

NEW MEXICO DEPARTMENT OF TRANSPORTATION



AFFIRMATIVE ACTION PROGRAM PLAN JULY 1, 2015 – JUNE 30, 2020

NEW MEXICO DEPARTMENT OF TRANSPORTATION
P.O. Box 1149
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SANTA FE, NM 87504-1159

A handwritten signature in black ink, appearing to read 'T. Church', is written over a horizontal line.

Mr. Tom Church
Cabinet Secretary
NMDOT

A handwritten signature in black ink, appearing to read 'Gilbert Archuleta', is written over a horizontal line.

Mr. Gilbert Archuleta
Director, Human Resources
NMDOT

Introduction

The New Mexico Department of Transportation (NMDOT) is committed to making a good faith effort to eliminate past and present discrimination, if any, and to ensure a competent and qualified workforce that is representative of the diverse population of the State of New Mexico.

NMDOT Vision Statement

Set the standard for a safe, reliable and efficient transportation system.

NMDOT Mission Statement

Provide a safe and efficient transportation system for the traveling public, while promoting economic development and preserving the environment of New Mexico.

NMDOT Core Values

- . Safety
- . Accountability
- . Customer Service
- . Integrity
- . Team Work
- . Communication

History

New Mexico was admitted to statehood 102 years ago in 1912. That same year, James French was appointed New Mexico's first State Engineer by then-Governor, William C. McDonald. During his tenure, French created the first state road map, and developed the first road and bridge system in New Mexico.

French found the roads throughout New Mexico to be "deplorable" and "impossible to travel from county to county with any degree of comfort." He took the lead in developing and creating the implementation policy necessary to direct all highway operations.

No systematic road building had been implemented prior to French's appointment. As a result, New Mexico has seen great accomplishments in its transportation infrastructure. Our state's transportation system is the foundation for improving our economy. It connects every part of the U.S. allowing goods and services to be distributed all across the country in a safe and effective manner, be it by rail, mass transit, train or aviation.

Today the New Mexico Department of Transportation is one of the largest business enterprises in New Mexico with a budget of over \$830 million and a workforce of 2,487 employees.

Organizational Structure

The NMDOT organizational structure consists of:

- The State Transportation Commission and the Office of the Secretary;
- Business Support – includes the Office of Inspector General, Office of General Counsel, Public Relations and Marketing, General Services, Human Resources, Training and Staff Development, Financial Management, Procurement Services, and Information Technology;
- Programs and Infrastructure – includes Infrastructure, Aviation, Research, Traffic Safety, Transit and Rail and Transportation Planning; and
- Highway Operations – includes Operations Support, Risk Management, Construction and Civil Rights, Maintenance and the six NMDOT District Offices.

The NMDOT headquarters (General Office) is located in the state capitol, Santa Fe.

The District Offices are located in Deming, Roswell, Albuquerque, Las Vegas, Santa Fe, and Milan.

There are six District Offices responsible for constructing and maintaining 12,525 centerline miles of highway infrastructure statewide. The Districts have oversight of a contracted construction program, which uses approximately 34 construction crews and 29 construction offices. There are 82 maintenance patrol units that perform various routine maintenance activities.

Major Changes to Department Structure

- ü Hiring of Deputy Secretary for Business Support, Loren Hatch.
- ü Re-organization of the Office of Equal Opportunity Programs – Combined with the Construction Bureau to create the Construction and Civil Rights Bureau
- ü Appointment of Affirmative Action Officer, Geri Galvan

Reaffirmation of EEO Policy, Procedures and Practices

The NMDOT is committed to making a good faith effort to eliminate past and present discrimination, if any, to ensure a competent and qualified workforce that is representative of the available applicant pools within the State of New Mexico. The NMDOT will ensure that no person shall, on the grounds of race, color, religion, gender, sex, sexual orientation, national origin, ancestry, age, political affiliation, organizational membership, veterans' status, mental or physical disability, marital status or other non-job related factor, be excluded from participation in, be denied the benefit of, or be subjected to discrimination or harassment under any program or activity receiving state or federal financial assistance directly or indirectly from the NMDOT.

The NMDOT values the individual diversity of all employees, applicants, volunteers and citizens; is proud to be an equal opportunity employer; and is committed to equal employment opportunity for all persons. The NMDOT's Affirmative Action Plan (AAP) implements this policy with respect to all terms and conditions of employment.

NMDOT Workforce Analysis

The purpose of the affirmative action workforce analysis is to determine the number of affected group members available in New Mexico in each job group category (Standard Occupational Code – SOC) and to compare the NMDOT workforce numbers to the available numbers. Availability is determined from U.S. Census Data. The NMDOT collects and analyzes data for eighty-six SOC codes. Underutilization occurs when the NMDOT workforce is under-represented in a particular job group in a particular gender/ethnic category. The NMDOT will take affirmative action when there is a significant underutilization in a job category.

The NMDOT Affirmative Action Plan

The NMDOT AAP is implemented and monitored on a fiscal year basis, specifying goals, objectives and guidelines pertaining to increasing parity of the Department's workforce. This update will describe the state of the NMDOT's workforce compared to parity and includes spreadsheets more specifically delineating the composition of the NMDOT workforce.

The AAP is prepared by the Office of Human Resources and approved by the Cabinet Secretary. The plan specifies goals, objectives and guidelines pertaining to:

1. Increasing parity of the Department's workforce with available and under-represented labor force within the state;
2. Taking affirmative action steps that will provide equitable participation in our business and employment opportunities;
3. Taking affirmative action steps that will provide equitable participation in departmental training and educational assistance programs;
4. Provision of an accessible and well-communicated formal process to file complaints regarding discrimination, harassment and/or retaliation based on a protected class; and,
5. Provision of an accessible, well-communicated process to request a reasonable accommodation under the Americans with Disabilities Act, as amended.

The Department has designated the Employee Relations Bureau Chief, Geri Galvan, as the Department's internal EEO and Affirmative Action Officer responsible for monitoring programs, policies and procedures to measure program effectiveness, determine where progress has been made, and where further action is needed.

Monitoring the AAP will include:

1. On a quarterly basis, providing the Cabinet Secretary a status report on the progress and/or deficiencies of Districts and General Office Divisions in relation to Department goals;
2. Developing action plans to correct deficiencies; and
3. Initiating an EEO Employee Committee that meets regularly with the Affirmative Action Officer.

The Cabinet Secretary of the NMDOT is the chief administrative officer, policy establisher and principal appointing authority for the Department and exercises overall responsibility for equal opportunity and affirmative action within the Department. The Secretary shall establish such policies and guidelines as necessary to effectively implement the Internal EEO Program and the AAP, direct the dissemination of such policies and guidelines, and convey support of these to all persons within the NMDOT.

Responsibilities of the Internal EEO/AA Officer

1. Develop affirmative action programs, plans, policy statements and internal communications.
2. Assist in the identification of problem areas and effecting solutions to problems.
3. Design and implement audit and reporting systems to:
 - i. Measure the effectiveness of the Department's program;
 - ii. Indicate remedial action needed to correct deficiencies; and
 - iii. Determine the degree to which the Department's goals and objectives have been attained.
4. Serve as liaison between the Department and the various state and federal compliance agencies.
5. Serve as the Department's outreach and referral source for organizations and community action groups established for minority, women, under-represented and disadvantaged persons.
6. Keep the Department's various organizational levels informed of developments in the EEO area.
7. Inspect the Department's various worksites to ensure that EEO information is being disseminated and prominently displayed when appropriate.
8. Monitor the Department's personnel practices to ensure no discrimination practices exist.

Responsibilities of Managers and Supervisors

1. Promote a workplace culture that establishes a positive climate for equal employment opportunity, diversity, inclusion and cultural sensitivity.
2. Assist in the identification of problem areas and the establishment of goals and objectives.
3. Monitor training programs and hiring and promotion patterns to eliminate barriers to goal attainment.
4. Communicate that work performance is being evaluated based on equal employment opportunity and diversity efforts.
5. Conduct, at a minimum, annual meetings on the AAP, and the Prohibited Employment Discrimination and ADA Reasonable Accommodation Request policies to keep employees abreast of policy changes and program objectives.
6. Regular communication with staff to be certain that equal employment policies are being followed.
7. Take swift and appropriate action to stop discrimination and workplace harassment with guidance from the Employee Relations Bureau and the Office of General Counsel.

Responsibilities of Employees

1. Promote a workplace culture that established a positive climate for equal employment, diversity, inclusion and cultural sensitivity.
2. Exhibit an attitude of respect, courtesy and cooperation toward fellow employees and the public.
3. Support supervisors and managers in carrying out their responsibilities with regard to the EEO/AA Program.
4. Be familiar with the AAP and make good faith efforts to complete their assigned responsibilities as identified in the plan.

Responsibilities of the Employee Relations Bureau

1. Provide policy guidance regarding prohibited employment discrimination issues.
2. Investigate allegations of prohibited employment discrimination and provide related consultation to management and the Office of General Counsel.
3. Oversee and/or provide the mandatory civil rights/EEO training to Department employees.

Dissemination of the Affirmative Action Plan

Internal Dissemination

1. Notification to each employee of the NMDOT AAP through agency-wide memorandum, e-mail, InTrans (internal website) or similar method.
2. Equal Employment Opportunity Policy Statements are displayed on work area bulletin boards throughout the agency.
3. AAP and EEO information is available at the General Office and District NMDOT employees on the NMDOT InTrans website.
4. NMDOT Employees may review the AAP at the Employee Relations Bureau at the General Office, at the District Human Resource Office or receive a copy upon request.
5. Supervisory personnel conduct an annual EEO meeting to discuss EEO policies and the AAP. Employees, by their signature on a verification form, verify receipt and understanding of the following Administrative Directives (ADs):
 - a. AD 505 – Prohibited Employment Discrimination and
 - b. AD 648 – Americans with Disabilities Act

The supervisor conducting the meeting, at a minimum, reads the definition of unlawful discrimination, the appropriate personnel to contact when filing a complaint of discrimination, and how to make a request for reasonable accommodation. Signature documentation verifying that the meeting was attended is required, and that documentation is kept at the General Office/Human Resources.
6. New NMDOT employees attend mandatory Orientation classes and receive training on the NMDOT policies and procedures governing Civil Rights, ADA, and Sexual Harassment. The NMDOT employees receive AD 505 – Prohibited Employment Discrimination and AD 608 – Americans with Disabilities Act – Requests for Accommodation. This training also covers how to request mediation and ensures that all new employees are aware of the NMDOT's zero tolerance policy on discrimination in the workplace and know how to report violations or request accommodation. Signature documenting and verifying the receipt of the policies is required and located at the General Office/Human Resources. Additionally, **all** NMDOT employees are required to receive training on the policies and procedures regarding Civil Rights, ADA, and Sexual Harassment yearly.

External Dissemination

1. When the NMDOT recruits, recruiting sources are informed of the NMDOT's Equal Employment Opportunity Policy and encourages active recruitment and referral of protected group members for all positions.
2. The NMDOT AAP is posted on the NMDOT website for public access.

Required Processes

The Department is required to comply with state laws and regulations. The following is a summary of the related requirements that must be considered in any review or analysis of data under the Department's AAP.

Merit System Requirements: The NMDOT must adhere to the requirements of the New Mexico State Personnel Act and the rules and regulations of the State Personnel Board in recruiting, hiring and dismissal.

Recruitment Procedures: Recruitment of employees is centralized through the New Mexico State Personnel Office (SPO). Recruitment efforts include simplification of the application process and an Internet website where employment opportunities are advertised (<http://www.spo.state.nm.us/>). Interested persons (internal and external applicants) may choose to view all employment opportunities with New Mexico State government or opportunities with a specific agency, such as the NMDOT. The NMDOT depends on the SPO career website to apprise internal and external applicants of career opportunities. The SPO website is designed to appeal to all social and economic levels in the State of New Mexico and nationwide.

Hiring Authority: The NMDOT has direct hiring authority as well as transfer hiring authority from other state agencies, or re-employment hiring in accordance with State Personnel Board rules. The NMDOT advertises all vacant positions through the SPO career website. The NMDOT utilizes behavior and job related criteria-based selection utilizing questions specifically aimed at evaluating competencies. Managers and supervisors are trained with respect to recruiting and hiring in a nondiscriminatory manner.

Promotion Procedures: Promotional opportunities are conducted in the same manner as recruiting a vacant position. The Office of Human Resources monitors promotions and reviews promotion actions to ensure that the requirements, procedures and practices support AAP objectives and do not discriminate. Managers and supervisors are responsible for encouraging all qualified under-represented persons to apply for positions that offer progression and promotional opportunities.

Disciplinary Procedures: The State Personnel Office has established rules and regulations governing disciplinary actions, including requiring a progressive discipline process when appropriate. An opportunity for written or oral response to a contemplated action of discipline, and an appeal process is available to all permanent employees who receive disciplinary actions of demotions, suspensions or dismissal. Disciplinary action data is reviewed by the Office of Human Resources, Employee Relations Bureau to ensure discriminatory activity is not taking place. Dismissal data is also reviewed by the Office of Human Resources to ensure the Department is not discriminating. Layoffs and Reduction in Force plans must be approved by SPO.

Staff Development: The NMDOT is committed to orientating, training and developing employees to enhance production, job satisfaction, job mobility, communication, effective supervision and AAP goals. Basic training related to primary duties is provided. In addition, training and development opportunities are provided to employees based on budget availability.

There are three categories of training and development that apply, in order of priority, to the Department's Plan:

- **Required Training:** Courses required by law, code, Department directive or management decision, and conducted on productive time with mandatory attendance required (i.e., civil rights and sexual harassment training are mandatory training required for all employees).
- **Job-Related Training:** Courses designed to provide knowledge and skills to enhance job performance.
- **Career-Related Training:** Courses designed to help permanent employees qualify for more responsible positions within the NMDOT.

Training opportunities are publicized throughout the NMDOT and all employees are encouraged to participate in any applicable training. Specialized trainings are developed, offered and taught by external and/or in-house personnel.

Career Counseling Activities: Career counseling is accomplished within the various Divisions, Districts and Sections of the NMDOT. The Office of Human Resources also provides individualized career counseling to employees upon request. All offices maintain an open door policy to all employees who desire career counseling and who want to participate in the NMDOT sponsored career-related training.

Job Validation: The job validation procedures currently used by the NMDOT are those directed by the State Personnel Office. Periodic reviews of position job descriptions are performed to ensure the classifications assigned to a position are appropriate for actual duties performed.

FY15 Affirmative Action Plan – Accomplishments

The AAP Accomplishments Update is developed and monitored by the NMDOT Office of Human Resources. This report provides an analysis of the status of the NMDOT regarding EEO objectives in compliance with Department EEO policies and FHWA requirements. The update will describe significant accomplishments and/or initiatives that the Office of Human Resources has either completed or is currently implementing. It will also include the appropriate attachments to depict the numerical composition of the NMDOT, personnel actions and a demographic profile of the NMDOT workforce.

EEO Update

During FY 15, the NMDOT accomplished the following activities related to EEO policies and procedures:

- Assignment of Affirmative Action Officer, Geri Galvan, Bureau Chief, Employee Relations Bureau.
- Annual EEO meetings were held for all NMDOT employees to:
 - Verify receipt and reading of AD 505 – Employment Discrimination and AD 648 – Americans with Disabilities – Request for Accommodation;
 - Review the NMDOT commitment to ensure that no person shall, on the grounds of race, color, religion, gender, sex, sexual orientation, national origin, age, political affiliation, organizational membership, veterans' status, mental or physical disability or other non-job related factor, be excluded from participation in, be denied the benefit of, or be subjected to discrimination or harassment under any program or activity receiving state or federal financial assistance directly or indirectly from the NMDOT;
 - Review the NMDOT complaint process and points of contact; and
 - Review yearly refresher training requirements for Civil Rights, ADA and Sexual Harassment.
- New Employee Orientation: NMDOT's Training and Development Staff conducted New Employee Orientation for three hundred nineteen new employees. New hire orientation provides that:
 - Newly hired employees read and are informed that it is their responsibility to comply with all the NMDOT policies and procedures to include the NMDOT's EEO policy and complaint procedures;
 - Newly hired employees are informed that it is their right to work in an environment free from discrimination;
 - Newly hired employees are informed of the NMDOT's zero tolerance towards discrimination; and
 - Newly hired employees are informed of mandatory EEO trainings.

- Civil Rights/ADA/Sexual Harassment Training: The NMDOT conducts training sessions covering Civil Rights, ADA and Sexual Harassment. These sessions are held throughout the Department at various locations and sites. The purpose of these trainings is to educate and inform NMDOT employees of the following:
 - The NMDOT policies on equal employment opportunity, prohibited employment discrimination, sexual harassment and reasonable accommodations under the Americans with Disabilities Act.
 - Education of supervisors and employees about how to identify sexual harassment and sexually harassing situations; know what to do when sexual harassment occurs; and to be aware of management's responsibilities in this area of discrimination.
 - To re-introduce the NMDOT Civil Rights administrative directives and EEO/ADA policy statements. To define what constitutes a complaint of unlawful discrimination, the roles of those involved, and the procedures to follow in resolving a claim.

Results of Application of the Four-Fifths Rule

Information and data used to compile this report was generated from SHARE, the software used by the State of NM for all financial and human resource functions.

Other data was provided by the NMDOT Training & Development Bureau.

Vacancy Rate

For FY 15, the year-end vacancy rate was 11.9%. This marks a gradual improvement over time from 19.2 % at the ending of FY 12.

Applicants

All vacancies within the Department were advertised and applied for through the State Personnel Website. Recruitment waivers are also traditionally utilized when recruiting through the NMDOT Engineer in Training program affiliated with the engineering schools at New Mexico Tech, New Mexico State University and the University of New Mexico.

New Hires

For the period of July 1, 2014 through June 30, 2015, the NMDOT hired three hundred nineteen new employees. Of the new hires, two hundred fifty-two (78%) of the hires were male and sixty-seven (22%) of the hires were female.

Officials/Administrators: During the reporting period, the NMDOT hired forty-six Officials/Administrators. Of the forty-six hired, twenty-one (45%) of the hires were male and twenty-five (55%) of the hires were female. Of the forty-six hired, one (2%) were under-represented persons. Underutilization occurs with Black, Asian and American Indian male and female categories.

Professionals: During the reporting period, the NMDOT hired thirty-nine Professionals. Of the thirty-nine hired, twenty-two (57%) of the hires were male and seventeen (43%) of the hires were female. Of the thirty-nine hired, three (7%) were under-represented persons. Underutilization occurs with Black and Asian females as well as American Indian male and female categories.

Technicians: During the reporting period, the NMDOT hired forty-four Technicians. Of the forty-four hired, thirty-seven (84%) of the hires were male and seven (15%) of the hires were female. Of the forty-four hired, seven (16%) were under-represented persons. Underutilization occurs with Black females and Asian male and female categories.

Protective Service: During the reporting period, the NMDOT did not hire within the Protective Service category.

Para-Professional: The NMDOT does not currently have any SOC job categories within this grouping.

Administrative Support: During the reporting period, the NMDOT hired fourteen Administrative Support staff. Of the fourteen hired, twelve (85%) of the hires were female and two (15%) of the hires were male. Of the fourteen hired, one (7%) were under-represented persons. Underutilization occurs with Black, Asian and American Indian male and female categories.

