentage of Minorities or Women among those promotable, transferable or trainable within the agency **	20.0	6.7	6.7	3.3	1.8	0.3	0.4	0.8	10.0	2.2	5.6	1.2	0.1	0.1	0.2	0.5	21.0
<b>ULTIMATE GOAL (%)</b>	<b>88.4</b>	<b>50.6</b>	<b>8.5</b>	<b>18.4</b>	<b>7.2</b>	<b>0.3</b>	<b>1.0</b>	<b>2.4</b>	<b>11.6</b>	<b>3.0</b>	<b>5.7</b>	<b>1.3</b>	<b>0.8</b>	<b>0.1</b>	<b>0.2</b>	<b>0.5</b>	<b>46.4</b>

**Sacramento Regional Transit**  
Two-Factor Availability Computation  
F - Service and Maintenance

Snapshot Date: 12/31/2017

									Females								Tot Min.
	All Males	White	Black	Hisp	Asian	AI/AN	NHOPI	2+	All Females	White	Black	Hisp	Asian	AI/AN	NHOI	2+	
Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	52.1	31.1	9.6	3.2	5.7	1.3	1.2	0.0	47.9	19.8	11.2	15.8	0.0	0.0	0.0	1.0	49.0
Percentage of Minorities or Women among those promotable, transferable or trainable within the agency ***	95.5	42.3	11.7	21.6	15.3	0.9	0.0	3.6	4.5	0.0	2.7	0.9	0.9	0.0	0.0	0.0	57.7
LOCAL VALUE WEIGHT	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0	90.0
INTERNAL VALUE WEIGHT	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
Weighted Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area (LOCAL) *	46.9	28.0	8.6	2.9	5.1	1.2	1.1	0.0	43.1	17.9	10.1	14.3	0.0	0.0	0.0	0.9	44.1
WeightedPercentage of Minorities or Women among those promotable, transferable or trainable within the agency **	9.5	4.2	1.2	2.2	1.5	0.1	0.0	0.4	0.5	0.0	0.3	0.1	0.1	0.0	0.0	0.0	5.8
<b>ULTIMATE GOAL (%)</b>	<b>56.4</b>	<b>32.3</b>	<b>9.8</b>	<b>5.1</b>	<b>6.6</b>	<b>1.3</b>	<b>1.1</b>	<b>0.4</b>	<b>43.6</b>	<b>17.9</b>	<b>10.4</b>	<b>14.4</b>	<b>0.1</b>	<b>0.0</b>	<b>0.0</b>	<b>0.9</b>	<b>49.9</b>



<b>EQUAL EMPLOYMENT OPPORTUNITY COMMISSION</b>				<b>APPROVED BY</b>
<b>STATE AND LOCAL GOVERNMENT INFORMATION (EEO4)</b>				<b>OMB</b>
<b>EXCLUDE SCHOOL SYSTEMS AND EDUCATIONAL INSTITUTIONS</b> (Read attached instructions prior to completing this form)				<b>EXPIRES</b> 12/31/2005
<u>DO NOT ALTER INFORMATION PRINTED IN THIS BOX</u>			<b>MAIL COMPLETED FORM TO:</b>	
CONTROL NUMBER : 06522490 Survey Year : 17			EEO-4 Reporting Center PO Box 8127 Reston VA 20195	
<b>A. TYPE OF GOVERNMENT (Check one box only)</b>				
<input type="checkbox"/> 1. State	<input type="checkbox"/> 2. County	<input type="checkbox"/> 3. City	<input type="checkbox"/> 4. Township	<input checked="" type="checkbox"/> 5. Special District
<input type="checkbox"/> 6. Other (Specify)				
<b>B. IDENTIFICATION</b>				
1. NAME OF POLITICAL JURISDICTION (If same as label, skip to Item C)				
SACRAMENTO REGIONAL TRANS DIST				
2. Address Number and Street  1400 29th STREET	CITY/TOWN  SACRAMENTO	COUNTY  SACRAMENTO	STATE/ZIP  CA-95816	EEOC USE ONLY ONLY A B
<b>C. FUNCTION</b>				
(Check one box to indicate the function(s) for which this form is being submitted. Data should be reported for all departments and agencies in your government covered by the function(s) indicated. If you cannot supply the data for every agency within the function(s) attach a list showing name and address of agencies whose data are not included.)				
<input type="checkbox"/>	SUMMARY FUNCTION			
<input type="checkbox"/>	1. Financial Administration. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and  GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, etc.)	<input type="checkbox"/>	8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.	
		<input type="checkbox"/>	9. HOUSING. Code enforcement, low rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.	
<input type="checkbox"/>	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways and bridges.	<input type="checkbox"/>	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.	
<input type="checkbox"/>	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy administration of public assistance. (Hospitals and sanatoriums should be reported as item 7.)	<input type="checkbox"/>	11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities	
<input type="checkbox"/>	4. POLICE PROTECTION. Duties of a police department sheriff's, constable's, coroner's office, etc., including technical and clerical employees engaged in police activities.	<input checked="" type="checkbox"/>	12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.	
<input type="checkbox"/>	5. FIRE PROTECTION. Duties of the uniformed fire force and clerical employees. (Report any forest fire protection activities as item 6.)	<input type="checkbox"/>	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.	
<input type="checkbox"/>	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.	<input type="checkbox"/>	14. EMPLOYMENT SECURITY STATE GOVERNMENTS ONLY	
<input type="checkbox"/>	7. HOSPITALS AND SANATORIUMS. Operation and maintenance of institutions for inpatient medical care.	<input type="checkbox"/>	15. OTHER (Specify on Page Four)	