Skilled Craft Workers: During the reporting period, the NMDOT hired one hundred sixty-five Skilled Craft Workers. Of the one hundred sixty-five hired, one hundred sixty-one (97%) of the hires were male and four (3%) of the hires were female. Of the one hundred sixty-five hired, seventeen (10%) were under-represented persons. Underutilization occurs with Black and American Indian females as well as Asian male and female categories.

Service/Maintenance: During the reporting period, the NMDOT hired ten Service/Maintenance Workers. Of the ten hired, eight (80%) of the hires were male and two (20%) of the hires were female. Of the 10 hired, none were under-represented persons.

Promotions

NMDOT promoted three hundred fifty-one employees of whom twenty-four were underrepresented persons. Two hundred seventy four (78%) of the total number of promotions were male. Seventy-seven (22%) of the total number of promotions were females. Black males were the most underrepresented group in this category.

Separations/Voluntary

For this reporting period, two hundred nineteen employees (11%) of the ending workforce voluntarily separated employment. Of the two hundred nineteen employees that voluntarily separated employment, one hundred ninety-four (88%) were males and twenty-five (12%) were females. Of the two hundred nineteen employees who voluntarily separated employment, seventeen (7%) were underrepresented persons.

Separations/Involuntary

For this reporting period, thirty-four employees (1%) of the ending workforce involuntarily separated employment. Of the thirty-four employees that involuntarily separated employment, twenty-six (76%) were males and eight (24%) were females. Of the thirty-four employees who involuntarily separated employment, two (5%) were underrepresented persons.

Demotions

For the period of July 1, 2014 through June 30, 2015, the NMDOT demoted one employee. The employee demoted was not an underrepresented person.

Layoffs

There were no layoffs for the period of July 1, 2014 through June 30, 2015.

Recalls

There were no recalls for the period of July 1, 2014 through June 30, 2015.

EEO Complaint Analysis

The Employee Relations Bureau is responsible for processing and investigating civil rights discrimination complaints filed by NMDOT employees and/or applicants. The Employee Relations Bureau received zero complaints for this reporting period. The Office of Human Resources is of the opinion that new hire training and refresher training on Civil Rights, ADA and Sexual harassment contributed to the low number of complaints filed.

FY 2015 Affirmative Action Plan – Initiatives and Objectives**Job Group Goals**

The Department will continue to focus on improving recruiting, hiring and promotion in areas where under-utilization exists.

Recruitment Programs

The Department will focus participation on those events that will most benefit the NMDOT in reaching its AAP hiring objectives.

Staff Development

The NMDOT will continue to provide opportunities for staff development through the following:

1. Training opportunities will continue to be publicized throughout the Department and all employees are encouraged to participate in any applicable training.
2. Interviewing and hiring training will be conducted for all managers and supervisors to ensure all selections are based on bona fide occupational qualifications.
3. The NMDOT will continue its participation and support of the Engineer-in-Training Program.
4. In cooperation with the Federal Highways Administration/National Highways Institute, various courses are conducted in specialized areas for selected personnel.
5. A NMDOT Engineering Conference is held annually in conjunction with the Engineering Department of New Mexico State University.
6. An annual Paving and Transportation Conference, sponsored by the Department of Civil Engineering and the ATR Institute at UNM is available to Department personnel.

Dissemination of Internal Information

The NMDOT will continue to inform NMDOT employees of the AAP and EEO efforts through the following:

1. Distribution and acknowledgement of AD 505 Prohibited Employment Discrimination and AD 648 Americans with Disabilities Act – Request for Accommodation on an annual basis.
2. Monitor and report on mandatory Civil Rights, ADA and Sexual Harassment training conducted by Training and Development staff.
3. Notify each employee of the NMDOT AAP through agency-wide memorandum, e-mail, InTrans (internal website) or similar method.
4. Equal Employment Opportunity Policy Statements are displayed on work area bulletin boards throughout the agency.
5. AAP and EEO information is available to all General Office and District NMDOT employees on the NMDOT internal website – Intrans.
6. NMDOT employees may review the AAP at the Office of Human Resources at the General Office, District Human Resources, or may receive a copy upon request.

AAP Reporting Practices

The NMDOT will improve the accuracy of AAP reporting through the following:

1. The Office of Human Resources will gather, monitor, evaluate and report on AAP progress on a quarterly basis.
2. The Affirmative Action Officer will initiate an EEO Employee Committee to assist in the achievement of AAP goals and objectives.
3. Conduct quarterly meetings with District Human Resources and EEO Employee Committee to discuss EEO updates, goals and objectives.
4. The Office of Human Resources will update Department Analysis on an annual basis.

Appendix Summary

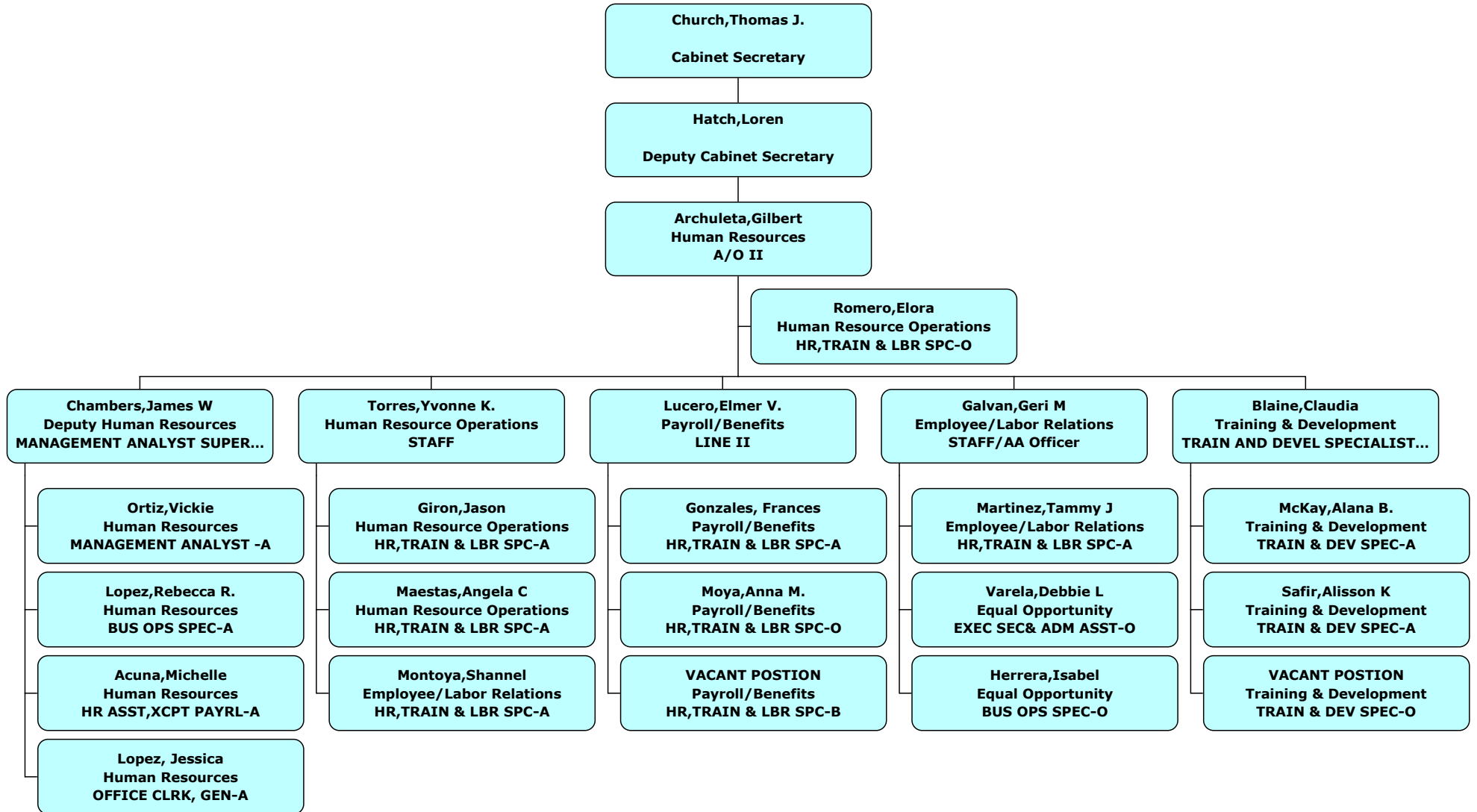
1. Updated HR Org Chart – includes Affirmative Action Officer
2. NMDOT District Map
3. AAP Policy Statement
4. NMDOT Workforce History
5. NMDOT Workforce Analysis
6. Personnel Activities
7. Net Changes in Employment Agency Wide – July 2014 to June 2015
8. EEO4 Salary Report
9. Utilization Analysis
10. EEO Complaint Procedures – AD 505
11. EEO Complaint Analysis Report
12. Application of Four Fifths Rule Analysis

1. Updated HR Org Chart

Includes Affirmative Action Officer

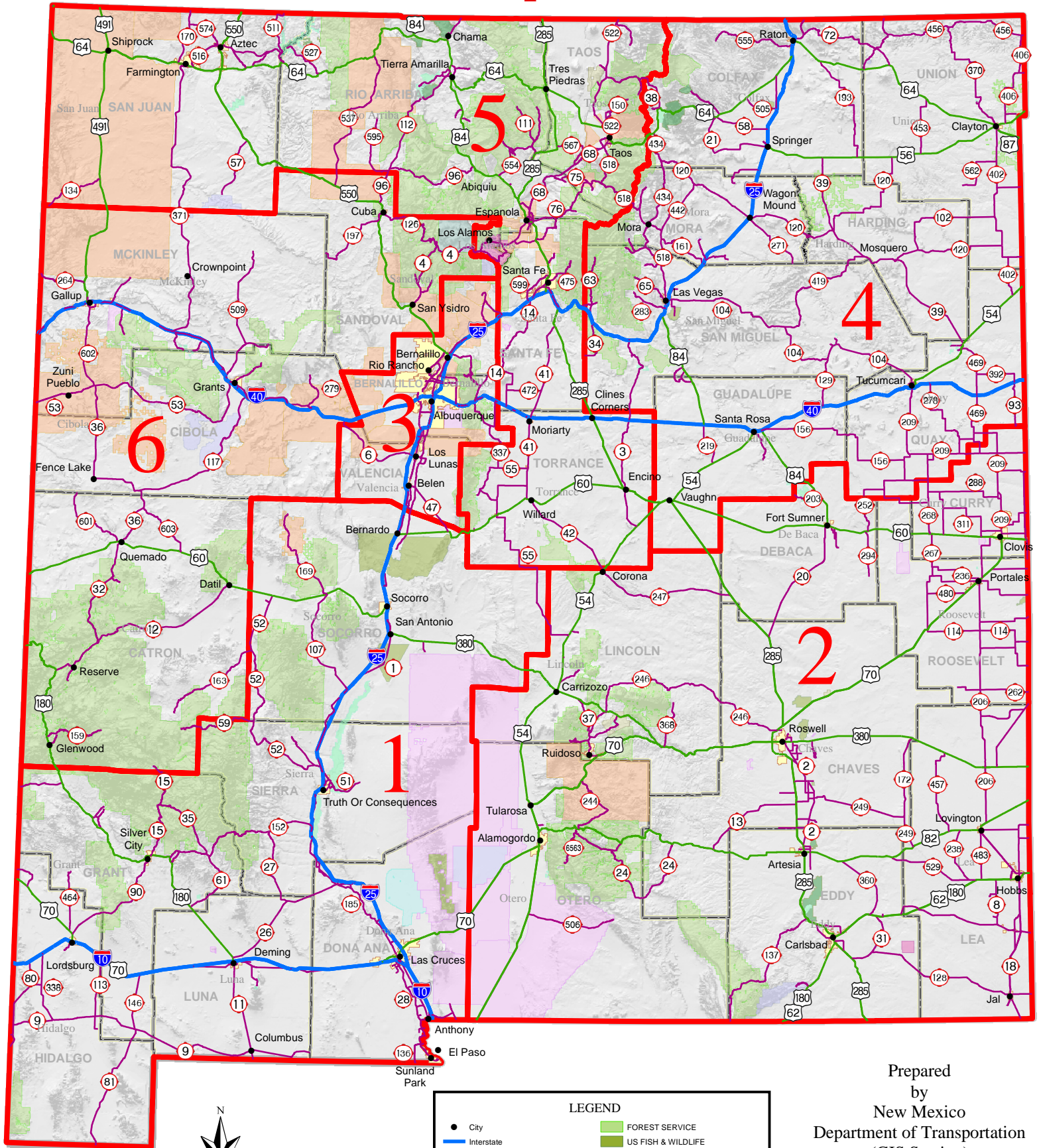


Human Resources



2. NMDOT District Map

NMDOT's Transportation Districts



Prepared by
New Mexico
Department of Transportation
(GIS Section)



NMDOT
2010

3. AAP Policy Statement



New Mexico Department of Transportation

Affirmative Action and Equal Employment Opportunity Policy Statement

It is the policy of the New Mexico Department of Transportation to ensure equality of opportunity in all aspects of employment.

The New Mexico Department of Transportation will not discriminate against any applicant or employee on the basis of race, age, color, religion, sex, national origin, disability, veteran status, Vietnam era and special disabled veteran or sexual orientation. Applicants and employees will be protected against retaliation arising out of the opposition to an unlawful employment practice.

The Affirmative Action Plan implements this policy with respect to all terms and conditions of employment. It is a goal-setting program with established measurement and evaluation standards. Particular regard is to be given to such personnel actions as upgrading, demotion, promotion, transfer, recruitment, layoff, reduction in force, termination, compensation and training.

The New Mexico Department of Transportation is committed to maintaining a workplace free of discrimination, harassment, intimidation and coercion at all facilities and all sites. Any violation of this policy should be reported through the procedures outlined in *Administrative Directive 505 – Prohibited Employment Discrimination*.

The New Mexico Department of Transportation's Office of Human Resources is available to provide detailed guidance in regard to fair employment practices. For more information contact the Affirmative Action Officer, Geri Galvan at (505) 827-5128 or by e-mail at: Geri.Galvan1@state.nm.us.

The New Mexico Transportation Commission and I are personally committed to and support the New Mexico Department of Transportation's Equal Employment Opportunity Policy. Adherence to the Equal Opportunity Policy and the Affirmative Action Plan is required of all management and supervisory personnel.

NMDOT Cabinet Secretary

Date

4. NMDOT Workforce History

Workforce History
6/30/2015

FISCAL YEAR ENDING	All			Male					Female				
	Total Employees	Males	Females	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic
6/30/2010	2239	1806	433	464	9	11	78	1244	117	2	2	15	297
6/30/2011	2065	1655	410	407	5	18	67	1158	100	2	3	12	293
6/30/2012	2031	1626	405	415	8	16	65	1122	113	2	4	10	276
6/30/2013	2148	1724	424	454	8	16	80	1166	126	3	4	9	282
6/30/2014	2144	1725	419	451	8	16	86	1164	123	3	2	15	276
6/30/2015	2177	1740	437	436	11	15	88	1190	128	4	2	16	287

5. NMDOT Workforce Analysis

Job Group / Job Titles	Job Group No.	Total Employees	Total Male	Total Female	Total Minority	Male					Female				
						White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic
Officials / Administrators (1)															
Cabinet Secretary	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Deputy Cabinet Secretary	1	2	2	0	1	1	0	0	0	1	0	0	0	0	0
Administrative Operations Manager	1	68	54	14	48	16	0	1	0	37	4	0	0	0	10
Division Director	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Executive Manager	1	7	6	1	4	3	0	0	0	3	0	0	0	1	0
General Manager	1	37	32	5	22	14	1	1	0	16	1	0	0	1	3
Line Manager	1	25	19	6	19	3	0	0	0	16	3	0	0	0	3
Appraiser & Assessor	1	16	7	9	12	2	0	0	0	5	2	0	0	0	7
Staff Manager	1	74	60	14	52	16	0	0	0	44	6	0	0	0	8
Business Ops Specialist	1	33	7	26	29	1	0	0	0	6	3	0	0	0	23
Budget Analyst	1	3	1	2	2	0	0	1	0	0	1	0	0	0	1
Compliance Officer	1	2	0	2	1	0	0	0	0	0	1	0	0	0	1
Financial Coordinator	1	1	1	0	1	0	0	0	0	1	0	0	0	0	0
Financial Specialists	1	46	9	37	35	2	0	0	0	7	9	0	0	2	26
Occupational Health & Safety Insp	1	21	16	5	17	2	1	0	0	13	2	0	0	0	3
Management Analyst	1	84	28	56	71	7	0	0	0	21	6	1	0	2	47
Purchasing Agent	1	33	18	15	30	3	0	0	0	15	0	0	0	0	15
Title Examiner	1	3	2	1	2	1	0	0	0	1	0	0	0	0	1
Totals		457	264	193	346	73	2	3	0	186	38	1	0	6	148
Professionals (2)															
Accountant & Auditor	2	20	4	16	13	2	0	0	0	2	5	0	1	0	10
Cartographer	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0
Chemist	2	1	0	1	0	0	0	0	0	0	1	0	0	0	0
Civil Engineer	2	90	68	22	49	30	0	4	1	33	11	0	0	0	11
Economist	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Engineering Coordinator Spec - NL	2	60	48	12	47	9	0	0	0	39	4	0	0	0	8
Environmental Scientist	2	9	5	4	1	5	0	0	0	0	3	0	0	0	1
Geoscientist	2	6	5	1	0	5	0	0	0	0	1	0	0	0	0
Graphic Designers	2	4	3	1	1	2	0	0	0	1	1	0	0	0	0
HR, Training & Labor Specialist	2	29	1	28	22	0	0	0	0	1	7	0	0	1	20
IT Apps Developer	2	26	20	6	21	4	0	0	0	16	1	1	0	0	4
IT Database Manager	2	2	1	1	1	0	1	0	0	0	1	0	0	0	0
IT Generalist	2	3	3	0	3	0	0	1	0	2	0	0	0	0	0
IT Network Specialists	2	17	13	4	13	4	0	0	0	9	0	0	0	0	4
IT Project Manager	2	2	0	2	0	0	0	0	0	0	2	0	0	0	0
IT Systems Manager	2	2	2	0	1	1	0	0	0	1	0	0	0	0	0
IT Tech Support Specialists	2	5	4	1	3	2	0	0	0	2	0	0	0	0	1
Lawyer	2	10	6	4	2	5	0	0	0	1	3	0	0	0	1
Librarian	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0
Public Relations Specialist	2	1	0	1	1	0	0	0	0	0	0	0	0	0	1
Surveyor	2	15	15	0	11	4	0	0	1	10	0	0	0	0	0
Training & Development Spec	2	12	7	5	3	4	0	0	0	3	5	0	0	0	0
Urban & Regional Planner	2	13	10	3	6	6	0	0	1	3	1	0	0	0	2
Totals		331	217	114	199	84	1	5	3	124	48	1	1	1	63