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 12

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMN S A-N)	
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO													
		MALE A	FEMALE B	MALE						FEMALE							
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N		
Officials and Administrators	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	6. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	8. 70.0 Plus	10	6	64	17	8	0	2	2	19	5	3	0	0	0	0	136
Professionals	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	13. 33.0-42.9	1	2	3	1	2	0	0	0	2	1	1	0	0	0	13	
	14. 43.0-54.9	0	0	2	0	0	0	0	0	0	0	1	0	0	0	3	
	15. 55.0-69.9	1	0	1	0	2	0	0	0	1	4	0	0	0	0	1	10
16. 70.0 Plus	4	1	14	1	7	0	0	0	16	4	8	1	0	0	0	56	
Technicians	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	21. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	22. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	23. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	24. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Service Workers	25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	29. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	30. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	31. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	32. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paraprofessionals	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	37. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	38. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	39. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	40. 70.0 Plus	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	43. 20.0-24.9	1	0	0	0	0	0	0	0	1	1	0	0	0	0	3	
	44. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	45. 33.0-42.9	3	2	0	1	1	0	0	0	2	4	1	0	0	1	15	
	46. 43.0-54.9	0	1	0	0	0	0	0	0	1	0	1	0	0	0	3	
	47. 55.0-69.9	0	2	2	0	0	0	0	0	7	4	3	0	0	1	19	
	48. 70.0 Plus	0	0	0	0	0	0	0	0	0	1	2	0	1	0	4	

D. EMPLOYMENT DATA AS OF JUNE 30

FUNCTION TYPE 12

1. FULL-TIME EMPLOYEES (Temporary employees are not included)

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	RACE/ETHNICITY														TOTALS (COLUMN S A-N)
		HISPANIC OR LATINO		NON-HISPANIC OR LATINO												
		MALE A	FEMALE B	MALE						FEMALE						
				WHITE C	BLACK OR AFRICAN AMERICAN D	ASIAN E	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER F	AMERICAN INDIAN OR ALASKAN NATIVE G	TWO OR MORE RACES H	WHITE I	BLACK OR AFRICAN AMERICAN J	ASIAN K	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER L	AMERICAN INDIAN OR ALASKAN NATIVE M	TWO OR MORE RACES N	
Skilled Craft Workers	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. 43.0-54.9	4	1	6	7	3	0	0	0	0	2	1	0	0	0	24
	55. 55.0-69.9	20	0	35	5	14	0	1	4	0	1	0	0	0	0	80
	56. 70.0 Plus	0	0	6	1	0	0	0	0	0	0	0	0	0	0	7
Service-Maintenance	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. 20.0-24.9	0	1	0	0	0	0	0	0	0	1	0	0	0	2	
	60. 25.0-32.9	3	0	3	4	1	1	0	2	2	4	0	0	0	20	
	61. 33.0-42.9	16	9	30	44	10	1	1	9	10	26	0	2	0	163	
	62. 43.0-54.9	5	4	10	17	11	1	1	2	6	21	0	1	1	81	
	63. 55.0-69.9	46	13	99	77	15	5	5	4	31	69	3	1	1	374	
	64. 70.0 Plus	0	0	1	0	0	1	0	0	0	1	0	0	0	3	
65. TOTAL FULL TIME (Lines 1-64)	114	42	276	175	74	9	10	25	101	143	25	5	3	14	1016	

2. OTHER THAN FULLTIME EMPLOYEES (Including temporary employees)

66.OFFICIALS/ADMIN	10	6	64	17	8	0	2	2	19	5	3	0	0	0	136
67.PROFESSIONALS	6	3	20	2	11	0	0	1	22	5	10	1	0	1	82
68.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
69.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
70.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
71.ADMIN. SUPPORT	4	5	2	1	1	0	0	1	11	9	7	0	1	2	44
72.SKILLED CRAFT	24	1	47	13	17	0	1	4	0	3	1	0	0	0	111
73.SERVICE/MAINTENANCE	70	27	143	142	37	9	7	17	49	121	4	4	2	11	643
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	114	42	276	175	74	9	10	25	101	143	25	5	3	14	1016

3. NEW HIRES DURING FISCAL YEAR Permanent full time only JULY 1 - JUNE 30

75.OFFICIALS/ADMIN	0	1	4	1	0	1	0	0	1	0	1	0	0	0	9
76.PROFESSIONALS	1	0	1	0	0	0	0	0	3	0	1	0	0	0	6
77.TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
78.PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
79.PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80.ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
81.SKILLED CRAFT	1	0	2	0	0	1	0	2	0	0	0	0	0	0	6
82.SERVICE/MAINTENANCE	9	5	18	27	7	2	0	7	7	22	1	1	0	5	111
83. TOTAL NEW HIRES (Lines 75-82)	11	6	25	28	7	4	0	9	11	22	3	1	0	5	132




REMARKS (List National Crime Information Center (NCIC) number assigned to any Criminal Justice Agencies whose data are included in this report)