Job Group / Job Titles	Job Group No.	Total Employees	Total Male	Total Female	Total Minority	Male					Female				
						White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic
Technicians (3)															
Civil Engineering Tech - NL	3	282	228	54	227	36	4	4	16	168	19	0	1	6	28
Electrical Engineering Tech - NL	3	5	5	0	5	0	0	0	0	5	0	0	0	0	0
Engineering Tech - NL	3	8	8	0	7	1	0	0	1	6	0	0	0	0	0
Public Information Officer	3	1	0	1	0	0	0	0	0	0	1	0	0	0	0
Survey & Map Tech	3	27	25	2	22	4	0	0	0	21	1	0	0	0	1
Totals		323	266	57	261	41	4	4	17	200	21	0	1	6	29
Protective Service Workers (4)															
Detective & Criminal Investigator	4	3	1	2	2	1	0	0	0	0	0	0	0	0	2
Security Guard	4	3	1	2	3	0	0	0	0	1	0	0	0	0	2
Totals		6	2	4	5	1	0	0	0	1	0	0	0	0	4
Para Professionals (5)															
Totals															
Administrative Support (6)															
Dispatcher	6	2	0	2	2	0	0	0	0	0	0	0	0	0	2
Exec Secy & Admin Asst	6	11	0	11	10	0	0	0	0	0	1	1	0	0	9
Fellowship Interns	6	2	1	1	2	0	0	1	0	0	0	1	0	0	0
Human Resource Asst-not Payroll	6	1	0	1	1	0	0	0	0	0	0	0	0	0	1
Info / Records Clerk	6	3	0	3	3	0	0	0	0	0	0	0	0	0	3
Legal Secretary	6	2	0	2	1	0	0	0	0	0	1	0	0	0	1
Office & Admin Support	6	2	0	2	2	0	0	0	0	0	0	0	0	0	2
Office Clerk	6	14	4	10	12	0	0	0	1	3	2	0	0	2	6
Paralegal & Legal Asst	6	2	1	1	1	0	0	0	0	1	1	0	0	0	0
Receptionist & Info Clerk	6	3	0	3	2	0	0	0	0	0	1	0	0	0	2
Sec Ex Lgl/Med/Exe	6	3	0	3	3	0	0	0	0	0	0	0	0	0	3
Stock Clerk / Order Filler	6	5	4	1	4	0	0	0	0	4	1	0	0	0	0
Totals		50	10	40	43	0	0	1	1	8	7	2	0	2	29
Skilled Craft Workers (7)															
Auto Service Tech & Mech	7	13	13	0	12	1	0	0	0	12	0	0	0	0	0
Bus/Truck Mech/Diesel Eng Spec	7	65	64	1	44	20	1	0	0	43	1	0	0	0	0
Carpenter	7	4	4	0	1	3	0	0	0	1	0	0	0	0	0
Coating, Spraying & Painting	7	3	3	0	3	0	0	0	0	3	0	0	0	0	0
Electrician	7	3	3	0	2	1	0	0	0	2	0	0	0	0	0
Heating/AC/Frig Mechanic	7	1	1	0	1	0	0	0	0	1	0	0	0	0	0
Highway Maintenance Worker	7	833	818	15	634	190	2	2	65	559	9	0	0	0	6
Maintenance & Repair Worker	7	7	7	0	4	3	0	0	1	3	0	0	0	0	0
Totals		929	913	16	701	218	3	2	66	624	10	0	0	0	6
Service Maintenance Workers (8)															
Inspectors, Testers, Sorters	8	41	33	8	32	6	1	0	0	26	3	0	0	0	5
Landscaping & Grounds	8	2	2	0	0	2	0	0	0	0	0	0	0	0	0
Plumber, Pipefitter & Steam Fitter	8	1	1	0	1	0	0	0	0	1	0	0	0	0	0
Plant & Systems Operators	8	6	6	0	4	2	0	0	0	4	0	0	0	0	0
Traffic Tech	8	24	19	5	19	4	0	0	1	14	1	0	0	1	3
Transportation Inspector	8	6	6	0	2	4	0	0	0	2	0	0	0	0	0
Welder, Cutter, Solderer & Brazier	8	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Totals		81	68	13	58	19	1	0	1	47	4	0	0	1	8
Grand Total		2177	1740	437	1613	436	11	15	88	1190	128	4	2	16	287

EEO4_REPORT

Report Order	Job Group/Job Titles	Job Group No	Total Empl	Total Male	Total Female
10	Officials / Administrators (1)				
1A	Cabinet Secretary	1	1	1	0
1C	Deputy Cabinet Secretary	1	2	2	0
1D	Administrative Operations Manager	1	68	54	14
1F	Division Director	1	1	1	0
1G	Executive Manager	1	7	6	1
1H	General Manager	1	37	32	5
1K	Line Manager	1	25	19	6
1L	Appraiser & Assessor	1	16	7	9
1L	Staff Manager	1	74	60	14
1N	Business Ops Specialist	1	33	7	26
1O	Budget Analyst	1	3	1	2
1P	Compliance Officer	1	2	0	2
1R	Financial Coordinator	1	1	1	0
1S	Financial Specialists	1	46	9	37
1T	Occupational Health & Safety Insp	1	21	16	5
1U	Management Analyst	1	84	28	56
1V	Purchasing Agent	1	33	18	15
1X	Title Examiner	1	3	2	1
1ZZ	Totals	1	457	264	193
20	Professionals (2)				
2A	Accountant & Auditor	2	20	4	16
2B	Cartographer	2	2	0	2
2C	Chemist	2	1	0	1
2D	Civil Engineer	2	90	68	22
2F	Economist	2	1	1	0
2G	Engineering Coordinator Spec - NL	2	60	48	12
2I	Environmental Scientist	2	9	5	4
2J	Geoscientist	2	6	5	1
2K	Graphic Designers	2	4	3	1
2L	HR, Training & Labor Specialist	2	29	1	28
2M	IT Apps Developer	2	26	20	6
2N	IT Database Manager	2	2	1	1
2O	IT Generalist	2	3	3	0
2P	IT Network Specialists	2	17	13	4
2Q	IT Project Manager	2	2	0	2
2R	IT Systems Manager	2	2	2	0
2S	IT Tech Support Specialists	2	5	4	1
2T	Lawyer	2	10	6	4
2U	Librarian	2	1	1	0
2V	Public Relations Specialist	2	1	0	1
2W	Surveyor	2	15	15	0
2X	Training & Development Spec	2	12	7	5
2Y	Urban & Regional Planner	2	13	10	3
2ZZ	Totals	2	331	217	114
30	Technicians (3)				
3A	Civil Engineering Tech - NL	3	282	228	54
3B	Electrical Engineering Tech - NL	3	5	5	0
3C	Engineering Tech - NL	3	8	8	0
3E	Public Information Officer	3	1	0	1
3F	Survey & Map Tech	3	27	25	2

EEO4_REPORT

3ZZ	Totals	3	323	266	57
40	Protective Service Workers (4)				
4A	Detective & Criminal Investigator	4	3	1	2
4B	Security Guard	4	3	1	2
4ZZ	Totals	4	6	2	4
50	Para Professionals (5)				
5ZZ	Totals				
60	Administrative Support (6)				
6B	Dispatcher	6	2	0	2
6C	Exec Secy & Admin Asst	6	11	0	11
6D	Fellowship Interns	6	2	1	1
6E	Human Resouce Asst-not Payroll	6	1	0	1
6F	Info / Records Clerk	6	3	0	3
6G	Legal Secretary	6	2	0	2
6H	Office & Admin Support	6	2	0	2
6I	Office Clerk	6	14	4	10
6J	Paralegal & Legal Asst	6	2	1	1
6K	Receptionist & Info Clerk	6	3	0	3
6L	Sec Ex Lgl/Med/Exe	6	3	0	3
6M	Stock Clerk / Order Filler	6	5	4	1
6ZZ	Totals	6	50	10	40
70	Skilled Craft Workers (7)				
7A	Auto Service Tech & Mech	7	13	13	0
7B	Bus/Truck Mech/Diesel Eng Spec	7	65	64	1
7C	Carpenter	7	4	4	0
7D	Coating, Spraying & Painting	7	3	3	0
7E	Electrician	7	3	3	0
7F	Heating/AC/Frig Mechanic	7	1	1	0
7G	Highway Maintenance Worker	7	833	818	15
7H	Maintenance & Repair Worker	7	7	7	0
7ZZ	Totals	7	929	913	16
80	Service Maintenance Workers (8)				
8B	Inspectors, Testers, Sorters	8	41	33	8
8D	Landscaping & Grounds	8	2	2	0
8E	Plumber, Pipefitter & Steam Fitter	8	1	1	0
8F	Plant & Systems Operators	8	6	6	0
8G	Traffic Tech	8	24	19	5
8H	Transportation Inspector	8	6	6	0
8I	Welder, Cutter, Solderer & Brazier	8	1	1	0
8ZZ	Totals	8	81	68	13
9ZZ	Grand Total		2177	1740	

EEO4_REPORT

Total Minor Male White Male Black Male Asian Male Amer Male Hispa Female WI Female Blk Female As

0	1	0	0	0	0	0	0	0
1	1	0	0	0	1	0	0	0
48	16	0	1	0	37	4	0	0
0	1	0	0	0	0	0	0	0
4	3	0	0	0	3	0	0	0
22	14	1	1	0	16	1	0	0
19	3	0	0	0	16	3	0	0
12	2	0	0	0	5	2	0	0
52	16	0	0	0	44	6	0	0
29	1	0	0	0	6	3	0	0
2	0	0	1	0	0	1	0	0
1	0	0	0	0	0	1	0	0
1	0	0	0	0	1	0	0	0
35	2	0	0	0	7	9	0	0
17	2	1	0	0	13	2	0	0
71	7	0	0	0	21	6	1	0
30	3	0	0	0	15	0	0	0
2	1	0	0	0	1	0	0	0
346	73	2	3	0	186	38	1	0

13	2	0	0	0	2	5	0	1
0	0	0	0	0	0	2	0	0
0	0	0	0	0	0	1	0	0
49	30	0	4	1	33	11	0	0
0	1	0	0	0	0	0	0	0
47	9	0	0	0	39	4	0	0
1	5	0	0	0	0	3	0	0
0	5	0	0	0	0	1	0	0
1	2	0	0	0	1	1	0	0
22	0	0	0	0	1	7	0	0
21	4	0	0	0	16	1	1	0
1	0	1	0	0	0	1	0	0
3	0	0	1	0	2	0	0	0
13	4	0	0	0	9	0	0	0
0	0	0	0	0	0	2	0	0
1	1	0	0	0	1	0	0	0
3	2	0	0	0	2	0	0	0
2	5	0	0	0	1	3	0	0
1	0	0	0	0	1	0	0	0
1	0	0	0	0	0	0	0	0
11	4	0	0	1	10	0	0	0
3	4	0	0	0	3	5	0	0
6	6	0	0	1	3	1	0	0
199	84	1	5	3	124	48	1	1

227	36	4	4	16	168	19	0	1
5	0	0	0	0	5	0	0	0
7	1	0	0	1	6	0	0	0
0	0	0	0	0	0	1	0	0
22	4	0	0	0	21	1	0	0

EEO4_REPORT

261	41	4	4	17	200	21	0	1
2	1	0	0	0	0	0	0	0
3	0	0	0	0	1	0	0	0
5	1	0	0	0	1	0	0	0
2	0	0	0	0	0	0	0	0
10	0	0	0	0	0	1	1	0
2	0	0	1	0	0	0	1	0
1	0	0	0	0	0	0	0	0
3	0	0	0	0	0	0	0	0
1	0	0	0	0	0	1	0	0
2	0	0	0	0	0	0	0	0
12	0	0	0	1	3	2	0	0
1	0	0	0	0	1	1	0	0
2	0	0	0	0	0	1	0	0
3	0	0	0	0	0	0	0	0
4	0	0	0	0	4	1	0	0
43	0	0	1	1	8	7	2	0
12	1	0	0	0	12	0	0	0
44	20	1	0	0	43	1	0	0
1	3	0	0	0	1	0	0	0
3	0	0	0	0	3	0	0	0
2	1	0	0	0	2	0	0	0
1	0	0	0	0	1	0	0	0
634	190	2	2	65	559	9	0	0
4	3	0	0	1	3	0	0	0
701	218	3	2	66	624	10	0	0
32	6	1	0	0	26	3	0	0
0	2	0	0	0	0	0	0	0
1	0	0	0	0	1	0	0	0
4	2	0	0	0	4	0	0	0
19	4	0	0	1	14	1	0	0
2	4	0	0	0	2	0	0	0
0	1	0	0	0	0	0	0	0
58	19	1	0	1	47	4	0	0
1613	436	11	15	88	1190	128	4	2

EEO4_REPORT

Female Arr Female Hispanic

0	0
0	0
0	10
0	0
1	0
1	3
0	3
0	7
0	8
0	23
0	1
0	1
0	0
2	26
0	3
2	47
0	15
0	1
6	148

0	10
0	0
0	0
0	11
0	0
0	8
0	1
0	0
0	0
1	20
0	4
0	0
0	0
0	4
0	0
0	0
0	1
0	1
0	0
0	1
0	0
0	0
0	2
1	63

6	28
0	0
0	0
0	0
0	1

EEO4_REPORT

6	29
0	2
0	2
0	4
0	2
0	9
0	0
0	1
0	3
0	1
0	2
2	6
0	0
0	2
0	3
0	0
2	29
0	0
0	0
0	0
0	0
0	0
0	0
0	6
0	0
0	6
0	5
0	0
0	0
0	0
1	3
0	0
0	0
1	8
16	287

6. Personnel Activities

PERSONNEL ACTIVITIES

NEW HIRES AGENCYWIDE ANALYSIS

EEO-4 Job Category	Male					Female					All		
	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	Males	Females	Total
Officials / Administrators	5		1		15	3				22	21	25	46
Professionals	11	1	2		8	12				5	22	17	39
Technicians	8	1		5	23	4			1	2	37	7	44
Protective Service	1										1	0	1
Para Professionals											0	0	0
Administrative Support					2	2			1	9	2	12	14
Skilled Craft	39	1		16	105	1				3	161	4	165
Service/Maintenance	1				7	1				1	8	2	10
Total	65	3	3	21	160	23	0	0	2	42	252	67	319

PROMOTIONS AGENCYWIDE ANALYSIS

EEO-4 Job Category	Male					Female					All		
	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	Males	Females	Total
Officials / Administrators	5		2		36	11	1		1	28	43	41	84
Professionals	10		4		19	4		1		14	33	19	52
Technicians	6		1	2	39	6				7	48	13	61
Protective Service											0	0	0
Para Professionals											0	0	0
Administrative Support					1					2	1	2	3
Skilled Craft	35			12	88						135	0	135
Service/Maintenance	8				6					2	14	2	16
Total	64	0	7	14	189	21	1	1	1	53	274	77	351

TRAINING AGENCYWIDE ANALYSIS

EEO-4 Job Category	Male					Female					All		
	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	Males	Females	Total
Officials / Administrators	80	2	3		185	40	1			5	142	188	458
Professionals	92	1	6	4	119	51	1	1		64	222	117	339
Technicians	44	4	4	16	205	20		1	6	27	273	54	327
Protective Service	1				1					3	2	3	5
Para Professionals											0	0	0
Administrative Support	1			1	7	12	1		2	27	9	42	51
Skilled Craft	228	3	2	71	595	9				7	899	16	915
Service/Maintenance	24	1		2	48	4			1	9	75	14	89
Total	470	11	15	94	1160	136	3	2	14	279	1750	434	2184

SEPARATIONS / VOLUNTARY AGENCYWIDE ANALYSIS

	Male					Female					All		
EEO-4 Job Category	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	Males	Females	Total
Officials / Administrators	12				21	3				5	33	8	41
Professionals	9		1	1	9	2				4	20	6	26
Technicians	9		1	2	13	1				3	25	4	29
Protective Service											0	0	0
Para Professionals											0	0	0
Administrative Support			1		1	4				1	2	5	7
Skilled Craft	27			11	64	1					102	1	103
Service/Maintenance	6				6					1	12	1	13
Total	63	0	3	14	114	11	0	0	0	14	194	25	219

SEPARATIONS / INVOLUNTARY AGENCYWIDE ANALYSIS

	Male					Female					All		
EEO-4 Job Category	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	Males	Females	Total
Officials / Administrators	3				1	1			1	2	4	4	8
Professionals	2				1						3	0	3
Technicians					1					1	1	1	2
Protective Service											0	0	0
Para Professionals											0	0	0
Administrative Support										2	0	2	2
Skilled Craft	5			1	12					1	18	1	19
Service/Maintenance											0	0	0
Total	10	0	0	1	15	1	0	0	1	6	26	8	34

DEMOTIONS AGENCYWIDE ANALYSIS

[illegible]

DISCIPLINARY ACTIONS AGENCYWIDE ANALYSIS

	Male					Female					All		
EEO-4 Job Category	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	White	Black / African American	Asian American / Pacific Islander	American Indian / Alaskan Native	Hispanic	Males	Females	Total
Officials / Administrators	2				1	1					3	1	4
Professionals					1						1	0	1
Technicians	1				3						4	0	4
Protective Service											0	0	0
Para Professionals											0	0	0
Administrative Support											0	0	0
Skilled Craft	6			5	18						29	0	29
Service/Maintenance					1						1	0	1
Total	9	0	0	5	24	1	0	0	0	0	38	1	39

LAYOFF/RECALLS AGENCYWIDE ANALYSIS

[illegible]

7. Net Changes in Employment Agency Wide July 2014 to June 2015

NET CHANGES IN EMPLOYMENT AGENCY WIDE

Report Period: 7/1/14 to 6/30/15

Note: Data represents Permanent Full-Time Employees Only

Note: Employees who did not indicate a race/gender were omitted from calculations

EEO-4 Job Category	White Males				Hispanic Males				Black / African American Males				Asian Males				Amer Indian / Alskn Native Males			
	FY 2014	FY 2015	Net Diff	%	FY 2014	FY 2015	Net Diff	%	FY 2014	FY 2015	Net Diff	%	FY 2014	FY 2015	Net Diff	%	FY 2014	FY 2015	Net Diff	%
Officials/Admin	84	73	(11)	-13.10%	184	186	2	1.09%	2	2	0	0.00%	2	3	1	50.00%	1	0	(1)	-100.00%
Professionals	84	84	0	0.00%	126	124	(2)	-1.59%	0	1	1	100.00%	5	5	0	0.00%	5	3	(2)	-40.00%
Technicians	43	41	(2)	-4.65%	196	200	4	2.04%	3	4	1	33.33%	6	4	(2)	-33.33%	13	17	4	30.77%
Protective Service	0	1	1	100.00%	1	1	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
Admin Support	1	0	(1)	-100.00%	7	8	1	14.29%	0	0	0	0.00%	1	1	0	0.00%	1	1	0	0.00%
Skilled Craft Workers	218	218	0	0.00%	606	624	18	2.97%	2	3	1	50.00%	2	2	0	0.00%	64	66	2	3.13%
Service/Maintenance	21	19	(2)	-9.52%	44	47	3	6.82%	1	1	0	0.00%	0	0	0	0.00%	2	1	(1)	-50.00%
All Employees - Male	451	436	(15)	-3.33%	1164	1190	26	2.23%	8	11	3	37.50%	16	15	(1)	-6.25%	86	88	2	2.33%

EEO-4 Job Category	White Females				Hispanic Females				Black / African American Females				Asian Females				Amer Indian/Alskn Native Females			
	FY 2014	FY 2015	Net Diff	%	FY 2014	FY 2015	Net Diff	%	FY 2014	FY 2015	Net Diff	%	FY 2014	FY 2015	Net Diff	%	FY 2014	FY 2015	Net Diff	%
Officials/Admin	39	38	(1)	-2.56%	139	148	9	6.47%	0	1	1	100.00%	0	0	0	0.00%	5	6	1	20.00%
Professionals	42	48	6	14.29%	60	63	3	5.00%	1	1	0	0.00%	1	1	0	0.00%	2	1	(1)	-50.00%
Technicians	19	21	2	10.53%	31	29	(2)	-6.45%	0	0	0	0.00%	1	1	0	0.00%	5	6	1	20.00%
Protective Service (NS)	0	0	0	0.00%	4	4	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
Admin Support	10	7	(3)	-30.00%	30	29	(1)	-3.33%	2	2	0	0.00%	0	0	0	0.00%	2	2	0	0.00%
Skilled Craft Workers	10	10	0	0.00%	4	6	2	50.00%	0	0	0	0.00%	0	0	0	0.00%	0	0	0	0.00%
Service/Maintenance	3	4	1	33.33%	8	8	0	0.00%	0	0	0	0.00%	0	0	0	0.00%	1	1	0	0.00%
All Employees - Female	123	128	5	4.07%	276	287	11	3.99%	3	4	1	33.33%	2	2	0	0.00%	15	16	1	6.67%

FY14 Perm FT Workforce	2144
FY 15 Perm FT Workforce	2177
+ Gain / - Loss	33

	FY14	FY15	+ Gain / - Loss
Minorities	1570	1613	43
Non-Minorities	574	564	(10)

	FY14	FY15	+ Gain / - Loss
Females	419	437	18

8. EEO4 Salary Report

[illegible]

ADMINISTRATIVE SUPPORT	41. \$0.1-15.9											
	42. 16.0-19.9											
	43. 20.0-24.9	6	0	0	2	0	0	2	0	2	0	0
	44. 25.0-32.9	27	0	0	5	0	0	3	0	17	0	2
	45. 33.0-42.9	13	0	0	0	0	1	1	1	10	0	0
	46. 43.0-54.9	2	0	0	1	0	0	1	0	0	0	0
	47. 55.0-69.9											
	48. 70.0-PLUS											
TOTAL		48	0	0	8	0	1	7	1	29	0	2
SKILLED CRAFT WORKERS	49. \$0.1-15.9											
	50. 16.0-19.9											
	51. 20.0-24.9	3	0	0	3	0	0	0	0	0	0	0
	52. 25.0-32.9	455	100	2	301	1	43	6	0	2	0	0
	53. 33.0-42.9	430	103	1	296	1	22	4	0	3	0	0
	54. 43.0-54.9	41	15	0	24	0	1	0	0	1	0	0
	55. 55.0-69.9											
	56. 70.0-PLUS											
TOTAL		929	218	3	624	2	66	10	0	6	0	0
SERVICE MAINTENANCE WORKERS	57. \$0.1-15.9											
	58. 16.0-19.9											
	59. 20.0-24.9	2	2	0	0	0	0	0	0	0	0	0
	60. 25.0-32.9	32	5	0	21	0	1	1	0	4	0	0
	61. 33.0-42.9	41	9	1	23	0	0	3	0	4	0	1
	62. 43.0-54.9	5	3	0	2	0	0	0	0	0	0	0
	63. 55.0-69.9	1	0	0	1	0	0	0	0	0	0	0
	64. 70.0-PLUS											
TOTAL		81	19	1	47	0	1	4	0	8	0	1
65. TOTAL FULL TIME (Lines 1-64)		2175	436	11	1190	14	88	128	3	287	2	16
2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees)												
66. OFFICIALS/ADMIN		0	0	0	0	0	0	0	0	0	0	0
67. PROFESSIONALS		0	0	0	0	0	0	0	0	0	0	0
68. TECHNICIANS		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
70. PARA-PROFESSIONAL		0	0	0	0	0	0	0	0	0	0	0
71. ADMIN. SUPPORT		2	0	0	0	1	0	0	1	0	0	0
72. SKILLED CRAFT		5	1	0	2	0	1	0	0	1	0	0
73. SERVICE/MAINTENANCE		0	0	0	0	0	0	0	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)		7	1	0	2	1	1	0	1	1	0	0
3. NEW HIRES DURING FISCAL YEAR (Permanent full time only)												
75. OFFICIALS/ADMIN		131	10	0	53	3	0	12	1	50	0	2
76. PROFESSIONALS		101	24	1	28	6	0	19	0	22	1	0
77. TECHNICIANS		117	14	1	72	1	8	10	0	10	0	1
78. PROTECTIVE SERVICE		1	1	0	0	0	0	0	0	0	0	0
79. PARA-PROFESSIONAL		0	0	0	0	0	0	0	0	0	0	0
80. ADMIN. SUPPORT		22	0	0	5	1	0	2	1	12	0	1
81. SKILLED CRAFT		379	94	1	246	0	32	1	0	5	0	0
82. SERVICE/MAINTENANCE		31	8	0	16	1	0	2	0	4	0	0
83. TOTAL NEW HIRES(Lines 75-82)		782	151	3	420	12	40	46	2	103	1	4

9. Utilization Analysis
By Agency,
District and Department

Quarterly Utilization Analysis Report-ALL 4TH Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	457	264	193	73	38	2	1	186	148	3	0	0	6
1	NMDOT Total Workforce %	*	57.77%	42.23%	15.97%	8.32%	0.44%	0.22%	40.70%	32.39%	0.66%	0.00%	0.00%	1.31%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	271.00	186.00	180.06	108.77	3.20	2.29	73.12	61.70	3.20	2.74	7.77	8.68
1	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	B	B	B	B
1	Parity Goal	*	7	*	107	71	1	1	*	*	1	3	8	3
2	PROFESSIONALS	331	217	114	84	48	1	1	124	63	5	1	3	1
2	NMDOT Total Workforce %	*	65.56%	34.44%	25.38%	14.50%	0.30%	0.30%	37.46%	19.03%	1.51%	0.30%	0.91%	0.30%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	150.94	180.06	107.58	118.50	2.32	2.65	29.79	43.03	3.64	2.65	4.97	9.60
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	B	B
2	Parity Goal	*	*	66	24	70	1	2	*	*	*	2	2	9
3	TECHNICIANS	323	266	57	41	21	4	0	200	29	4	1	17	6
3	NMDOT Total Workforce %	*	82.35%	17.65%	12.69%	6.50%	1.24%	0.00%	61.92%	8.98%	1.24%	0.31%	5.26%	1.86%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	173.77	149.23	93.67	80.43	3.88	3.55	60.08	47.16	1.62	1.94	10.66	12.60
3	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	B	P	B	P	B
3	Parity Goal	*	*	92	53	59	*	4	*	18	*	1	*	7
4	PROTECTIVE SERVICE - Sworn	6	2	4	1	0	0	0	1	4	0	0	0	0
4	NMDOT Total Workforce %	*	33.33%	66.67%	16.67%	0.00%	0.00%	0.00%	16.67%	66.67%	0.00%	0.00%	0.00%	0.00%
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	5.05	0.95	2.32	0.37	0.16	0.04	2.08	0.38	0.04	0.00	0.44	0.16
4	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	B
4	Parity Goal	*	3	*	1	1	1	1	1	*	1	*	1	1
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	50	10	40	0	7	0	2	8	29	1	0	1	2
6	NMDOT Total Workforce %	*	20.00%	80.00%	0.00%	14.00%	0.00%	4.00%	16.00%	58.00%	2.00%	0.00%	2.00%	4.00%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	14.80	35.20	7.75	16.75	0.35	0.55	5.60	14.40	0.10	0.30	0.70	2.60
6	Utilization (Parity or Below)	*	B	P	B	B	B	P	P	P	P	B	P	B
6	Parity Goal	*	5	*	8	10	1	*	*	*	*	1	*	1

Quarterly Utilization Analysis Report-ALL 4TH Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	SKILLED CRAFT	929	913	16	218	10	3	0	624	6	2	0	66	0
7	NMDOT Total Workforce %	*	98.28%	1.72%	23.47%	1.08%	0.32%	0.00%	67.17%	0.65%	0.22%	0.00%	7.10%	0.00%
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	869.54	59.46	374.39	25.08	9.29	0.93	391.11	20.44	2.79	1.86	81.75	10.22
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	43	156	15	6	1	*	14	1	2	16	10
8	SERVICE/MAINTENANCE	81	68	13	19	4	1	0	47	8	0	0	1	1
8	NMDOT Total Workforce %	*	83.95%	16.05%	23.46%	4.94%	1.23%	0.00%	58.02%	9.88%	0.00%	0.00%	1.23%	1.23%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	46.25	34.75	16.04	12.07	0.89	0.65	24.62	17.82	0.32	0.49	3.81	3.24
8	Utilization (Parity or Below)	*	P	B	P	B	P	B	P	B	B	B	B	B
8	Parity Goal	*	*	22	*	8	*	1	*	10	1	1	3	2

District 1---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	44	32	12	6	3	1	0	25	9	0	0	0	0
1	NMDOT Total Workforce %	*	72.73%	27.27%	13.64%	6.82%	2.27%	0.00%	56.82%	20.45%	0.00%	0.00%	0.00%	0.00%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	26.09	17.91	17.34	10.47	0.31	0.22	7.04	5.94	0.31	0.26	0.75	0.84
1	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	P	B	B	B	B
1	Parity Goal	*	*	6	11	7	*	1	*	*	1	1	1	1
2	PROFESSIONALS	15	9	6	6	1	0	0	3	5	0	0	0	0
2	NMDOT Total Workforce %	*	60.00%	40.00%	40.00%	6.67%	0.00%	0.00%	20.00%	33.33%	0.00%	0.00%	0.00%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	6.84	8.16	4.88	5.37	0.11	0.12	1.35	1.95	0.17	0.12	0.23	0.44
2	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	P	B	B	B	B
2	Parity Goal	*	*	2	*	4	1	1	*	*	1	1	1	1
3	TECHNICIANS	45	37	8	5	4	0	0	32	3	0	0	0	1
3	NMDOT Total Workforce %	*	82.22%	17.78%	11.11%	8.89%	0.00%	0.00%	71.11%	6.67%	0.00%	0.00%	0.00%	2.22%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	24.21	20.79	13.05	11.21	0.54	0.50	8.37	6.57	0.23	0.27	1.49	1.76
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
3	Parity Goal	*	*	13	8	7	1	1	*	4	1	1	1	1
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	7	2	5	0	2	0	0	2	3	0	0	0	0
6	NMDOT Total Workforce %	*	28.57%	71.43%	0.00%	28.57%	0.00%	0.00%	28.57%	42.86%	0.00%	0.00%	0.00%	0.00%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	2.07	4.93	1.09	2.35	0.05	0.08	0.78	2.02	0.01	0.04	0.10	0.36
6	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	B	B	B	B
6	Parity Goal	*	0	*	1	1	1	1	*	*	1	1	1	1

District 1---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	SKILLED CRAFT	160	155	5	53	4	1	0	98	1	1	0	2	0
7	NMDOT Total Workforce %	*	96.88%	3.13%	33.13%	2.50%	0.63%	0.00%	61.25%	0.63%	0.63%	0.00%	1.25%	0.00%
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	149.76	10.24	64.48	4.32	1.60	0.16	67.36	3.52	0.48	0.32	14.08	1.76
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	P	B	B	B
7	Parity Goal	*	*	5	11	1	1	1	*	3	*	1	12	2
8	SERVICE/MAINTENANCE	10	8	2	2	0	0	0	6	2	0	0	0	0
8	NMDOT Total Workforce %	*	80.00%	20.00%	20.00%	0.00%	0.00%	0.00%	60.00%	20.00%	0.00%	0.00%	0.00%	0.00%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	5.71	4.29	1.98	1.49	0.11	0.08	3.04	2.20	0.04	0.06	0.47	0.40
8	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	B	B	B	B	B
8	Parity Goal	*	*	2	*	1	1	1	*	1	1	1	1	1

District 2---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	38	23	15	10	7	0	0	12	8	0	0	1	0
1	NMDOT Total Workforce %	*	60.53%	39.47%	26.32%	18.42%	0.00%	0.00%	31.58%	21.05%	0.00%	0.00%	2.63%	0.00%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	22.53	15.47	14.97	9.04	0.27	0.19	6.08	5.13	0.27	0.23	0.65	0.72
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	B	B	P	B
1	Parity Goal	*	*	1	5	2	1	1	*	*	1	1	*	1
2	PROFESSIONALS	10	4	6	2	4	0	0	2	2	0	0	0	0
2	NMDOT Total Workforce %	*	40.00%	60.00%	20.00%	40.00%	0.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	4.56	5.44	3.25	3.58	0.07	0.08	0.90	1.30	0.11	0.08	0.15	0.29
2	Utilization (Parity or Below)	*	B	P	B	P	B	B	P	P	B	B	B	B
2	Parity Goal	*	1	*	1	*	1	1	*	*	1	1	1	1
3	TECHNICIANS	61	45	16	13	12	2	0	29	4	0	0	1	0
3	NMDOT Total Workforce %	*	73.77%	26.23%	21.31%	19.67%	3.28%	0.00%	47.54%	6.56%	0.00%	0.00%	1.64%	0.00%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	32.82	28.18	17.69	15.19	0.73	0.67	11.35	8.91	0.31	0.37	2.01	2.38
3	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	B	B	B	B	B
3	Parity Goal	*	*	12	5	3	*	1	*	5	1	1	1	2
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	3	0	3	0	2	0	0	0	1	0	0	0	0
6	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	0.89	2.11	0.47	1.01	0.02	0.03	0.34	0.86	0.01	0.02	0.04	0.16
6	Utilization (Parity or Below)	*	B	P	B	P	B	B	B	P	B	B	B	B
6	Parity Goal	*	1	*	1	*	1	1	1	*	1	1	1	1

District 2---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	SKILLED CRAFT	174	170	4	59	3	1	0	108	1	1	0	1	0
7	NMDOT Total Workforce %	*	97.70%	2.30%	33.91%	1.72%	0.57%	0.00%	62.07%	0.57%	0.57%	0.00%	0.57%	0.00%
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	162.86	11.14	70.12	4.70	1.74	0.17	73.25	3.83	0.52	0.35	15.31	1.91
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	P	B	B	B
7	Parity Goal	*	*	7	11	2	1	1	*	3	*	1	14	2
8	SERVICE/MAINTENANCE	11	7	4	5	0	0	0	2	4	0	0	0	0
8	NMDOT Total Workforce %	*	63.64%	36.36%	45.45%	0.00%	0.00%	0.00%	18.18%	36.36%	0.00%	0.00%	0.00%	0.00%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	6.28	4.72	2.18	1.64	0.12	0.09	3.34	2.42	0.04	0.07	0.52	0.44
8	Utilization (Parity or Below)	*	P	B	P	B	B	B	B	P	B	B	B	B
8	Parity Goal	*	*	1	*	2	1	1	1	*	1	1	1	1

District 3---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	31	21	10	7	2	1	0	13	8	0	0	0	0
1	NMDOT Total Workforce %	*	67.74%	32.26%	22.58%	6.45%	3.23%	0.00%	41.94%	25.81%	0.00%	0.00%	0.00%	0.00%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	18.38	12.62	12.21	7.38	0.22	0.16	4.96	4.19	0.22	0.19	0.53	0.59
1	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	P	B	B	B	B
1	Parity Goal	*	*	3	5	5	*	1	*	*	1	1	1	1
2	PROFESSIONALS	14	5	9	1	5	0	0	4	4	0	0	0	0
2	NMDOT Total Workforce %	*	35.71%	64.29%	7.14%	35.71%	0.00%	0.00%	28.57%	28.57%	0.00%	0.00%	0.00%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	6.38	7.62	4.55	5.01	0.10	0.11	1.26	1.82	0.15	0.11	0.21	0.41
2	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	B	B	B	B
2	Parity Goal	*	1	*	4	0	1	1	*	*	1	1	1	1
3	TECHNICIANS	48	40	8	6	1	1	0	28	7	2	0	3	0
3	NMDOT Total Workforce %	*	83.33%	16.67%	12.50%	2.08%	2.08%	0.00%	58.33%	14.58%	4.17%	0.00%	6.25%	0.00%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	25.82	22.18	13.92	11.95	0.58	0.53	8.93	7.01	0.24	0.29	1.58	1.87
3	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	B	P	B	P	B
3	Parity Goal	*	*	14	8	11	*	1	*	1	*	1	*	2
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	1	0	1	0	0	0	0	0	1	0	0	0	0
6	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	0.30	0.70	0.16	0.34	0.01	0.01	0.11	0.29	0.00	0.01	0.01	0.05
6	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	B
6	Parity Goal	*	1	*	1	1	1	1	1	*	1	1	1	1

District 4---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	34	26	8	3	2	0	0	23	6	0	0	0	0
1	NMDOT Total Workforce %	*	76.47%	23.53%	8.82%	5.88%	0.00%	0.00%	67.65%	17.65%	0.00%	0.00%	0.00%	0.00%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	20.16	13.84	13.40	8.09	0.24	0.17	5.44	4.59	0.24	0.20	0.58	0.65
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	B	B	B	B
1	Parity Goal	*	*	6	10	6	1	1	*	*	1	1	1	1
2	PROFESSIONALS	7	2	5	0	0	0	0	2	5	0	0	0	0
2	NMDOT Total Workforce %	*	28.57%	71.43%	0.00%	0.00%	0.00%	0.00%	28.57%	71.43%	0.00%	0.00%	0.00%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	3.19	3.81	2.28	2.51	0.05	0.06	0.63	0.91	0.08	0.06	0.11	0.20
2	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	B	B	B	B
2	Parity Goal	*	1	*	2	3	1	1	*	*	1	1	1	1
3	TECHNICIANS	41	39	2	5	1	0	0	34	1	0	0	0	0
3	NMDOT Total Workforce %	*	95.12%	4.88%	12.20%	2.44%	0.00%	0.00%	82.93%	2.44%	0.00%	0.00%	0.00%	0.00%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	22.06	18.94	11.89	10.21	0.49	0.45	7.63	5.99	0.21	0.25	1.35	1.60
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
3	Parity Goal	*	*	17	7	9	1	1	*	5	1	1	1	2
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	2	0	2	0	0	0	0	0	2	0	0	0	0
6	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	0.59	1.41	0.31	0.67	0.01	0.02	0.22	0.58	0.00	0.01	0.03	0.10
6	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	B
6	Parity Goal	*	1	*	1	1	1	1	1	*	1	1	1	1

District 4---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	SKILLED CRAFT	172	169	3	36	1	0	0	132	2	0	0	1	0
7	NMDOT Total Workforce %	*	98.26%	1.74%	20.93%	0.58%	0.00%	0.00%	76.74%	1.16%	0.00%	0.00%	0.58%	0.00%
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	160.99	11.01	69.32	4.64	1.72	0.17	72.41	3.78	0.52	0.34	15.14	1.89
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	8	33	4	2	1	*	2	1	1	14	2
8	SERVICE/MAINTENANCE	7	7	0	0	0	0	0	7	0	0	0	0	0
8	NMDOT Total Workforce %	*	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	4.00	3.00	1.39	1.04	0.08	0.06	2.13	1.54	0.03	0.04	0.33	0.28
8	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
8	Parity Goal	*	*	3	1	1	1	1	*	2	1	1	1	1