\*\*\*LIST AGENCIES INCLUDED ON THIS FORM\*\*\*

Sacramento Regional Transit

CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)

NAME OF PERSON TO CONTACT REGARDING THIS FORM		TITLE		
Kim L Holman		EEO Administrator		
ADDRESS (Number and Street, City, State, Zip Code)		TELEPHONE NUMBER	Ext	FAX NUMBER
2811 O Street, Rm 11, Sacramento, CA, 95816,		916-557-0910		916-444-2156
DATE	EMAIL	TYPED NAME/TITLE OF AUTHORIZED OFFICIAL		SIGNATURE
2017-11-29	kholman@sacrt.com	Kim L Holman		

# Exhibit 5

## Sacramento Regional Transit Four-Fifths Analyses Applicants vs. Hired

Transaction Period: 1/1/2017 - 12/31/2017

A1 - Executives																		
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Applicants	35	28	43	20	25	18	5	4	1	1	4	4	0	1	0	0	0	0
Hires	0	2	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0
Selection Rate	0.0%	7.1%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	-	0.0%	-	-	-	-
Ratio to Highest Rate	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	25.0%	-	0.0%	-	-	-	-
Potential Adv Impact	Y	N	Y	N	Y	Y	Y	Y	Y	N	Y	Y		Y				

A2 - Managers																		
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Applicants	56	26	51	31	37	14	7	3	3	5	8	3	0	1	1	0	0	0
Hires	4	1	4	1	3	1	0	0	0	0	0	0	0	0	1	0	0	0
Selection Rate	7.1%	3.8%	7.8%	3.2%	8.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	100.0%	-	-	-
Ratio to Highest Rate	100.0%	53.8%	100.0%	41.1%	8.1%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	-	0.0%	100.0%	-	-	-
Potential Adv Impact	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	N			

A3 - Supervisors																		
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Applicants	36	17	25	28	18	7	11	10	3	0	2	0	2	0	0	0	0	0
Hires	2	0	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	5.6%	0.0%	4.0%	3.6%	5.6%	0.0%	9.1%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	-	-	-
Ratio to Highest Rate	100.0%	0.0%	100.0%	89.3%	61.1%	0.0%	100.0%	0.0%	0.0%	-	0.0%	-	0.0%	-	-	-	-	-
Potential Adv Impact	N	Y	N	N	Y	Y	N	Y	Y		Y		Y					

B - Professionals																		
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Applicants	42	28	33	37	19	14	8	6	8	4	6	4	1	0	0	0	0	0
Hires	1	4	3	2	0	3	0	0	1	0	0	1	0	0	0	0	0	0
Selection Rate	2.4%	14.3%	9.1%	5.4%	0.0%	21.4%	0.0%	0.0%	12.5%	0.0%	0.0%	25.0%	0.0%	-	-	-	-	-
Ratio to Highest Rate	16.7%	100.0%	100.0%	59.5%	0.0%	85.7%	0.0%	0.0%	50.0%	0.0%	0.0%	100.0%	0.0%	-	-	-	-	-
Potential Adv Impact	Y	N	N	Y	Y	N	Y	Y	Y	Y	Y	N	Y					

C - Technicians																		
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Applicants	1	1	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Hires	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	100.0%	0.0%	50.0%	-	100.0%	0.0%	-	-	-	-	-	-	-	-	-	-	-	-
Ratio to Highest Rate	100.0%	0.0%	100.0%	-	100.0%	0.0%	-	-	-	-	-	-	-	-	-	-	-	-
Potential Adv Impact	N	Y	N		N	Y												

E - Skilled Craft																		
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Applicants	26	0	9	17	9	0	2	0	2	0	10	0	0	0	1	0	2	0
Hires	6	0	2	4	2	0	0	0	1	0	0	0	0	0	1	0	2	0
Selection Rate	23.1%	-	22.2%	23.5%	22.2%	-	0.0%	-	50.0%	-	0.0%	-	-	-	100.0%	-	100.0%	-
Ratio to Highest Rate	100.0%	-	94.4%	100.0%	22.2%	-	0.0%	-	50.0%	-	0.0%	-	-	-	100.0%	-	100.0%	-
Potential Adv Impact	N		N	N	Y		Y		Y		Y				N		N	

F - Service and Maintenance																		
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Applicants	488	283	165	606	117	48	243	184	51	25	63	15	5	5	2	1	7	5
Hires	70	41	25	86	18	7	27	22	9	5	7	1	0	0	2	1	7	5
Selection Rate	14.3%	14.5%	15.2%	14.2%	15.4%	14.6%	11.1%	12.0%	17.6%	20.0%	11.1%	6.7%	0.0%	0.0%	100.0%	100.0%	100.0%	100.0%
Ratio to Highest Rate	99.0%	100.0%	100.0%	93.7%	76.9%	72.9%	55.6%	59.8%	88.2%	100.0%	55.6%	33.3%	0.0%	0.0%	500.0%	500.0%	500.0%	500.0%
Potential Adv Impact	N	N	N	N	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	N	N	N