District 5---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	31	23	8	3	0	0	0	19	8	1	0	0	0
1	NMDOT Total Workforce %	*	74.19%	25.81%	9.68%	0.00%	0.00%	0.00%	61.29%	25.81%	3.23%	0.00%	0.00%	0.00%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	18.38	12.62	12.21	7.38	0.22	0.16	4.96	4.19	0.22	0.19	0.53	0.59
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	B	B
1	Parity Goal	*	*	5	9	7	1	1	*	*	*	1	1	1
2	PROFESSIONALS	14	9	5	1	0	0	0	7	5	1	0	0	0
2	NMDOT Total Workforce %	*	64.29%	35.71%	7.14%	0.00%	0.00%	0.00%	50.00%	35.71%	7.14%	0.00%	0.00%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	6.38	7.62	4.55	5.01	0.10	0.11	1.26	1.82	0.15	0.11	0.21	0.41
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	B	B
2	Parity Goal	*	*	3	4	5	1	1	*	*	*	1	1	1
3	TECHNICIANS	47	39	8	3	1	0	0	32	5	0	1	4	1
3	NMDOT Total Workforce %	*	82.98%	17.02%	6.38%	2.13%	0.00%	0.00%	68.09%	10.64%	0.00%	2.13%	8.51%	2.13%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	25.29	21.71	13.63	11.70	0.56	0.52	8.74	6.86	0.24	0.28	1.55	1.83
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	P	P	B
3	Parity Goal	*	*	14	11	11	1	1	*	2	1	*	*	1
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5	Utilization (Parity or Below)	*	B	B	B	B	B	B	B	B	B	B	B	B
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	6	0	6	0	0	0	0	0	5	0	0	0	1
6	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	16.67%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	1.78	4.22	0.93	2.01	0.04	0.07	0.67	1.73	0.01	0.04	0.08	0.31
6	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	P
6	Parity Goal	*	2	*	1	2	1	1	1	*	1	1	1	*

District 5---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	SKILLED CRAFT	176	176	0	13	0	0	0	153	0	0	0	10	0
7	NMDOT Total Workforce %	*	100.00%	0.00%	7.39%	0.00%	0.00%	0.00%	86.93%	0.00%	0.00%	0.00%	5.68%	0.00%
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	164.74	11.26	70.93	4.75	1.76	0.18	74.10	3.87	0.53	0.35	15.49	1.94
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	11	58	5	2	1	*	4	1	1	5	2
8	SERVICE/MAINTENANCE	7	7	0	2	0	1	0	4	0	0	0	0	0
8	NMDOT Total Workforce %	*	100.00%	0.00%	28.57%	0.00%	14.29%	0.00%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	4.00	3.00	1.39	1.04	0.08	0.06	2.13	1.54	0.03	0.04	0.33	0.28
8	Utilization (Parity or Below)	*	P	B	P	B	P	B	P	B	B	B	B	B
8	Parity Goal	*	*	3	*	1	*	1	*	2	1	1	1	1

District 6---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	27	15	12	6	3	0	0	9	7	0	0	0	2
1	NMDOT Total Workforce %	*	55.56%	44.44%	22.22%	11.11%	0.00%	0.00%	33.33%	25.93%	0.00%	0.00%	0.00%	7.41%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	16.01	10.99	10.64	6.43	0.19	0.14	4.32	3.65	0.19	0.16	0.46	0.51
1	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	B	B	B	P
1	Parity Goal	*	1	*	5	3	1	1	*	*	1	1	1	*
2	PROFESSIONALS	10	5	5	3	2	0	0	2	3	0	0	0	0
2	NMDOT Total Workforce %	*	50.00%	50.00%	30.00%	20.00%	0.00%	0.00%	20.00%	30.00%	0.00%	0.00%	0.00%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	4.56	5.44	3.25	3.58	0.07	0.08	0.90	1.30	0.11	0.08	0.15	0.29
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	B	B	B	B
2	Parity Goal	*	*	1	1	2	1	1	*	*	1	1	1	1
3	TECHNICIANS	38	31	7	5	2	1	0	16	3	0	0	9	2
3	NMDOT Total Workforce %	*	81.58%	18.42%	13.16%	5.26%	2.63%	0.00%	42.11%	7.89%	0.00%	0.00%	23.68%	5.26%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	20.44	17.56	11.02	9.46	0.46	0.42	7.07	5.55	0.19	0.23	1.25	1.48
3	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	B	B	B	P	P
3	Parity Goal	*	*	11	6	7	*	1	*	3	1	1	*	*
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	4	2	2	0	1	0	0	1	1	0	0	1	0
6	NMDOT Total Workforce %	*	50.00%	50.00%	0.00%	25.00%	0.00%	0.00%	25.00%	25.00%	0.00%	0.00%	25.00%	0.00%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	1.18	2.82	0.62	1.34	0.03	0.04	0.45	1.15	0.01	0.02	0.06	0.21
6	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	P	B
6	Parity Goal	*	*	1	1	1	1	1	*	1	1	1	*	1

District 6---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	SKILLED CRAFT	132	130	2	37	0	0	0	47	2	0	0	46	0
7	NMDOT Total Workforce %	*	98.48%	1.52%	28.03%	0.00%	0.00%	0.00%	35.61%	1.52%	0.00%	0.00%	34.85%	0.00%
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	123.55	8.45	53.20	3.56	1.32	0.13	55.57	2.90	0.40	0.26	11.62	1.45
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	B	B	B	B	P	B
7	Parity Goal	*	*	6	16	4	1	1	9	1	1	1	*	1
8	SERVICE/MAINTENANCE	7	6	1	2	0	0	0	3	1	0	0	1	0
8	NMDOT Total Workforce %	*	85.71%	14.29%	28.57%	0.00%	0.00%	0.00%	42.86%	14.29%	0.00%	0.00%	14.29%	0.00%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	4.00	3.00	1.39	1.04	0.08	0.06	2.13	1.54	0.03	0.04	0.33	0.28
8	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	B	B	B	P	B
8	Parity Goal	*	*	2	*	1	1	1	*	1	1	1	*	1

Highway Admin---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	36	24	12	3	2	0	0	20	10	1	0	0	0
1	NMDOT Total Workforce %	*	66.67%	33.33%	8.33%	5.56%	0.00%	0.00%	55.56%	27.78%	2.78%	0.00%	0.00%	0.00%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	21.35	14.65	14.18	8.57	0.25	0.18	5.76	4.86	0.25	0.22	0.61	0.68
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	B	B
1	Parity Goal	*	*	3	11	7	1	1	*	*	*	1	1	1
2	PROFESSIONALS	26	21	5	14	2	0	0	7	3	0	0	0	0
2	NMDOT Total Workforce %	*	80.77%	19.23%	53.85%	7.69%	0.00%	0.00%	26.92%	11.54%	0.00%	0.00%	0.00%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	11.86	14.14	8.45	9.31	0.18	0.21	2.34	3.38	0.29	0.21	0.39	0.75
2	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	B	B	B	B	B
2	Parity Goal	*	*	9	*	7	1	1	*	1	1	1	1	1
3	TECHNICIANS	8	7	1	0	0	0	0	7	1	0	0	0	0
3	NMDOT Total Workforce %	*	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	4.30	3.70	2.32	1.99	0.10	0.09	1.49	1.17	0.04	0.05	0.26	0.31
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
3	Parity Goal	*	*	3	2	2	1	1	*	1	1	1	1	1
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	5	2	3	0	0	0	1	1	2	1	0	0	0
6	NMDOT Total Workforce %	*	40.00%	60.00%	0.00%	0.00%	0.00%	20.00%	20.00%	40.00%	20.00%	0.00%	0.00%	0.00%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	1.48	3.52	0.78	1.68	0.04	0.06	0.56	1.44	0.01	0.03	0.07	0.26
6	Utilization (Parity or Below)	*	P	B	B	B	B	P	P	P	P	B	B	B
6	Parity Goal	*	*	1	1	2	1	*	*	*	*	1	1	1

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Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	SKILLED CRAFT	16	16	0	2	0	0	0	14	0	0	0	0	0
7	NMDOT Total Workforce %	*	100.00%	0.00%	12.50%	0.00%	0.00%	0.00%	87.50%	0.00%	0.00%	0.00%	0.00%	0.00%
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	14.98	1.02	6.45	0.43	0.16	0.02	6.74	0.35	0.05	0.03	1.41	0.18
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	1	4	1	1	1	*	1	1	1	1	1
8	SERVICE/MAINTENANCE	24	21	3	5	2	0	0	16	0	0	0	0	1
8	NMDOT Total Workforce %	*	87.50%	12.50%	20.83%	8.33%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	4.17%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	13.70	10.30	4.75	3.58	0.26	0.19	7.30	5.28	0.10	0.14	1.13	0.96
8	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	B	B	B	B	P
8	Parity Goal	*	*	7	*	2	1	1	*	5	1	1	1	*

Programs and Infrastructure---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	142	67	75	24	13	0	0	43	58	0	0	0	4
1	NMDOT Total Workforce %	*	47.18%	52.82%	16.90%	9.15%	0.00%	0.00%	30.28%	40.85%	0.00%	0.00%	0.00%	2.82%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	84.21	57.79	55.95	33.80	0.99	0.71	22.72	19.17	0.99	0.85	2.41	2.70
1	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	B	B	B	P
1	Parity Goal	*	17	*	32	21	1	1	*	*	1	1	2	*
2	PROFESSIONALS	141	108	33	38	19	0	0	64	14	3	0	3	0
2	NMDOT Total Workforce %	*	76.60%	23.40%	26.95%	13.48%	0.00%	0.00%	45.39%	9.93%	2.13%	0.00%	2.13%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	64.30	76.70	45.83	50.48	0.99	1.13	12.69	18.33	1.55	1.13	2.12	4.09
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	P	B	P	B
2	Parity Goal	*	*	44	8	31	1	1	*	4	*	1	*	4
3	TECHNICIANS	39	32	7	6	1	0	0	24	4	2	0	0	2
3	NMDOT Total Workforce %	*	82.05%	17.95%	15.38%	2.56%	0.00%	0.00%	61.54%	10.26%	5.13%	0.00%	0.00%	5.13%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	20.98	18.02	11.31	9.71	0.47	0.43	7.25	5.69	0.20	0.23	1.29	1.52
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	P	B	B	P
3	Parity Goal	*	*	11	5	9	1	1	*	2	*	1	1	*
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	6	0	6	0	0	0	0	0	5	0	0	0	1
6	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	16.67%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	1.78	4.22	0.93	2.01	0.04	0.07	0.67	1.73	0.01	0.04	0.08	0.31
6	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	P
6	Parity Goal	*	2	*	1	2	1	1	1	*	1	1	1	*

Programs and Infrastructure---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

[illegible]

Business Support---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	30	20	10	2	0	0	0	17	10	1	0	0	0
1	NMDOT Total Workforce %	*	66.67%	33.33%	6.67%	0.00%	0.00%	0.00%	56.67%	33.33%	3.33%	0.00%	0.00%	0.00%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	17.79	12.21	11.82	7.14	0.21	0.15	4.80	4.05	0.21	0.18	0.51	0.57
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	B	B
1	Parity Goal	*	*	2	10	7	1	1	*	*	*	1	1	1
2	PROFESSIONALS	13	8	5	1	0	0	0	6	5	1	0	0	0
2	NMDOT Total Workforce %	*	61.54%	38.46%	7.69%	0.00%	0.00%	0.00%	46.15%	38.46%	7.69%	0.00%	0.00%	0.00%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	5.93	7.07	4.23	4.65	0.09	0.10	1.17	1.69	0.14	0.10	0.20	0.38
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	B	B
2	Parity Goal	*	*	2	3	5	1	1	*	*	*	1	1	1
3	TECHNICIANS	46	38	8	3	1	0	0	31	5	0	1	4	1
3	NMDOT Total Workforce %	*	82.61%	17.39%	6.52%	2.17%	0.00%	0.00%	67.39%	10.87%	0.00%	2.17%	8.70%	2.17%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	24.75	21.25	13.34	11.45	0.55	0.51	8.56	6.72	0.23	0.28	1.52	1.79
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	P	P	B
3	Parity Goal	*	*	13	10	10	1	1	*	2	1	*	*	1
4	PROTECTIVE SERVICE - Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
4	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	6	0	6	0	0	0	0	0	5	0	0	0	1
6	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	16.67%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	1.78	4.22	0.93	2.01	0.04	0.07	0.67	1.73	0.01	0.04	0.08	0.31
6	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	P
6	Parity Goal	*	2	*	1	2	1	1	1	*	1	1	1	*

Business Support---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	SKILLED CRAFT	178	177	1	14	1	0	0	153	0	0	0	10	0
7	NMDOT Total Workforce %	*	99.44%	0.56%	7.87%	0.56%	0.00%	0.00%	85.96%	0.00%	0.00%	0.00%	5.62%	0.00%
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	166.61	11.39	71.73	4.81	1.78	0.18	74.94	3.92	0.53	0.36	15.66	1.96
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	10	58	4	2	1	*	4	1	1	6	2
8	SERVICE/MAINTENANCE	7	7	0	2	0	1	0	4	0	0	0	0	0
8	NMDOT Total Workforce %	*	100.00%	0.00%	28.57%	0.00%	14.29%	0.00%	57.14%	0.00%	0.00%	0.00%	0.00%	0.00%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	4.00	3.00	1.39	1.04	0.08	0.06	2.13	1.54	0.03	0.04	0.33	0.28
8	Utilization (Parity or Below)	*	P	B	P	B	P	B	P	B	B	B	B	B
8	Parity Goal	*	*	3	*	1	*	1	*	2	1	1	1	1

ALL---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian-Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
1	OFFICIALS/ADMINISTRATORS	457	264	193	73	38	2	1	186	148	3	0	0	6
1	NMDOT Total Workforce %	*	57.77%	42.23%	15.97%	8.32%	0.44%	0.22%	40.70%	32.39%	0.66%	0.00%	0.00%	1.31%
1	Census New Mexico CLF %	*	59.30%	40.70%	39.40%	23.80%	0.70%	0.50%	16.00%	13.50%	0.70%	0.60%	1.70%	1.90%
1														
1	Parity	*	271.00	186.00	180.06	108.77	3.20	2.29	73.12	61.70	3.20	2.74	7.77	8.68
1	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	B	B	B	B
1	Parity Goal	*	7	*	107	71	1	1	*	*	1	3	8	3
2	PROFESSIONALS	331	217	114	84	48	1	1	124	63	5	1	3	1
2	NMDOT Total Workforce %	*	65.56%	34.44%	25.38%	14.50%	0.30%	0.30%	37.46%	19.03%	1.51%	0.30%	0.91%	0.30%
2	Census New Mexico CLF %	*	45.60%	54.40%	32.50%	35.80%	0.70%	0.80%	9.00%	13.00%	1.10%	0.80%	1.50%	2.90%
2														
2	Parity	*	150.94	180.06	107.58	118.50	2.32	2.65	29.79	43.03	3.64	2.65	4.97	9.60
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	B	B
2	Parity Goal	*	*	66	24	70	1	2	*	*	*	2	2	9
3	TECHNICIANS	323	266	57	41	21	4	0	200	29	4	1	17	6
3	NMDOT Total Workforce %	*	82.35%	17.65%	12.69%	6.50%	1.24%	0.00%	61.92%	8.98%	1.24%	0.31%	5.26%	1.86%
3	Census New Mexico CLF %	*	53.80%	46.20%	29.00%	24.90%	1.20%	1.10%	18.60%	14.60%	0.50%	0.60%	3.30%	3.90%
3														
3	Parity	*	173.77	149.23	93.67	80.43	3.88	3.55	60.08	47.16	1.62	1.94	10.66	12.60
3	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	B	P	B	P	B
3	Parity Goal	*	*	92	53	59	*	4	*	18	*	1	*	7
4	PROTECTIVE SERVICE - Sworn	6	2	4	1	0	0	0	1	4	0	0	0	0
4	NMDOT Total Workforce %	*	33.33%	66.67%	16.67%	0.00%	0.00%	0.00%	16.67%	66.67%	0.00%	0.00%	0.00%	0.00%
4	Census New Mexico CLF %	*	84.10%	15.90%	38.60%	6.20%	2.70%	0.60%	34.60%	6.40%	0.70%	0.00%	7.40%	2.60%
4														
4	Parity	*	5.05	0.95	2.32	0.37	0.16	0.04	2.08	0.38	0.04	0.00	0.44	0.16
4	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	B
4	Parity Goal	*	3	*	1	1	1	1	1	*	1	*	1	1
5	PROTECTIVE SERVICE - Non Sworn	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	NMDOT Total Workforce %	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Census New Mexico CLF %	*	56.70%	43.30%	18.60%	21.90%	2.80%	0.80%	28.70%	15.80%	0.00%	0.80%	5.70%	4.00%
5														
5	Parity	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Utilization (Parity or Below)	*	*	*	*	*	*	*	*	*	*	*	*	*
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	50	10	40	0	7	0	2	8	29	1	0	1	2
6	NMDOT Total Workforce %	*	20.00%	80.00%	0.00%	14.00%	0.00%	4.00%	16.00%	58.00%	2.00%	0.00%	2.00%	4.00%
6	Census New Mexico CLF %	*	29.60%	70.40%	15.50%	33.50%	0.70%	1.10%	11.20%	28.80%	0.20%	0.60%	1.40%	5.20%
6														
6	Parity	*	14.80	35.20	7.75	16.75	0.35	0.55	5.60	14.40	0.10	0.30	0.70	2.60
6	Utilization (Parity or Below)	*	B	P	B	B	B	P	P	P	P	B	P	B
6	Parity Goal	*	5	*	8	10	1	*	*	*	*	1	*	1
7	SKILLED CRAFT	929	913	16	218	10	3	0	624	6	2	0	66	0
7	NMDOT Total Workforce %	*	98.28%	1.72%	23.47%	1.08%	0.32%	0.00%	67.17%	0.65%	0.22%	0.00%	7.10%	0.00%

ALL---Quarterly Utilization Analysis Report-DIST-PROG 4th Quarter 6-30-15.xlsx

Code	EEO Job Categories	Total	Male	Female	White Non-Minority		Black		Hispanic		Asian-Pacific Islander		American Indian- Alaskan Native	
					M	F	M	F	M	F	M	F	M	F
7	Census New Mexico CLF %	*	93.60%	6.40%	40.30%	2.70%	1.00%	0.10%	42.10%	2.20%	0.30%	0.20%	8.80%	1.10%
7														
7	Parity	*	869.54	59.46	374.39	25.08	9.29	0.93	391.11	20.44	2.79	1.86	81.75	10.22
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	43	156	15	6	1	*	14	1	2	16	10
8	SERVICE/MAINTENANCE	81	68	13	19	4	1	0	47	8	0	0	1	1
8	NMDOT Total Workforce %	*	83.95%	16.05%	23.46%	4.94%	1.23%	0.00%	58.02%	9.88%	0.00%	0.00%	1.23%	1.23%
8	Census New Mexico CLF %	*	57.10%	42.90%	19.80%	14.90%	1.10%	0.80%	30.40%	22.00%	0.40%	0.60%	4.70%	4.00%
8														
8	Parity	*	46.25	34.75	16.04	12.07	0.89	0.65	24.62	17.82	0.32	0.49	3.81	3.24
8	Utilization (Parity or Below)	*	P	B	P	B	P	B	P	B	B	B	B	B
8	Parity Goal	*	*	22	*	8	*	1	*	10	1	1	3	2

10. EEO Complaint Procedures

AD 505

Please note:

This Administrative Directive is currently being updated to reflect the change of reporting to the Employee Relations Bureau.