**Sacramento Regional Transit**  
 Four-Fifths Analyses  
 Available for Promotion v. Promoted

Transaction Period: 1/1/2017 - 12/31/2017

A1 - Executives																			
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available	5	3	5	3	3	2	1	0	0	1	1	0	0	0	0	0	0	0	0
Promoted	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	40.0%	0.0%	40.0%	0.0%	66.7%	0.0%	0.0%	--	--	0.0%	0.0%	--	--	--	--	--	--	--	--
Ratio to Highest Rate	100.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	--	--	0.0%	0.0%	--	--	--	--	--	--	--	--
Potential Adv Impact	N	Y	N	Y	N	Y	Y			Y	Y								

A2 - Managers																			
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available	31	11	32	10	24	8	3	1	2	1	1	1	1	0	0	0	0	0	0
Promoted	9	2	8	3	7	1	1	0	1	1	0	0	0	0	0	0	0	0	0
Selection Rate	29.0%	18.2%	25.0%	30.0%	29.2%	12.5%	33.3%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	--	--	--	--	--	--
Ratio to Highest Rate	100.0%	62.6%	83.3%	100.0%	4.2%	12.5%	33.3%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	--	--	--	--	--	--
Potential Adv Impact	N	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y						

A3 - Supervisors																			
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available	70	16	48	38	40	8	13	4	8	3	6	1	1	0	0	0	2	0	
Promoted	5	0	2	3	2	0	1	0	0	0	2	0	0	0	0	0	0	0	0
Selection Rate	7.1%	0.0%	4.2%	7.9%	5.0%	0.0%	7.7%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	--	--	--	0.0%	--	--
Ratio to Highest Rate	100.0%	0.0%	52.8%	100.0%	15.0%	0.0%	23.1%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	--	--	--	0.0%	--	--
Potential Adv Impact	N	Y	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y				Y		

B - Professionals																		
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Available	30	36	34	32	15	19	0	6	6	1	8	8	0	0	0	1	1	1
Promoted	3	3	3	3	2	1	0	0	1	0	0	1	0	0	0	0	0	1
Selection Rate	10.0%	8.3%	8.8%	9.4%	13.3%	5.3%	--	0.0%	16.7%	0.0%	0.0%	12.5%	--	--	--	0.0%	0.0%	100.0%
Ratio to Highest Rate	100.0%	83.3%	94.1%	100.0%	13.3%	5.3%	--	0.0%	16.7%	0.0%	0.0%	12.5%	--	--	--	0.0%	0.0%	100.0%
Potential Adv Impact	N	N	N	N	Y	Y		Y	Y	Y	Y	Y				Y	Y	N



**Sacramento Regional Transit**  
 Four-Fifths Analyses  
 Available for Termination v. Terminated (All)

Transaction Period: 1/1/2017 - 12/31/2017

A2 - Managers																				
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+			
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Available for Termination	31	11	32	10	24	8	3	1	2	1	1	1	1	0	0	0	0	0	0	
Retained	31	10	31	10	24	7	3	1	2	1	1	1	1	0	0	0	0	0	0	
Selection Rate	100.0%	90.9%	96.9%	100.0%	100.0%	87.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	--	--	--	--	--	--	
Ratio to Highest Rate	100.0%	90.9%	96.9%	100.0%	100.0%	87.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	--	--	--	--	--	--	--
Potential Adv Impact	N	N	N	N	N	N	N	N	N	N	N	N	N							

A3 - Supervisors																				
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+			
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Available for Termination	70	16	48	38	40	8	13	4	8	3	6	1	1	0	0	0	2	0	0	
Retained	67	16	45	38	37	8	13	4	8	3	6	1	1	0	0	0	2	0	0	
Selection Rate	95.7%	100.0%	93.8%	100.0%	92.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	--	--	--	100.0%	--	--	--
Ratio to Highest Rate	95.7%	100.0%	93.8%	100.0%	92.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	--	--	--	100.0%	--	--	--
Potential Adv Impact	N	N	N	N	N	N	N	N	N	N	N	N	N				N			

B - Professionals																			
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available for Termination	30	36	34	32	15	19	0	6	6	1	8	8	0	0	0	1	1	1	1
Retained	28	35	34	29	15	19	0	5	5	1	8	8	0	0	0	1	0	1	1
Selection Rate	93.3%	97.2%	100.0%	90.6%	100.0%	100.0%	--	83.3%	83.3%	100.0%	100.0%	100.0%	--	--	--	100.0%	0.0%	100.0%	100.0%
Ratio to Highest Rate	96.0%	100.0%	100.0%	90.6%	100.0%	100.0%	--	83.3%	83.3%	100.0%	100.0%	100.0%	--	--	--	100.0%	0.0%	100.0%	100.0%
Potential Adv Impact	N	N	N	N	N	N	N	N	N	N	N	N				N	Y	N	N

C - Technicians																			
Category	Total Gender		Total Race		White		Black		Hispanic		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available for Termination	5	17	12	10	5	7	0	4	0	3	0	1	0	0	0	0	0	2	2
Retained	3	17	10	10	3	7	0	4	0	3	0	1	0	0	0	0	0	2	2
Retention Rate	60.0%	100.0%	83.3%	100.0%	60.0%	100.0%	--	100.0%	--	100.0%	--	100.0%	--	--	--	--	--	100.0%	100.0%
Ratio to Highest Rate	60.0%	100.0%	83.3%	100.0%	60.0%	100.0%	--	100.0%	--	100.0%	--	100.0%	--	--	--	--	--	100.0%	100.0%
Potential Adv Impact	Y	N	N	N	Y	N	N	N	N	N	N	N							N



**Sacramento Regional Transit**  
 Four-Fifths Analyses  
 Available for Termination v. Terminated (Voluntary)

Transaction Period: 1/1/2017 - 12/31/2017

A2 - Managers																			
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available for Termination	31	11	32	10	24	8	3	1	2	1	1	1	1	0	0	0	0	0	0
Retained	31	10	31	10	24	7	3	1	2	1	1	1	1	0	0	0	0	0	0
Selection Rate	100.0%	90.9%	96.9%	100.0%	100.0%	87.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	--	--	--	--	--	--
Ratio to Highest Rate	100.0%	90.9%	96.9%	100.0%	100.0%	87.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%						
Potential Adv Impact	N	N	N	N	N	N	N	N	N	N	N	N	N						

A3 - Supervisors																			
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available for Termination	70	16	48	38	40	8	13	4	8	3	6	1	1	0	0	0	2	0	0
Retained	67	16	45	38	37	8	13	4	8	3	6	1	1	0	0	0	2	0	0
Selection Rate	95.7%	100.0%	93.8%	100.0%	92.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	--	--	--	100.0%	--	--
Ratio to Highest Rate	95.7%	100.0%	93.8%	100.0%	92.5%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%				100.0%		
Potential Adv Impact	N	N	N	N	N	N	N	N	N	N	N	N	N				N		

B - Professionals																			
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available for Termination	30	36	34	32	15	19	0	6	6	1	8	8	0	0	0	1	1	1	1
Retained	28	35	34	29	15	19	0	5	5	1	8	8	0	0	0	1	0	1	1
Selection Rate	93.3%	97.2%	100.0%	90.6%	100.0%	100.0%	--	83.3%	83.3%	100.0%	100.0%	100.0%	--	--	--	100.0%	0.0%	100.0%	100.0%
Ratio to Highest Rate	96.0%	100.0%	100.0%	90.6%	100.0%	100.0%		83.3%	83.3%	100.0%	100.0%	100.0%				100.0%	0.0%	100.0%	100.0%
Potential Adv Impact	N	N	N	N	N	N		N	N	N	N	N				N	Y	N	N

C - Technicians																			
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPI		2+		
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Available for Termination	5	17	12	10	5	7	0	4	0	3	0	1	0	0	0	0	0	2	2
Retained	3	17	10	10	3	7	0	4	0	3	0	1	0	0	0	0	0	2	2
Retention Rate	60.0%	100.0%	83.3%	100.0%	60.0%	100.0%	--	100.0%	--	100.0%	--	100.0%	--	--	--	--	--	100.0%	100.0%
Ratio to Highest Rate	60.0%	100.0%	83.3%	100.0%	60.0%	100.0%		100.0%		100.0%		100.0%						100.0%	100.0%
Potential Adv Impact	Y	N	N	N	Y	N		N		N		N							N





















**Sacramento Regional Transit**  
 Four-Fifths Analyses  
 Article 5

Transaction Period: 1/1/2017 - 12/31/2017

F - Service and Maintenance																		
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPI		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total Pool	393	195	185	403	138	47	131	111	65	22	32	3	7	2	7	3	13	7
Actions Taken	20	14	15	19	13	2	4	9	2	1	1	1	0	0	0	0	0	1
Retention Rate	94.9%	92.8%	91.9%	95.3%	90.6%	95.7%	96.9%	91.9%	96.9%	95.5%	96.9%	66.7%	100.0%	100.0%	100.0%	100.0%	100.0%	85.7%
Ratio to Highest Rate	100.0%	97.8%	96.4%	100.0%	90.6%	95.7%	96.9%	91.9%	96.9%	95.5%	96.9%	66.7%	100.0%	100.0%	100.0%	100.0%	100.0%	85.7%
Potential Adv Impact	N	N	N	N	N	N	N	N	N	N	N	Y	N	N	N	N	N	N



## Sacramento Regional Transit

Four-Fifths Analyses  
Coach and Counseling

Transaction Period: 1/1/2017 - 12/31/2017

E - Skilled Craft																		
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPi		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total Pool	8	4	5	7	4	1	0	0	1	0	3	3	0	0	0	0	0	0
Actions Taken	5	2	1	6	1	0	2	1	1	1	0	0	0	0	0	0	1	0
Retention Rate	37.5%	50.0%	80.0%	14.3%	75.0%	100.0%	-200.0%	-100.0%	0.0%	-100.0%	100.0%	100.0%	-	-	-	-	-100.0%	-
Ratio to Highest Rate	75.0%	100.0%	100.0%	17.9%	75.0%	100.0%	-200.0%	-100.0%	0.0%	-100.0%	100.0%	100.0%	-	-	-	-	-100.0%	-
Potential Adv Impact	Y	N	N	Y	Y	N	Y	Y	Y	Y	N	N					Y	