NEW MEXICO DEPARTMENT OF TRANSPORTATION



AD 505
08/25/11

PROHIBITED EMPLOYMENT DISCRIMINATION

Alvin C. Dominguez, P.E., Cabinet Secretary

Supersedes Administrative Directive No. 505 dated
December 1, 2009

- AUTHORITY:** **1.00** Title VII of the Civil Rights Act of 1964; Americans with Disabilities Amendments Act; New Mexico Human Rights Act; Executive Orders; other State and Federal Civil Rights laws; Governor's Code of Conduct.
- PURPOSE:** **2.00** To provide all employees of the New Mexico Department of Transportation a workplace which is free from unlawful discrimination, which includes harassment, sexual harassment, and retaliation.
- DEFINITIONS:** **3.00** "Alternative Dispute Resolution (ADR)" is any process of resolving workplace conflicts in which the parties are assisted by a neutral third party in negotiating a resolution, but where neither party is obligated to participate.
- 3.01** "EEO Complaint" is an allegation of unlawful discrimination made by a complainant that specifies the manner in which an individual has been discriminated against, based upon a protected class(es).
- 3.02** "Harassment" is unwelcome conduct that is based on any protected class where 1) enduring the offensive conduct becomes a condition of continued employment or 2) the conduct is severe or pervasive enough to create a hostile work environment.
- 3.03** "Hostile work environment" is a workplace atmosphere resulting from unlawful discrimination that typically must be intentional, severe, recurring and/or pervasive and of a nature that a reasonable person would find intimidating, hostile or abusive and that interferes with his or her ability to perform his or her job.

- 3.04** "OEOP" means the Office of Equal Opportunity Programs of the New Mexico Department of Transportation.
- 3.05** "Offensive conduct" is any behavior that a reasonable person of ordinary sensibilities would find intimidating, hostile or abusive and, for purposes of this policy, is based upon a protected class and/or constitutes unlawful discrimination. Such behavior includes, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assault or threats, intimidation, ridicule or mockery, insults or put-downs, or the display or dissemination of offensive materials.
- 3.05a** Offensive conduct that is not based upon a protected class and/or does not constitute unlawful discrimination may be a violation of AD 628, "Code of Conduct," and concerns may be raised through the grievance procedures set forth in AD 638, "Employee Grievances."
- 3.06** "Offensive Materials" are materials in the workplace, in whatever form, which is reasonable person of ordinary sensibilities would find insulting, offensive, demeaning, or derogatory and, for purposes of this policy are based upon a protected class and/or constitute unlawful discrimination. Such displays include, but are not limited to, pictures, calendars, electronic images, e-mail messages, correspondence or attachments, or photographs.
- 3.06a** Offensive materials that are not based upon a protected class and/or do not constitute unlawful discrimination may be a violation of AD 628, "Code of Conduct" and concerns may be raised through the grievance procedures set forth in AD 638, "Employee Grievances."
- 3.07** "Protected Activity" means reporting concerns formally or informally to the NMDOT OEOP or to any manager or supervisor of the NMDOT or to an outside enforcement agency regarding perceived discrimination under state or federal anti-discrimination laws, including hostile work environment, harassment, sexual harassment, offensive conduct or retaliation; filing a formal or informal complaint and/or participating in any way in an investigation, proceeding or lawsuit; or opposing employment practices that an individual reasonably believes are discriminatory against individuals in violation of these laws.
- 3.08** "Protected Class" describes those characteristics or factors that shall not be targeted for unlawful discrimination. The following characteristics are considered protected and persons shall not be unlawfully discriminated against based on these characteristics, which include, but may not be limited to, race, color, religion, national origin, ancestry, physical or mental disability or handicap, genetics, serious medical condition, age, sex, veteran status, Vietnam era and special disabled veteran, sexual orientation, gender identity, or spousal affiliation.
- 3.09** "Retaliation" is taking an adverse action against an employee because of his or her participation in a protected activity. The following are examples of some actions or behaviors that could

constitute retaliation if the actions are found to be motivated wholly or in part because of an individual's participation in a protected activity. This is only a partial list and other actions or behaviors may also constitute retaliation: poor performance review or rating; disciplinary action and/or lack of promotion.

- 3.10** "Sexual harassment" is an unwelcome sexual advance, a request for sexual favors or other verbal or physical conduct of a sexual nature that (1) is made explicitly or implicitly a term or condition of an individual's employment; (2) is used as a basis for employment decisions affecting an individual; and/or (3) has the effect of unreasonably interfering with an individual's work performance or which is so severe or pervasive that it creates an intimidating, hostile or offensive work environment.
- 3.11** "Unlawful discrimination" is any conduct or practice, based upon a protected class, that violates any applicable civil rights anti-discrimination law relating to employment, including harassment, sexual harassment, and retaliation. This conduct may be engaged in by employees, contractor employees or members of the general public who have contact with Department employees. It may involve a hostile work environment, offensive conduct or the display or dissemination of offensive materials.
- 3.11a** Petty slights, annoyances, and isolated incidents (unless extremely serious) may not rise to the level of unlawful discrimination; however, such conduct may violate AD 628, "Code of Conduct," and the Department may take appropriate action, including mandated training and/or disciplinary action, based on an offense.

DIRECTIVE:

- 4.00** **Zero Tolerance** is the Department's position that unlawful discrimination will not be condoned or tolerated by the management or employees of the Department and that appropriate corrective action will be taken. Depending on the severity of the misconduct, dismissal may be appropriate for a first offense.
- 4.00a** The Department actively implements all federal, state, local and departmental Affirmative Action and Equal Opportunity Laws, executive orders, regulations, rules, directives, policies, and plans. This commitment extends to all aspects of NMDOT operations, including personnel management policies and practices and to providing a work environment that is free from all forms of unlawful discrimination, which include conduct that can be considered harassment, sexual harassment, and retaliation.
- 4.00b** The Department is committed to providing equal employment opportunity for all persons in all terms, conditions, and privileges of employment. Department employees who believe they have been unlawfully discriminated against in a term or condition of employment utilize the attached complaint procedure to file a complaint.

- 4.01 Offensive Materials:** Offensive materials of a discriminatory nature are prohibited in the workplace, including an employee's personal work area or clothing.
- 4.01a** Employees are prohibited from displaying offensive materials on their personal clothing while on Department property. If an employee appears for work displaying offensive materials on their clothing, the employee must remove the offending item. If the employee refuses or is unable to do so, they will be considered unfit for duty and will be placed on absence without leave (unauthorized leave without pay) until they change to work-appropriate clothing.
- 4.01b** Supervisors and managers have the right to remove, or instruct employees to remove, any personal items from Department property at any time if the item constitutes an offensive material as defined herein. The item will be returned to the employee at the close of the workday for removal from Department property.
- 4.01c** The unsolicited receipt of offensive materials electronically, without displaying or disseminating the materials to others or printing them or saving them in any format in the workplace, does not violate this policy. Employees are encouraged to promptly report receipt of offensive materials to their supervisor.
- 4.02 Enforcement Responsibilities and Corrective Action.** It is the obligation of all supervisors and managers to enforce this policy at all times. Employees are expected to encourage fellow employees to comply with this policy. In the event a manager or supervisor becomes aware of a violation of this policy (when this manager or supervisor is not the offending employee's supervisor), they must promptly apprise the employee's supervisor or otherwise take prompt and appropriate corrective measures to stop the prohibited conduct. In addition, prompt mandatory notification of the apparent violation to the OEOP is that supervisor's responsibility.
- 4.02a** If it is established that a violation has occurred, the responsible manager or supervisor must take prompt and appropriate corrective action. Appropriate corrective action can include but is not limited to, mandatory training, a written directive of expected work conduct, and/or disciplinary action, which can include an oral or written warning, reprimand, suspension, or dismissal against the offending employee. Depending on the severity of the misconduct, dismissal may be appropriate for a first offense.
- 4.03 Manager/Supervisor Responsibility.** Supervisors and managers must be familiar with this directive to enable them to provide effective guidance, assistance, and referrals to appropriate resources.
- 4.03a Mandatory Annual Meeting.** Supervisors and managers are required to conduct an annual meeting with their employees to review this directive and the Department's Affirmative Action

Plan. They must complete an annual meeting attendance verification form and return it to the OEOP as directed.

- 4.04 Reporting Responsibilities.** Employees that experience or witness unlawful discrimination in the workplace are expected to report it immediately to their supervisor. If the supervisor is unavailable, or if the employee believes it would be inappropriate to contact that person, the employee should immediately contact OEOP, or any manager or supervisor in the NMDOT, who shall in turn complete an Employee Contact Form, Form No. A-1005, and submit it to the OEOP.
- 4.05 Complaints of Unlawful Discrimination and Investigations.** All complaints of unlawful discrimination will be reviewed and/or investigated in accordance with the procedures set forth in Section 5.00 and Attachment A of this policy. The NMDOT may use an external investigator, if doing so would be in the best interests of the Department.
- 4.06 No Retaliation.** A complainant, witness or other person having engaged in protected activity shall not be subjected to retaliation for having filed a complaint or cooperated with the investigation of a complaint.
- 4.07 Confidentiality.** Complainants, respondents, and witnesses are assured of confidentiality to every extent possible. Disclosure of information will be limited to those individuals who have a need to know, who may be instrumental in resolution of the complaint or who are accountable for protecting those involved in the complaint proceedings, or in an administrative or judicial proceeding that relates to the subject matter of the complaint. Disclosure may also be required of the Department or its employees pursuant to a lawful court order or subpoena, or as otherwise provided by law.
- 4.08 Alternative Dispute Resolution (ADR).** To the extent possible, all parties to any complaint are encouraged to use ADR to resolve work-related issues raised in a complaint. (See Attachment A of this policy).
- 4.09 Continuing Responsibilities.** Employees who initiate a complaint of unlawful discrimination shall not be subjected to restraint, coercion or retaliation by any Department personnel. However, filing a complaint does not relieve an employee of his or her responsibility to comply with Department policies and directives, including but not limited to the duty to cooperate with the investigators and participate in the investigation, and to perform all assigned duties professionally, efficiently and completely.
- 4.10 False Complaints.** Employees and other individuals may raise concerns or complaints about matters in the Department made unlawful by civil rights laws, whether alleged, perceived or actual. However, this procedure is to be used in good faith. If an employee knowingly makes a false complaint, the Department

will take appropriate action, which may include disciplinary action up to and including dismissal from employment.

- 4.11 Disciplinary Action.** Any violation of this policy will be considered grounds for disciplinary action, and may result in dismissal for a first offense. Violations that do not warrant dismissal will be considered grounds for other disciplinary action or a letter of work expectations, and/or mandatory civil rights training.

PROCEDURES:

5.00 Prohibited Employment Discrimination Complaint Procedures (See also Attachment A)

5.00a Employees are encouraged, but are not required, to discuss their complaint directly with the person engaging in the unlawful discrimination to informally resolve any concerns. The Department maintains an ADR process that may be used to assist the parties in reaching a resolution to the issues, if both parties agree.

5.00b Any supervisor or manager who receives a written or verbal complaint of unlawful discrimination must immediately advise the OEOP through submission of an Employee Contact Form, Form No. A-1005, and promptly inform the complaining employee of that referral. Upon receipt of the referral, OEOP will initiate contact with the complaining employee regarding the complaint.

5.00c The Department requires that all internal complaints of unlawful discrimination be filed within sixty days of the alleged act. Employees can also file a complaint with New Mexico Department of Workforce Solutions Human Rights Division ("NMHRD") and/or the United States Equal Employment Opportunity Commission ("EEOC"). These agencies have their own procedures and filing timeframes.

5.00d Employees are allowed productive time, not to exceed four hours per complaint, up to a maximum of 12 hours per calendar year, to prepare or process complaints, provided the time charged is reasonable. An employee must request the use of such time, which will be approved by the supervisor unless it would seriously disrupt work in progress. If the supervisor is the subject of the complaint, the employee requests this time from a higher level supervisor in the employee's chain of command.

5.00e All complaints of unlawful discrimination will be reviewed and/or investigated in accordance with the procedure set forth in Attachment A. The NMDOT may use an external investigator, if doing so would be in the best interests of the Department.

5.01 External Resources for Complaints of Unlawful Discrimination:

5.01a The procedures set forth in this policy shall not affect the right of the complainant to pursue the matter with any State or Federal enforcement agency, such as the NMHRD and the EEOC.

Complaints of unlawful discrimination must be timely filed with any external agency to meet State or Federal deadlines.

- 5.01b** Department employees and supervisors charged with or served with any external complaint of unlawful discrimination in connection with their duties must immediately advise the Office of General Counsel.
- 5.01c** Supervisors or managers must contact the Office of General Counsel prior to giving any verbal or written statement to any person regarding any matter involving an external complaint of unlawful discrimination and the Department (other than their own complaint).
- 5.01d** Non-supervisory and non-management employees who are contacted by any person to discuss any information regarding external complaints of unlawful discrimination during work must notify their Division Director, District Engineer, Manager or Supervisor prior to the discussion so that their absence from duties can be authorized. The next level manager or supervisor may be notified if the employee's direct supervisor is the reason for the complaint.
- 5.01e** Authorized time spent to provide information to the investigating entity will be considered productive time.
- 5.01f** The processing of all responses to external complaints of unlawful discrimination, including any settlement negotiations, is the responsibility of the Office of General Counsel.

**CROSS
REFERENCE:**

- 6.00** Administrative Directive No. 628, Code of Conduct; Administrative Directive No. 617, Filling Vacant Positions; Administrative Directive No. 636, Employee Privacy Rights Regarding Department Property; Administrative Directive No. 803, Facility and Loss Control Inspections; and Administrative Directive 648, Americans with Disabilities Act: Requests for Accommodation.

FORMS

- 6.01** Form No. A-1005, Employee Contact Form; Form No. A-599, Employee Formal Complaint of Discrimination Form.

**Attachment A:
PROHIBITED EMPLOYMENT DISCRIMINATION COMPLAINT PROCEDURE**

1. INTERNALLY FILED COMPLAINTS

1.1 FILING COMPLAINTS

1.1.1 Except as provided in section 1.1.3 of this procedure, complaints of unlawful discrimination must be in writing to initiate a formal investigation of the alleged occurrence. Any Department employee seeking to file an EEO complaint with the OEOP must do so within 60 calendar days of the alleged discriminatory act. Complaints must be submitted in writing utilizing Form No. A-599, Employee Formal Complaint of Discrimination Form. If requested by the employee, OEOP staff will assist the employee in completing the complaint form. Informal complaints filed with OEOP are addressed in Section 1.1.3 of this procedure.

1.1.2 A complaint using Form No. A-599, Employee Formal Complaint of Discrimination Form, shall include the following information:

- (A) The name(s), classification/job title(s), preferred contact address and telephone number(s), and work address of the person(s) filing the complaint. NMDOT employees filing a complaint also include their work unit.
- (B) The name(s), job title(s), address(es), and telephone number(s) of the person(s) alleged to have performed the alleged discriminatory act(s).
- (C) The nature and basis of the alleged discriminatory act(s).
- (D) A clear and concise statement of the facts, including pertinent dates, times, places, names of witnesses (if any) and circumstances constituting the alleged discriminatory act(s).
- (E) The original statement shall be signed and dated by the complainant(s).

1.1.3 Informal Complaints. Only at the discretion of the OEOP Director shall verbal or anonymous complaints of discrimination be sufficient to initiate an inquiry or investigation by the OEOP staff into the alleged occurrence.

1.1.4 Issues giving rise to new complaints that are unrelated to pre-existing complaints shall be initiated in writing as a separate complaint as set forth herein.

1.2 DETERMINING THE MERITS OF THE COMPLAINT

Upon receipt of a complaint, the OEOP will first:

- (A) Determine if the complaint's basis (protected class) and issues (demotion, dismissal, disparate treatment, etc.) are protected by state and/or federal law.
- (B) Determine if the complaint is timely.

1.2.1 Issues or allegations that fall outside the scope of the OEOP's jurisdiction may be referred to other support offices within the NMDOT, such as but not limited to the Human Resources Division, the Risk Management Bureau or the Office of the Inspector General.

1.3 NOTIFICATION TO COMPLAINANT

Upon determining the merits of a complaint, the OEOP will:

- (A) Respond to internal complaints that fail to meet jurisdictional requirements under state and/or federal law, or occur beyond 60 days of an alleged discriminatory act, by letter sent to the preferred contact address as provided on Form No. A-599, informing Complainant of alternative avenues of recourse and the addresses and phone numbers of the NMHRD and EEOC.
- (B) Within five workdays after receipt of a complaint that meets the jurisdictional requirements for an internal complaint, the OEOP will send a letter to the Complainant's preferred contact address as provided on Form No. A-599 acknowledging receipt of the complaint, requesting any additional information and identifying the contact information for the OEOP staff member, or designated investigator, assigned to investigate the complaint.

1.4 NOTICE OF CHARGE

- (A) Within five workdays after receipt of a complaint and any additional information requested by the OEOP, the OEOP will send a notice of charge letter outlining the basis of the complaint to the Respondent and the appropriate District Engineer or General Office Director or Deputy Secretary. The notice of charge letter will cite the OEOP's authority to investigate and include a reminder of policy requirements prohibiting retaliation and maintaining confidentiality. When a request for relevant information is included with the charge, or subsequently made, it is to be submitted to the OEOP as soon as possible, but in no event later than ten workdays after receipt of the request.

1.5 INVESTIGATION OF THE COMPLAINT

The OEOP investigator will make a case-by-case assessment of each complaint, and as determined necessary, will:

- (A) Coordinate with the OEOP Director to determine investigative strategies.
- (B) Review personnel files of complainant and other key employees named in the complaint.
- (C) Contact the complainant to collect any additional information and ascertain the remedy complainant is seeking to resolve the complaint.
- (D) Review supporting documentation or material provided. Requests to the OEOP for extension of the deadline for submitting documents may be granted if a reasonable basis is provided.
- (E) Collect and tabulate personnel or other data relative to the complaint in order to provide documentary evidence relevant to the issues cited in the complaint.
- (G) Conduct interviews with complainant, respondent and witnesses regarding information relevant to the charge.
- (H) Obtain written and signed statements and/or affidavits from any party as deemed necessary.
- (I) Consult with the Office of the General Counsel as needed.
- (J) Keep the Complainant and District Engineer or General Office Director or Deputy Secretary apprised of the status of the investigation.
- (L) Perform other investigative duties as deemed appropriate.

Investigations will be completed within thirty calendar days from the date the complaint was received by OEOP, unless well-justified extensions are approved by the OEOP Director.

1.5.1 A complaint may be amended to cure technical defects, omissions, or to clarify or amplify allegations made therein. An amendment may be filed at any time before a determination is rendered.

1.6 REPORT OF INVESTIGATION

A report of investigation will be written by the OEOP investigator within fourteen calendar days of completing the investigation, and will include:

- (A) Introduction (identification of investigators, complainant, respondent, witnesses; type(s) of unlawful discrimination alleged and relief requested)
- (B) Allegations and Responses [each allegation and response(s)]
- (C) Confirmed findings (summary of pertinent information confirmed during investigation)
- (D) Credibility (analysis of credibility of persons interviewed)
- (E) Discussion (analysis of all information, data, statements and findings and the legal elements of the alleged unlawful discrimination)
- (F) Conclusion (final determination)

1.6.1 The OEOP Director will determine, based upon the analysis of the evidence, whether the preponderance of evidence supports the allegations of the Complainant or the position of the Respondent.