F - Service and Maintenance																		
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPi		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total Pool	393	195	185	403	138	47	131	111	65	22	32	3	7	2	7	3	13	7
Actions Taken	12	2	4	10	4	0	4	1	0	0	2	0	0	1	0	0	2	0
Retention Rate	96.9%	99.0%	97.8%	97.5%	97.1%	100.0%	96.9%	99.1%	100.0%	100.0%	93.8%	100.0%	100.0%	50.0%	100.0%	100.0%	84.6%	100.0%
Ratio to Highest Rate	98.0%	100.0%	100.0%	99.7%	97.1%	100.0%	96.9%	99.1%	100.0%	100.0%	93.8%	100.0%	100.0%	50.0%	100.0%	100.0%	84.6%	100.0%
Potential Adv Impact	N	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	N	N	N





















## Sacramento Regional Transit

Four-Fifths Analyses

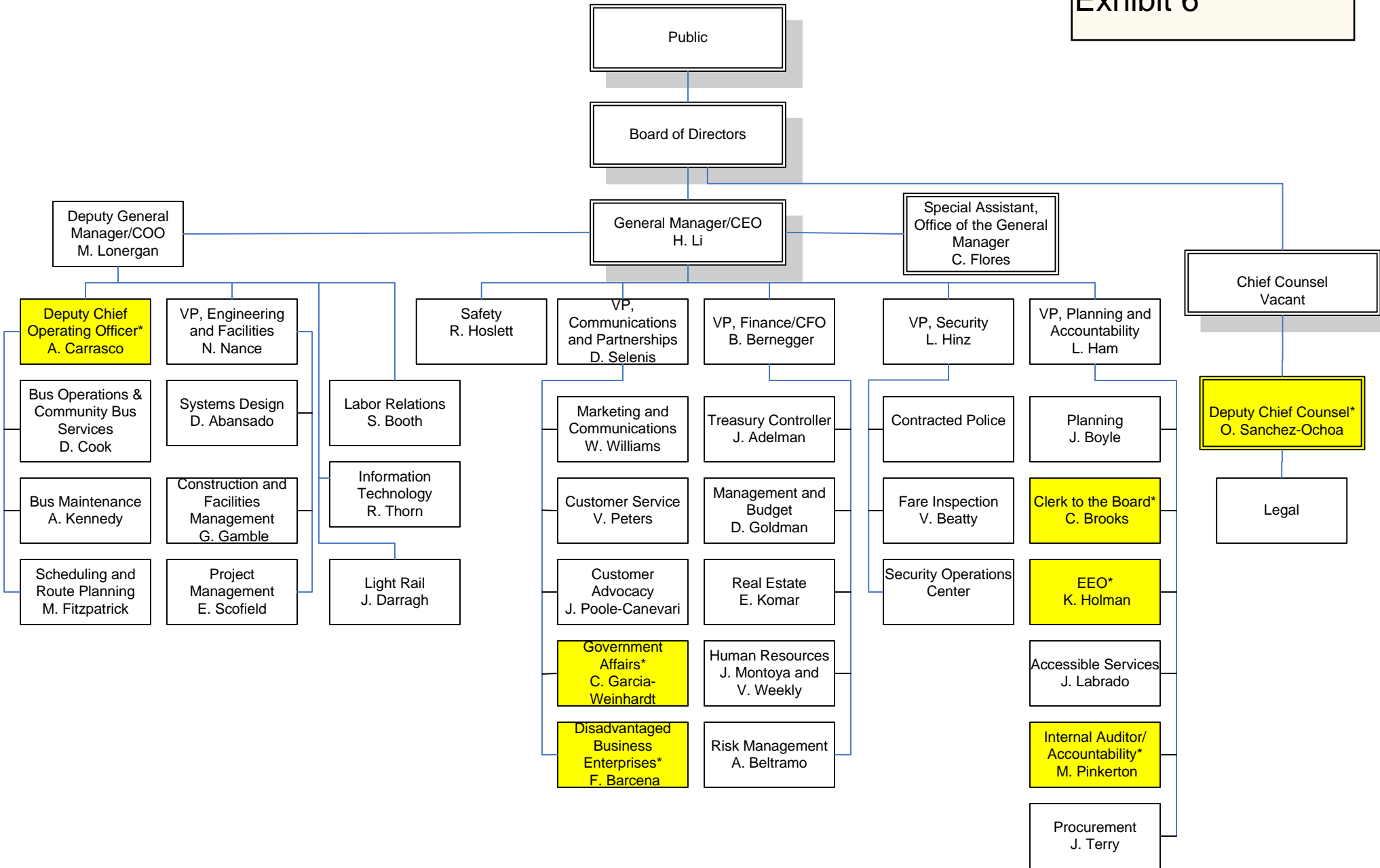
Written Warning

Transaction Period: 1/1/2017 - 12/31/2017

D - Administrative Support																		
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPi		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total Pool	9	39	17	31	4	13	1	12	3	4	1	7	0	1	0	0	0	2
Actions Taken	1	1		2	0	0	0	1	1	0	0	0	0	0	0	0	0	0
Retention Rate	88.9%	97.4%	100.0%	93.5%	100.0%	100.0%	100.0%	91.7%	66.7%	100.0%	100.0%	100.0%	-	100.0%	-	-	-	100.0%
Ratio to Highest Rate	91.2%	100.0%	100.0%	93.5%	100.0%	100.0%	100.0%	91.7%	66.7%	100.0%	100.0%	100.0%	-	100.0%	-	-	-	100.0%
Potential Adv Impact	N	N	N	N	N	N	N	N	Y	N	N	N		N				N