1.6.1.a If a preponderance of evidence supports the Complainant's allegations of discrimination, a "cause" determination will be found.

1.6.1.b If the preponderance of evidence supports the Respondent's position that the allegations are false and/or his or her actions were based upon a legitimate non-discriminatory reason, a "no cause" determination will be found.

1.6.1.c In the event the evidence gathered during investigation is inconclusive to the extent that neither a "cause" nor a "no cause" determination may be rendered, the OEOP Director may issue an "inconclusive" determination. The reasons for the issuance of an "inconclusive" determination will be explained in the report of investigation from the OEOP Director.

1.6.2 The OEOP Director will review the draft report of investigation and may require additional investigation or documentation. The OEOP Director will consult with the Office of General Counsel as needed. The finalized report of investigation will be retained in the OEOP office files.

1.6.3 In any instance in which an investigation reveals inappropriate and/or offensive conduct that does not rise to the level of unlawful discrimination, such findings will be included in the report of investigation.

1.7 NOTIFICATION OF DETERMINATION

1.7.1 Letter of Dismissal. When a "no cause" or "inconclusive" determination is rendered, a letter of dismissal will be sent from the OEOP Director to the Complainant, the Respondent, and a copy to the appropriate District Engineer or General Office Director or Deputy Secretary. The letter will include the reason for the determination and instructions regarding how to contact the NMHRD and EEOC if the Complainant wishes to file an external complaint. In addition to issuing a letter of dismissal on the basis of a "no cause" or "inconclusive" determination, OEOP staff may coordinate with the Complainant and the appropriate office or offices, in an attempt to amicably resolve the issue in dispute.

1.7.2 Letter of Cause. When a "cause" determination is rendered, a letter will be sent from the OEOP Director to the Complainant, the Respondent, and a copy to the appropriate District Engineer or General Office Director or Deputy Secretary. This letter will include the nature and basis of the alleged unlawful discrimination, and a clear and concise statement of the reasons why a cause determination was reached, including findings confirmed during the investigation. The District Engineer or General Office Director or Deputy Secretary will contact the General Office Employee Relations Bureau to determine appropriate action to take regarding the Respondent, which may include training, a letter of work expectations, or disciplinary action. Based on the evidence, the OEOP Director at his or her sole discretion may initiate meetings with

appropriate Department management to discuss prevention and/or mitigation strategies such as policy/procedure revisions, training, etc.

1.7.3 In any instance in which an investigation reveals inappropriate and/or offensive conduct that does not rise to the level of unlawful discrimination, such findings will be included in the Letter of Dismissal or Cause, as appropriate.

1.8 ALTERNATIVE DISPUTE RESOLUTION (ADR)

ADR may be requested by contacting the General Office Employee Relations Bureau to amicably resolve a complaint and may occur at any time during the investigation. All internal timelines will be tolled during the ADR process. If a negotiated settlement agreement is reached, the terms of the settlement agreement must be shared with the OEOP Director and the appropriate District Engineer or General Office Director or Deputy Secretary. The OEOP Director will then make an independent decision whether to continue the investigation. The parties to a negotiated settlement are to comply with the terms and conditions set forth therein.

1.9 WITHDRAWAL OF COMPLAINT

The withdrawal of a complaint by the Complainant may occur at any stage of the investigation. Upon the OEOP's receipt of a signed and dated withdrawal statement from the Complainant, the complaint will be closed. However, the OEOP, at the discretion of its Director, may continue an investigation on behalf of the Department into matters raised in the complaint to ensure that appropriate action is taken to stop any unlawful discrimination, including harassment, sexual harassment, or retaliation.

1.10 FINAL REVIEW BOARD (FRB)

1.10.1 If either the Complainant or Respondent is not satisfied with a letter of dismissal or letter of cause determination on a formal internal complaint, he or she may appeal to the Final Review Board. That Board will obtain from OEOP and review the grounds for appeal, the report of investigation and the letter of determination, and will then make a recommendation to the Cabinet Secretary whether to affirm, modify or reject the findings and determinations of the OEOP. The Cabinet Secretary will issue a Final Determination in writing.

1.10.2 Final Review Board Process

- The Complainant or Respondent has ten working days from the date the letter of dismissal or letter of cause determination was provided to him or her to appeal the determination to the Final Review Board (FRB). If the letter was mailed to the employee, he or she will have an additional three calendar days by which to file the appeal.
- The appeal must be made to the OEOP Director in writing and must specify the grounds for appeal. The OEOP Director will forward the appeal to the Department's Inspector General.
- The Inspector General will appoint the FRB within ten working days of receipt of the appeal. The FRB will consist of five Department managers who reflect a diversity of gender, age, race or national origin, and work location.
- The Inspector General is responsible for scheduling the FRB meetings. Absent extenuating circumstances, the FRB will meet regarding the appeal within ten working days of the date it was filed.

- Members of the FRB will not contact or communicate with either the Complainant or the Respondent directly. The FRB will communicate with the Complainant and the Respondent through the OEOP.
- The FRB, at its own discretion, may ask the OEOP to provide additional information for its review.
- The FRB will make a recommendation to the Department's Cabinet Secretary on whether the OEOP's findings and/or determination should be adopted, modified or reversed. The FRB's recommendation shall be made in writing. Absent extenuating circumstances, the FRB's written recommendation will be made to the Department's Cabinet Secretary within ten working days of the Final Review Board meeting.
- The Department's Cabinet Secretary will have final decision making authority on the appeal. He or she will provide a Final Determination to the OEOP in writing, within ten working days of receipt of the FRB's written recommendation, which will be included in its file.
- The OEOP will promptly notify the appellant of the Final Determination.
- The appropriate management personnel are responsible for the implementation of the Final Determination of the Department's Cabinet Secretary.

11. EEO Complaint Analysis Report

Period: 07/01/2014 through 06/30/2015

Period: 07/01/2014 through 06/30/2015

[illegible]

Discrimination Complaints

[illegible][illegible]

12. Application of Four Fifths Rule Analysis

Application of Four-Fifths Rule Analysis

New Hires						
Race Category	Total Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	12	3	25.00%	0.56	.56 < .80	Y
Hispanic Males	1167	160	13.71%	0.31	.31 < .80	Y
Asian/Pacific Males	7	3	42.86%	0.96	.96 > .80	N
American Indian Males	47	21	44.68%	1.00	1.00 > .80	N
White Males	524	65	12.40%	0.28	.28 < .80	Y
Black Females	3	0	0.00%	0.00	0 < .80	Y
Hispanic Females	285	42	14.74%	0.33	.33 < .80	Y
Asian/Pacific Females	1	0	0.00%	0.00	0 < .80	Y
American Indian Females	15	2	13.33%	0.30	.30 < .80	Y
White Females	122	23	18.85%	0.42	.42 < .80	Y
Total Males	1757	252	14.34%	0.91	.91 > .80	N
Total Females	426	67	15.73%	1.00	1.00 > .80	N

Promotions						
Race Category	Total Workforce	Total Promotions	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	11	0	0.00%	0.00	0 < .80	Y
Hispanic Males	1190	189	15.88%	0.32	.32 < .80	Y
Asian/Pacific Males	15	7	46.67%	0.93	0 < .80	Y
American Indian Males	88	14	15.91%	0.32	.32 < .80	Y
White Males	436	64	14.68%	0.29	.29 < .80	Y
Black Females	4	1	25.00%	0.50	.50 < .80	Y
Hispanic Females	287	53	18.47%	0.37	.37 < .80	Y
Asian/Pacific Females	2	1	50.00%	1.00	1.00 > .80	N
American Indian Females	16	1	6.25%	0.13	.13 < .80	Y
White Females	128	21	16.41%	0.33	.33 < .80	Y
Total Males	1740	274	15.75%	0.89	0.89 > .80	N
Total Females	437	77	17.62%	1.00	1.00 > .80	N

Training						
Race Category	Total Workforce	Total Participants	Training Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	11	11	100.00%	0.93	.93 > .80	N
Hispanic Males	1190	1160	97.48%	0.90	.90 > .80	N
Asian/Pacific Males	15	15	100.00%	0.93	.93 > .80	N
American Indian Males	88	94	106.82%	0.99	.99 > .80	N
White Males	436	470	107.80%	1.00	1.00 > .80	N
Black Females	4	3	75.00%	0.70	.70 < .80	Y
Hispanic Females	287	279	97.21%	0.90	.90 > .80	N
Asian/Pacific Females	2	2	100.00%	0.93	.93 > .80	N
American Indian Females	16	14	87.50%	0.81	.81 > .80	N
White Females	128	136	106.25%	0.99	.99 > .80	N
Total Males	1740	1750	100.57%	1.00	1.00 > .80	N
Total Females	437	434	99.31%	0.99	.99 > .80	N

Separations / Voluntary							
Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	11	0	11	100.00%	1.00	1.00 > .80	N
Hispanic Males	1190	114	1076	90.42%	0.90	.90 > .80	N
Asian/Pacific Males	15	3	12	80.00%	0.80	.80 = .80	N
American Indian Males	88	14	74	84.09%	0.84	.84 > .80	N
White Males	436	63	373	85.55%	0.86	.86 > .80	N
Black Females	4	0	4	100.00%	1.00	1.00 > .80	N
Hispanic Females	287	14	273	95.12%	0.95	.95 > .80	N
Asian/Pacific Females	2	0	2	100.00%	1.00	1.00 > .80	N
American Indian Females	16	0	16	100.00%	1.00	1.00 > .80	N
White Females	128	11	117	91.41%	0.91	.91 > .80	N
Total Males	1740	194	1546	88.85%	0.94	.94 > .80	N
Total Females	437	25	412	94.28%	1.00	1.00 > .80	N

Separations / Involuntary							
Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	11	0	11	100.00%	1.00	1.00 > .80	N
Hispanic Males	1190	15	1175	98.74%	0.99	.99 > .80	N
Asian/Pacific Males	15	0	15	100.00%	1.00	1.00 > .80	N
American Indian Males	88	1	87	98.86%	0.99	.99 > .80	N
White Males	436	10	426	97.71%	0.98	.98 > .80	N
Black Females	4	0	4	100.00%	1.00	1.00 > .80	N
Hispanic Females	287	6	281	97.91%	0.98	.98 > .80	N
Asian/Pacific Females	2	0	2	100.00%	1.00	1.00 > .80	N
American Indian Females	16	1	15	93.75%	0.94	.94 > .80	N
White Females	128	1	127	99.22%	0.99	.99 > .80	N
Total Males	1740	26	1714	98.51%	1.00	1.00 > .80	N
Total Females	437	8	429	98.17%	1.00	1.00 > .80	N

Demotions							
Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	11	0	11	100.00%	1.00	1.00 > .80	N
Hispanic Males	1190	0	1190	100.00%	1.00	1.00 > .80	N
Asian/Pacific Males	15	0	15	100.00%	1.00	1.00 > .80	N
American Indian Males	88	0	88	100.00%	1.00	1.00 > .80	N
White Males	436	1	435	99.77%	1.00	1.00 > .80	N
Black Females	4	0	4	100.00%	1.00	1.00 > .80	N
Hispanic Females	287	0	287	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	2	0	2	100.00%	1.00	1.00 > .80	N
American Indian Females	16	0	16	100.00%	1.00	1.00 > .80	N
White Females	128	0	128	100.00%	1.00	1.00 > .80	N
Total Males	1740	1	1739	99.94%	0.99	.99 > .80	N
Total Females	437	0	437	100.00%	1.00	1.00 > .80	N

Disciplinary Actions							
Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	11	0	11	100.00%	1.00	1.00 > .80	N
Hispanic Males	1190	24	1166	97.98%	0.98	.98 > .80	N
Asian/Pacific Males	15	0	15	100.00%	0.94	1.00 > .80	N
American Indian Males	88	5	83	94.32%	0.94	.94 > .80	N
White Males	436	9	427	97.94%	0.98	.98 > .80	N
Black Females	4	0	4	100.00%	1.00	1.00 > .80	N
Hispanic Females	287	0	287	100.00%	0.96	1.00 > .80	N
Asian/Pacific Females	2	0	2	100.00%	0.67	1.00 > .80	N
American Indian Females	16	0	16	100.00%	1.00	1.00 > .80	N
White Females	128	1	127	99.22%	0.99	.99 > .80	N
Total Males	1740	38	1702	97.82%	0.98	1.00 > .80	N
Total Females	437	1	436	99.77%	1.00	.99 > .80	N

Layoff / Recalls							
Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	11	0	11	100.00%	1.00	1.00 > .80	N
Hispanic Males	1190	0	1190	100.00%	1.00	1.00 > .80	N
Asian/Pacific Males	15	0	15	100.00%	1.00	1.00 > .80	N
American Indian Males	88	0	88	100.00%	1.00	1.00 > .80	N
White Males	436	0	436	100.00%	1.00	1.00 > .80	N
Black Females	4	0	4	100.00%	1.00	1.00 > .80	N
Hispanic Females	287	0	287	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	2	0	2	100.00%	1.00	1.00 > .80	N
American Indian Females	16	0	16	100.00%	1.00	1.00 > .80	N
White Females	128	0	128	100.00%	1.00	1.00 > .80	N
Total Males	1740	0	1740	100.00%	1.00	1.00 > .80	N
Total Females	437	0	437	100.00%	1.00	1.00 > .80	N

New Hires: Application of Four-Fifths Rule Analysis by Job Category

Officials / Administrators						
Race Category	Total (Interviews) Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	0.00%	0.00	0 < .80	Y
Hispanic Males	126	15	11.90%	0.48	.48 < .80	Y
Asian/Pacific Males	4	1	25.00%	1.00	1.00 > .80	N
American Indian Males	8	0	0.00%	0.00	0 < .80	Y
White Males	64	5	7.81%	0.31	.31 < .80	Y
Black Females	1	0	0.00%	0.00	0 < .80	Y
Hispanic Females	167	22	13.17%	0.53	.53 < .80	Y
Asian/Pacific Females	1	0	0.00%	0.00	0 < .80	Y
American Indian Females	9	0	0.00%	0.00	0 < .80	Y
White Females	55	3	5.45%	0.22	.22 < .80	Y
Total Males	203	21	10.34%	0.96	.96 > .80	N
Total Females	233	25	10.73%	1.00	1.00 > .80	N

Professionals						
Race Category	Total (Interviews) Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	1	100.00%	1.00	1.00 > .80	N
Hispanic Males	56	8	14.29%	0.14	.14 < .80	Y
Asian/Pacific Males	3	2	66.67%	0.67	.67 < .80	Y
American Indian Males	17	0	0.00%	0.00	0 < .80	Y
White Males	55	11	20.00%	0.20	.20 < .80	Y
Black Females	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	52	5	9.62%	0.10	.10 < .80	Y
Asian/Pacific Females	1	0	0.00%	0.00	0 < .80	Y
American Indian Females	2	0	0.00%	0.00	0 < .80	Y
White Females	32	12	37.50%	0.38	.38 < .80	Y
Total Males	132	22	16.67%	0.85	.85 > .80	N
Total Females	87	17	19.54%	1.00	1.00 > .80	N

Technicians						
Race Category	Total (Interviews) Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	7	1	14.29%	0.43	.43 < .80	Y
Hispanic Males	255	23	9.02%	0.27	.27 < .80	Y
Asian/Pacific Males	1	0	0.00%	0.00	0 < .80	Y
American Indian Males	36	5	13.89%	0.42	.42 < .80	Y
White Males	111	8	7.21%	0.22	.22 < .80	Y
Black Females	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	26	2	7.69%	0.23	.23 < .80	Y
Asian/Pacific Females	1	0	0.00%	0.00	0 < .80	Y
American Indian Females	3	1	33.33%	1.00	1.00 > .80	N
White Females	17	4	23.53%	0.77	.77 < .80	Y
Total Males	410	37	9.02%	0.61	.61 < .80	Y
Total Females	47	7	14.89%	1.00	1.00 > .80	N

Protective Services

Race Category	Total (Interviews) Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0				
Hispanic Males	0	0				
Asian/Pacific Males	0	0				
American Indian Males	0	0				
White Males	0	0				
Black Females	0	0				
Hispanic Females	0	0				
Asian/Pacific Females	0	0				
American Indian Females	0	0				
White Females	0	0				
Total Males	0	0				
Total Females	0	0				

Para-Professionals

Race Category	Total (Interviews) Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0				
Hispanic Males	0	0				
Asian/Pacific Males	0	0				
American Indian Males	0	0				
White Males	0	0				
Black Females	0	0				
Hispanic Females	0	0				
Asian/Pacific Females	0	0				
American Indian Females	0	0				
White Females	0	0				
Total Males	0	0				
Total Females	0	0				

Administrative Support

Race Category	Total (Interviews) Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0.00%	0.00	0 < .80	Y
Hispanic Males	17	2	11.76%	0.59	.59 < .80	Y
Asian/Pacific Males	0	0	0.00%	0.00	0 < .80	Y
American Indian Males	2	0	0.00%	0.00	0 < .80	Y
White Males	2	0	0.00%	0.00	0 < .80	Y
Black Females	2	0	0.00%	0.00	0 < .80	Y
Hispanic Females	49	9	18.37%	0.92	.92 > .80	N
Asian/Pacific Females	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	5	1	20.00%	1.00	1.00 > .80	N
White Females	12	2	16.67%	0.83	.83 > .80	N
Total Males	21	2	9.52%	0.54	.54 < .80	Y
Total Females	68	12	17.65%	1.00	1.00 > .80	N

Skilled Craft

Race Category	Total (Interviews) Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	5	1	20.00%	0.60	.60 < .80	Y
Hispanic Males	702	105	14.96%	0.45	.45 < .80	Y
Asian/Pacific Males	1	0	0.00%	0.00	0 < .80	Y
American Indian Males	104	16	15.38%	0.46	.46 < .80	Y
White Males	290	39	13.45%	0.40	.40 < .80	Y
Black Females	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	9	3	33.33%	1.00	1.00 > .80	N
Asian/Pacific Females	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	1	0	0.00%	0.00	0 < .80	Y
White Females	9	1	11.11%	0.33	.33 < .80	Y
Total Males	1102	161	14.61%	0.69	.69 < .80	Y
Total Females	19	4	21.05%	1.00	1.00 > .80	N

Service Maintenance

Race Category	Total (Interviews) Applicants	Total Hires	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0.00%	0.00	0 < .80	Y
Hispanic Males	58	7	12.07%	0.48	.48 < .80	Y
Asian/Pacific Males	1	0	0.00%	0.00	0 < .80	Y
American Indian Males	8	0	0.00%	0.00	0 < .80	Y
White Males	28	1	3.57%	0.14	.14 < .80	Y
Black Females	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	7	1	14.29%	0.57	.57 < .80	Y
Asian/Pacific Females	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	0	0	0.00%	0.00	0 < .80	Y
White Females	4	1	25.00%	1	1.00 > .80	N
Total Males	95	8	8.42%	0.46	.46 < .80	Y
Total Females	11	2	18.18%	1.00	1.00 > .80	N