E - Skilled Craft																		
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPi		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total Pool	113	5	51	67	51	0	17	3	25	1	17	1	1	0	0	0	2	0
Actions Taken	1	0		1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Retention Rate	99.1%	100.0%	100.0%	98.5%	100.0%	-	100.0%	100.0%	100.0%	100.0%	94.1%	100.0%	100.0%	-	-	-	100.0%	-
Ratio to Highest Rate	99.1%	100.0%	100.0%	98.5%	100.0%	-	100.0%	100.0%	100.0%	100.0%	94.1%	100.0%	100.0%	-	-	-	100.0%	-
Potential Adv Impact	N	N	N	N	N		N	N	N	N	N	N	N				N	

F - Service and Maintenance																		
Category	Total Gender		Total Race		White		Black		Hisp		Asian		AI/AN		NHOPi		2+	
	M	F	W	Min	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total Pool	393	195	185	403	138	47	131	111	65	22	32	3	7	2	7	3	13	7
Actions Taken	195	231	109	317	67	42	80	155	34	21	6	1	1	2	3	6	4	4
Retention Rate	50.4%	-18.5%	41.1%	21.3%	51.4%	10.6%	38.9%	-39.6%	47.7%	4.5%	81.3%	66.7%	85.7%	0.0%	57.1%	-100.0%	69.2%	42.9%
Ratio to Highest Rate	100.0%	-36.6%	100.0%	51.9%	63.3%	13.1%	47.9%	-48.8%	58.7%	5.6%	100.0%	82.1%	105.5%	0.0%	70.3%	-123.1%	85.2%	52.7%
Potential Adv Impact	N	Y	N	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y	N	Y



Sacramento Regional Transit District  
07/20/18

\*Direct Access to the General Manager/CEO

**2017 Goals and Timetables**

**Officials and Administrators**

<b>American Indian/Native American Availability 2.50% - RT Utilization 0.0%</b>			<b>Increase: 1</b>
Hire one employee for a utilization rate of 11.0%	1 year goal 1 hire	2 - 4 year goal Maintain 11.0% Utilization Rate	

<b>Multiple Race Availability 2.70% - RT Utilization 0.0%</b>			<b>Increase: 1</b>
Hire one employee for a utilization rate of 11.0%	1 year goal 1 hire	2 - 4 year goal Maintain 11.0% Utilization Rate	

**Managers**

<b>African American Availability 14.80% - RT Utilization 12.82%</b>			<b>Increase: 1</b>
Hire one employee for a utilization rate of 15.38%	1 year goal 1 hire	2 - 4 year goal Maintain 15.38% Utilization Rate	

<b>Hispanic Availability 11.80% - RT Utilization 2.56%</b>				<b>Increase: 4</b>
1 year goal 5.13%, 1 hire	2 year goal 7.69%, 1 hire	3 year goal 10.26%, 1 hire	4 year goal 12.82%, 1 hire	

<b>Multiple Race Availability 2.00% - RT Utilization 0.0%</b>			<b>Increase: 1</b>
Hire one employee for a utilization rate of 2.56%	3 year goal 1 hire	2 - 4 year goal Maintain 2.56% Utilization Rate	

**Supervisors**

<b>Female Availability 26.10% - RT Utilization 20.65%</b>				<b>Increase: 5</b>
1 year goal 22.83%; 2 hires	2 year goal Maintain 22.83%	3 year goal 25.00%; 2 hires	4 year goal 26.09%; 1 hire	

<b>African American Availability 19.60% - RT Utilization 18.48%</b>			<b>Increase: 1</b>
Hire one employee for a utilization rate of 19.56%	1 year goal 1 hire	2 - 4 year goal Maintain 19.56% Utilization Rate	

<b>Asian Availability 11.90% - RT Utilization 7.61%</b>				<b>Increase: 4</b>
1 year goal 8.70%; 1 hire	2 year goal 9.78%; 1 hire	3 year goal 10.87%; 1 hires	4 year goal 11.96%; 1 hire	

**Professionals**

<b>African American Availability 13.60% - RT Utilization 10.20%</b>			<b>Increase: 2</b>
1 year goal 12.24%; 1 hire	Maintain 12.24% utilization rate	3 year goal 14.29%; 1 hire	Maintain 14.29% utilization rate

<b>Multiple Race Availability 4.00% - RT Utilization 0.0%</b>			<b>Increase: 2</b>
1 year goal 2.04%; 1 hire	Maintain 2.04% utilization rate	2 year goal 4.08%; hires	Maintain 4.08% utilization rate

## Technical

<b>Asian Availability 19.00% - RT Utilization 13.16%</b>		<b>Increase: 2</b>	
1 year goal 15.79%; 1 hire	Maintain 15.79% utilization rate	3 year goal 18.42%; 1 hire	Maintain 18.42% utilization rate

## Administrative Support

<b>Hispanic Availability 15.40% - RT Utilization 11.76%</b>		<b>Increase: 2</b>	
1 year goal 14.71; 1 hire	Maintain 14.71% utilization rate	2 year goal 17.65; 1 hire	Maintain 17.65% utilization rate

## Skilled Crafts

<b>Females Availability 12.80% - RT Utilization 3.76%</b>		<b>Increase: 11</b>	
1 year goal 5.26%; 2 hires	1 year goal 7.52%; 3 hires	3 year goal 9.77%; 3 hires	4 year goal 12.03; 3 hires

## Service and Maintenance

<b>Female Availability 40.40% - RT Utilization 35.68%</b>		<b>Increase: 26</b>	
1 year goal 36.76%; 6 hires	2 year goal 37.84%; 6 hires	3 year goal 38.92%; 6 hires	4 year goal 40.36%; 8 hires

<b>Asian Availability 8.6%% - RT Utilization 6.13%</b>		<b>Increase: 10</b>	
1 year goal 6.49%; 2 hires	2 year goal 7.03%; 3 hires	3 year goal 7.39%; 2 hires	4 year goal 7.93%; 3 hires

<b>AI/NA Availability 3.80% - RT Utilization 1.08%</b>		<b>Increase: 11</b>	
1 year goal 1.62%; 3 hires	2 year goal 1.98%; 2 hires	3 year goal 2.52%; 3 hires	4 year goal 3.06%; 3 hires

## Property Management

<b>Females Availability 14.30% - RT Utilization 11.11%</b>		<b>Increase: 1</b>	
Hire one employee for a utilization rate of 16.67%		1 year goal 1 hire	2 - 4 year goal Maintain 16.67% Utilization Rate

<b>Hispanic Availability 38.30% - RT Utilization 11.11%</b>		<b>Increase: 5</b>	
1 year goal 16.67%; 1 hire	2 year goal 27.78%; 2 hires	3 year goal 33.33%; 1 hire	4 year goal 38.89%; 1 hire

<b>Asian Availability 7.70% - RT Utilization 0.0%</b>		<b>Increase: 2</b>	
1 year goal 5.56%; 1 hire	Maintain 5.56% utilization rate	2 year goal 11.11%; 1 hire	Maintain 11.11% Utilization Rate





# Regional Transit

**Sacramento Regional  
Transit District**  
A Public Transit Agency  
and Equal Opportunity Employer

**Administrative Offices**  
1400 29th Street  
Sacramento, CA 95816  
916-321-2800

**Mailing Address**  
P.O. Box 2110  
Sacramento, CA 95812-2110

**Human Resources**  
2810 O Street  
Sacramento, CA 95816  
916-556-0299

**Customer Service &  
Sales Center**  
1225 R Street  
Sacramento, CA 95811

**Route, Schedule & Fare  
Information**  
916-321-BUSS (2877)  
TDD 916-483-HEAR (4327)  
[www.sacrt.com](http://www.sacrt.com)

Public Transit Since 1973

Exhibit 8

November 8, 2017

Ms. Christine Brown  
Director of Paratransit Human Resources  
2501 Florin Road  
Sacramento, CA 95822

RE: EEO Worksite Audit

Dear Ms. Brown:

Sacramento Regional Transit District (RT) is responsible for ensuring its sub recipients who meet the threshold to develop an EEO program are in compliance pursuant to FTA Circular 4704.1A. This is a formal notification of RT's upcoming review of Paratransit's Equal Employment Opportunity Program.

The review will assess management practices and program implementation to ensure that sub recipient FTA programs are administered in accordance with FTA requirements and are meeting program objectives. Your review is scheduled to take place on November 28, 2017. The reviewers will be Ms. Kim Holman, RT's Equal Employment Opportunity Administrator; Ms. Janice Labrado, RT's Director of Accessible Services and Mr. Matthew Pinkerton, RT's Internal Accountability Auditor.

Areas of review will include the Paratransit EEO plan and employment practices; site and equipment inspection of required postings; the Paratransit Employee Manual and the discrimination complaint log.

Please contact me if you have any questions about the review or the discussion items.

Sincerely,

Kim L. Holman  
EEO Administrator

Cc: file



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Sacramento, CA 95811

**Route, Schedule & Fare  
Information**  
916-321-BUSS (2877)  
TDD 916-483-HEAR (4327)  
sacrt.com

Public Transit Since 1973

July 25, 2018

Ms. Chris Brown, Director of Human Resources  
Paratransit, Inc.  
2501 Florin Road  
Sacramento, CA 95822

RE: EEO Compliance Review

Dear Ms. Brown:

This letter concerns Sacramento Regional Transit's (RT) EEO Review of Paratransit, Inc., conducted on December 12, 2017.

RT's Equal Employment Opportunity Office is responsible for ensuring compliance with FTA's Equal Employment Opportunity Program (EEO) pursuant to Circular 4701.1A. Part of RT's oversight requires RT conduct a periodic onsite compliance review of sub-recipient grantees to ensure compliance with EEO and the applicable departmental regulations. The audit found Paratransit to be in compliance.

Thank you for the cooperation and assistance provided during the site visit. If you have questions regarding this matter, please contact me at 916-557-0910 or via email at [kholman@sacrt.com](mailto:kholman@sacrt.com).

Sincerely,

Kim L. Holman, EEO Administrator  
Sacramento Regional Transit District

Cc: Tiffani M. Fink, CEO  
Chris Brown, Director of HR  
Linda Parker, CAO  
Matthew Pinkerton, RT Internal Auditor  
Janice Labrado, RT Director of Accessible Services