Promotions: Application of Four-Fifths Rule Analysis by Job Category

Officials / Administrators						
Race Category	Total Workforce	Total Promotions	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	2	0	0.00%	0.00	0 < .80	Y
Hispanic Males	186	36	19.35%	0.19	.19 < .80	Y
Asian/Pacific Males	3	2	66.67%	0.67	.67 < .80	Y
American Indian Males	0	0	0.00%	0.00	0 < .80	Y
White Males	73	5	6.85%	0.07	.07 < .80	Y
Black Females	1	1	100.00%	1.00	1.0 > .80	N
Hispanic Females	148	28	18.92%	0.19	.19 < .80	Y
Asian/Pacific Females	0	0	0.00%	0.00	0 < .80	y
American Indian Females	6	1	16.67%	0.17	.17 < .80	Y
White Females	38	11	28.95%	0.29	.29 < .80	Y
Total Males	264	43	16.29%	0.77	.77 < .80	Y
Total Females	193	41	21.24%	1.00	1.00 > .80	N

Professionals						
Race Category	Total Workforce	Total Promotions	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	0.00%	0.00	0 < .80	Y
Hispanic Males	124	19	15.32%	0.15	.15 < .80	Y
Asian/Pacific Males	5	4	80.00%	0.80	.80 = .80	N
American Indian Males	3	0	0.00%	0.00	0 < .80	Y
White Males	84	10	11.90%	0.12	.12 < .80	Y
Black Females	1	0	0.00%	0.00	0 < .80	Y
Hispanic Females	63	14	22.22%	0.22	.22 < .80	Y
Asian/Pacific Females	1	1	100.00%	1.00	1.00 .80	N
American Indian Females	1	0	0.00%	0.00	0 < .80	Y
White Females	48	4	8.33%	0.08	.08 < .80	Y
Total Males	217	33	15.21%	0.91	.91 > .80	N
Total Females	114	19	16.67%	1.00	1.00 > .80	N

Technicians						
Race Category	Total Workforce	Total Promotions	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	4	0	0.00%	0.00	0 < .80	Y
Hispanic Males	200	39	19.50%	0.68	.68 < .80	Y
Asian/Pacific Males	4	1	25.00%	0.88	.88 < .80	N
American Indian Males	17	2	11.76%	0.41	.41 < .80	Y
White Males	41	6	14.63%	0.51	.51 < .80	Y
Black Females	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	29	7	24.14%	0.84	.84 > .80	N
Asian/Pacific Females	1	0	0.00%	0.00	0 < .80	Y
American Indian Females	6	0	0.00%	0.00	0 < .80	Y
White Females	21	6	28.57%	1.00	1.00 > .80	N
Total Males	266	48	18.05%	0.39	.39 < .80	Y
Total Females	57	13	22.81%	1.00	1.00 > .80	N

Protective Services

Race Category	Total Workforce	Total Promotions	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0				
Hispanic Males	1	0				
Asian/Pacific Males	0	0				
American Indian Males	0	0				
White Males	1	0				
Black Females	0	0				
Hispanic Females	4	0				
Asian/Pacific Females	0	0				
American Indian Females	0	0				
White Females	0	0				
Total Males	4	0				
Total Females	2	0				

Para-Professionals

Race Category	Total Workforce	Total Promotions	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0				
Hispanic Males	0	0				
Asian/Pacific Males	0	0				
American Indian Males	0	0				
White Males	0	0				
Black Females	0	0				
Hispanic Females	0	0				
Asian/Pacific Females	0	0				
American Indian Females	0	0				
White Females	0	0				
Total Males	0	0				
Total Females	0	0				

Administrative Support

Race Category	Total Workforce	Total Promotions	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0.00%	0.00	0 < .80	Y
Hispanic Males	8	1	12.50%	1.00	1.0 > .80	N
Asian/Pacific Males	1	0	0.00%	0.00	0 < .80	Y
American Indian Males	1	0	0.00%	0.00	0 < .80	Y
White Males	0	0	0.00%	0.00	0 < .80	Y
Black Females	2	0	0.00%	0.00	0 < .80	Y
Hispanic Females	29	2	6.90%	0.55	.55 < .80	Y
Asian/Pacific Females	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	2	0	0.00%	0.00	0 < .80	Y
White Females	7	0	0.00%	0.00	0 < .80	Y
Total Males	10	1	10.00%	1.00	1.0 > .80	N
Total Females	40	2	5.00%	0.50	.50 < .80	Y

Skilled Craft

Race Category	Total Workforce	Total Promotions	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	3	0	0.00%	0.00	0 < .80	Y
Hispanic Males	624	88	14.10%	0.78	.78 < .80	Y
Asian/Pacific Males	2	0	0.00%	0.00	0 < .80	Y
American Indian Males	66	12	18.18%	1.00	1.00 > .80	N
White Males	218	35	16.06%	0.88	.88 > .80	N
Black Females	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	6	0	0.00%	0.00	0 < .80	Y
Asian/Pacific Females	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	0	0	0.00%	0.00	0 < .80	Y
White Females	10	0	0.00%	0.00	0 < .80	Y
Total Males	913	135	14.79%	1.00	1.00 > .80	N
Total Females	16	0	0.00%	0.00	0 < .80	Y

Service Maintenance

Race Category	Total Workforce	Total Promotions	Selection Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	0.00%	0.00	0 < .80	Y
Hispanic Males	47	6	12.77%	0.30	.30 < .80	Y
Asian/Pacific Males	0	0	0.00%	0.00	0 < .80	Y
American Indian Males	1	0	0.00%	0.00	0 < .80	Y
White Males	19	8	42.11%	1.00	1.00 > .80	N
Black Females	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	8	2	25.00%	0.59	.59 < .80	Y
Asian/Pacific Females	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	1	0	0.00%	0.00	0 < .80	Y
White Females	4	0	0.00%	0.00	0 < .80	Y
Total Males	68	14	20.59%	1.00	1.00 > .80	N
Total Females	13	2	15.38%	0.75	0.75 < .80	Y

Separations / Voluntary: Application of Four-Fifths Rule Analysis by Job Category

Officials / Administrators

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	2	0	2	100.00%	1.00	1.00 > .80	N
Hispanic Males	186	12	174	93.55%	0.94	.94 > .80	N
Asian/Pacific Males	3	0	3	100.00%	1.00	1.00 > .80	N
American Indian Males	0	0	0	0.00%	0.00	0 < .80	Y
White Males	73	21	52	71.23%	0.71	.71 < .80	Y
Black Females	1	0	1	100.00%	0.00	1.00 > .80	N
Hispanic Females	148	5	143	96.62%	0.97	.97 > .80	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	6	0	6	100.00%	1.00	1.00 > .80	N
White Females	38	3	35	92.11%	0.92	.92 > .80	N
Total Males	264	33	231	87.50%	0.91	.91 > .80	N
Total Females	193	8	185	95.85%	1.00	1.00 > .80	N

Professionals

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	1	100.00%	1.00	1.00 > .80	N
Hispanic Males	124	9	115	92.74%	0.93	.93 > .80	N
Asian/Pacific Males	5	1	4	80.00%	0.80	.80 = .80	N
American Indian Males	3	1	2	66.67%	0.67	.67 < .80	Y
White Males	84	9	75	89.29%	0.89	.94 > .80	N
Black Females	1	0	1	100.00%	1.00	1.00 > .80	N
Hispanic Females	63	4	59	93.65%	0.94	.94 > .80	N
Asian/Pacific Females	1	0	1	100.00%	1.00	1.00 > .80	N
American Indian Females	1	0	1	100.00%	1.00	1.00 > .80	N
White Females	48	2	46	95.83%	0.96	.96 > .80	N
Total Males	217	20	197	90.78%	0.96	.96 > .80	N
Total Females	114	6	108	94.74%	1.00	1.00 > .80	N

Technicians

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	4	0	4	100.00%	1.00	1.00 > .80	N
Hispanic Males	200	13	187	93.50%	0.94	.94 > .80	N
Asian/Pacific Males	4	1	3	75.00%	0.75	.75 < .80	Y
American Indian Males	17	2	15	88.24%	0.88	.88 > .80	N
White Males	41	9	32	78.05%	0.78	.78 > .80	Y
Black Females	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	29	3	26	89.66%	0.90	.90 > .80	N
Asian/Pacific Females	1	0	1	100.00%	1.00	1.00 > .80	N
American Indian Females	6	0	6	100.00%	1.00	1.00 > .80	N
White Females	21	1	20	95.24%	0.95	.95 > .80	N
Total Males	266	25	241	90.60%	0.97	.97 > .80	N
Total Females	57	4	53	92.98%	1.00	.93 > .80	N

Protective Services

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0				
Hispanic Males	1	0	1	100.00%	1.00	1.00 > .80	N
Asian/Pacific Males	0	0	0				
American Indian Males	0	0	0				
White Males	1	0	1	100.00%	1.00	1.00 > .80	N
Black Females	0	0	0				
Hispanic Females	4	0	4	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	0	0	0				
American Indian Females	0	0	0				
White Females	0	0	0				
Total Males	2	0	2	100.00%	1.00	1.00 > .80	N
Total Females	4	0	4	100.00%	1.00	1.00 > .80	N

Para-Professionals

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0				
Hispanic Males	0	0	0				
Asian/Pacific Males	0	0	0				
American Indian Males	0	0	0				
White Males	0	0	0				
Black Females	0	0	0				
Hispanic Females	0	0	0				
Asian/Pacific Females	0	0	0				
American Indian Females	0	0	0				
White Females	0	0	0				
Total Males	0	0	0				
Total Females	0	0	0				

Administrative Support

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Males	8	1	7	87.50%	0.88	.88 > .80	N
Asian/Pacific Males	1	1	0	0.00%	0.00	0 < .80	Y
American Indian Males	1	0	1	100.00%	1.00	1.00 > .80	N
White Males	0	0	0	0.00%	0.00	0 < .80	Y
Black Females	2	0	2	100.00%	1.00	1.00 > .80	N
Hispanic Females	29	1	28	96.55%	0.97	.97 > .80	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	2	0	2	100.00%	1.00	1.00 > .80	N
White Females	7	4	3	42.86%	0.43	.43 > .80	Y
Total Males	10	2	8	80.00%	0.91	.91 > .80	N
Total Females	40	5	35	87.50%	1.00	1.00 > .80	N

Skilled Craft

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	3	0	3	100.00%	1.00	1.00 > .80	N
Hispanic Males	624	64	560	89.74%	0.90	.90 > .80	N
Asian/Pacific Males	2	0	2	100.00%	1.00	1.00 > .80	N
American Indian Males	66	11	55	83.33%	0.83	.83 > .80	N
White Males	218	27	191	87.61%	0.88	.88 > .80	N
Black Females	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	6	0	6	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	0	0	0	0.00%	0.00	0 < .80	Y
White Females	10	1	9	90.00%	0.90	.90 < .80	N
Total Males	913	102	811	88.83%	0.95	.95 > .80	N
Total Females	16	1	15	93.75%	1.00	1.00 > .80	N

Service Maintenance

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	1	100.00%	1.00	1.00 > .80	N
Hispanic Males	47	6	41	87.23%	0.87	.87 > .80	N
Asian/Pacific Males	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Males	1	0	1	100.00%	1.00	1.00 > .80	N
White Males	19	6	13	68.42%	0.68	.68 < .80	Y
Black Females	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	8	1	7	87.50%	0.88	.88 > .80	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	1	0	1	100.00%	1.00	1.00 > .80	N
White Females	4	0	4	100.00%	1.00	1.00 > .80	N
Total Males	68	12	56	82.35%	0.89	.89 > .80	N
Total Females	13	1	12	92.31%	1.00	1.00 > .80	N

Separations / Involuntary: Application of Four-Fifths Rule Analysis by Job Category

Officials / Administrators

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	2	0	2	100.00%	1.00	1.00 > .80	N
Hispanic Males	186	1	185	99.46%	0.99	.99 > .80	N
Asian/Pacific Males	3	0	3	100.00%	1.00	1.00 > .80	N
American Indian Males	0	0	0	0.00%	0.00	0 < .80	Y
White Males	73	3	70	95.89%	0.96	.96 > .80	N
Black Females	1	0	1	100.00%	1.00	1.00 > .80	N
Hispanic Females	148	2	146	98.65%	0.99	.99 > 1.00	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	6	1	5	83.33%	0.83	.83 > .80	N
White Females	38	1	37	97.37%	0.97	.97 > .80	N
Total Males	264	4	260	98.48%	1.00	1.00 > .80	N
Total Females	193	4	189	97.93%	0.99	.99 > .80	N

Professionals

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	1	100.00%	1.00	1.00 > .80	N
Hispanic Males	124	1	123	99.19%	0.99	.99 > .80	N
Asian/Pacific Males	5	0	5	100.00%	1.00	1.00 > .80	N
American Indian Males	3	0	3	100.00%	1.00	1.00 > .80	N
White Males	84	2	82	97.62%	0.98	.97 > .80	N
Black Females	1	0	1	100.00%	1.00	1.00 > .80	N
Hispanic Females	63	0	63	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	1	0	1	100.00%	1.00	1.00 > .80	N
American Indian Females	1	0	1	100.00%	1.00	1.00 > .80	N
White Females	48	0	48	100.00%	1.00	1.00 > .80	N
Total Males	217	3	214	98.62%	0.99	.99 > .80	N
Total Females	114	0	114	100.00%	1.00	1.00 > .80	N

Technicians

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	4	0	4	100.00%	1.00	1.00 > .80	N
Hispanic Males	200	1	199	99.50%	1.00	1.00 > .80	N
Asian/Pacific Males	4	0	4	100.00%	1.00	1.00 > .80	N
American Indian Males	17	0	17	100.00%	1.00	1.00 > .80	N
White Males	41	0	41	100.00%	1.00	1.00 > .80	N
Black Females	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	29	1	28	96.55%	0.97	.97 > .80	N
Asian/Pacific Females	1	0	1	100.00%	1.00	1.00 > .80	N
American Indian Females	6	0	6	100.00%	1.00	1.00 > .80	N
White Females	21	0	21	100.00%	1.00	1.00 > .80	N
Total Males	266	1	265	99.62%	1.00	1.00 > .80	N
Total Females	57	1	56	98.25%	0.99	.99 > .80	N

Protective Services

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0				
Hispanic Males	1	0	1	100.00%	1.00	1.00 > .80	N
Asian/Pacific Males	0	0	0				
American Indian Males	0	0	0				
White Males	1	0	1	100.00%	1.00	1.00 > .80	N
Black Females	0	0	0				
Hispanic Females	4	0	4	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	0	0	0				
American Indian Females	0	0	0				
White Females	0	0	0				
Total Males	2	0	2	100.00%	1.00	1.00 > .80	N
Total Females	4	0	4	100.00%	1.00	1.00 > .80	N

Para-Professionals

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0				
Hispanic Males	0	0	0				
Asian/Pacific Males	0	0	0				
American Indian Males	0	0	0				
White Males	0	0	0				
Black Females	0	0	0				
Hispanic Females	0	0	0				
Asian/Pacific Females	0	0	0				
American Indian Females	0	0	0				
White Females	0	0	0				
Total Males	0	0	0				
Total Females	0	0	0				

Administrative Support

Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Males	8	0	8	100.00%	1.00	1.00 > .80	N
Asian/Pacific Males	1	0	1	100.00%	1.00	1.00 > .80	N
American Indian Males	1	0	1	100.00%	1.00	1.00 > .80	N
White Males	0	0	0	0.00%	0.00	0 < .80	Y
Black Females	2	0	2	100.00%	1.00	1.00 > .80	N
Hispanic Females	29	2	27	93.10%	0.93	.93 > .80	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	2	0	2	100.00%	1.00	1.00 > .80	N
White Females	7	0	7	100.00%	1.00	1.00 > .80	N
Total Males	10	0	10	100.00%	1.00	1.00 > .80	N
Total Females	40	2	38	95.00%	0.95	.95 > .80	N

Skilled Craft							
Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	3	0	3	100.00%	1.00	1.00 > .80	N
Hispanic Males	624	12	612	98.08%	0.98	.98 > .80	N
Asian/Pacific Males	2	0	2	100.00%	1.00	1.00 > .80	N
American Indian Males	66	1	65	98.48%	0.98	.98 > .80	N
White Males	218	5	213	97.71%	0.98	.98 > .80	N
Black Females	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	6	1	5	83.33%	0.83	1.00 > .80	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	0	0	0	0.00%	0.00	0 < .80	N
White Females	10	0	10	100.00%	1.00	1.00 > .80	N
Total Males	913	18	895	98.03%	1.00	1.00 > .80	N
Total Females	16	1	15	93.75%	0.96	.96 > .80	N

Service Maintenance							
Race Category	Total Workforce	Total Separations	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	1	100.00%			
Hispanic Males	47	0	47	100.00%			
Asian/Pacific Males	0	0	0	0.00%			
American Indian Males	1	0	1	100.00%			
White Males	19	0	19	100.00%			
Black Females	0	0	0	0.00%			
Hispanic Females	8	0	8	100.00%			
Asian/Pacific Females	0	0	0	0.00%			
American Indian Females	1	0	1	100.00%			
White Females	4	0	4	100.00%			
Total Males	68	0	68	100.00%			
Total Females	13	0	13	100.00%			

Demotions: Application of Four-Fifths Rule Analysis by Job Category

Officials / Administrators

Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	2	0					
Hispanic Males	186	0					
Asian/Pacific Males	3	0					
American Indian Males	0	0					
White Males	73	0					
Black Females	1	0					
Hispanic Females	148	0					
Asian/Pacific Females	0	0					
American Indian Females	6	0					
White Females	38	0					
Total Males	264	0					
Total Females	193	0					

Professionals

Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0					
Hispanic Males	124	0					
Asian/Pacific Males	5	0					
American Indian Males	3	0					
White Males	84	1	83	98.81%	0.99	.99 > .80	N
Black Females	1	0					
Hispanic Females	63	0					
Asian/Pacific Females	1	0					
American Indian Females	1	0					
White Females	48	0					
Total Males	217	1					
Total Females	114	0					

Technicians

Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	4	0					
Hispanic Males	200	0					
Asian/Pacific Males	4	0					
American Indian Males	17	0					
White Males	41	0					
Black Females	0	0					
Hispanic Females	29	0					
Asian/Pacific Females	1	0					
American Indian Females	6	0					
White Females	21	0					
Total Males	266	0					
Total Females	57	0					

Protective Services

Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0					
Hispanic Males	1	0					
Asian/Pacific Males	0	0					
American Indian Males	0	0					
White Males	1	0					
Black Females	0	0					
Hispanic Females	4	0					
Asian/Pacific Females	0	0					
American Indian Females	0	0					
White Females	0	0					
Total Males	2	0					
Total Females	4	0					

Para-Professionals

Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0					
Hispanic Males	0	0					
Asian/Pacific Males	0	0					
American Indian Males	0	0					
White Males	0	0					
Black Females	0	0					
Hispanic Females	0	0					
Asian/Pacific Females	0	0					
American Indian Females	0	0					
White Females	0	0					
Total Males	0	0					
Total Females	0	0					

Administrative Support

Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0					
Hispanic Males	8	0					
Asian/Pacific Males	1	0					
American Indian Males	1	0					
White Males	0	0					
Black Females	2	0					
Hispanic Females	29	0					
Asian/Pacific Females	0	0					
American Indian Females	2	0					
White Females	7	0					
Total Males	10	0					
Total Females	40	0					

Skilled Craft

Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	3	0					
Hispanic Males	624	0					
Asian/Pacific Males	2	0					
American Indian Males	66	0					
White Males	218	0					
Black Females	0	0					
Hispanic Females	6	0					
Asian/Pacific Females	0	0					
American Indian Females	0	0					
White Females	10	0					
Total Males	913	0					
Total Females	16	0					

Service Maintenance

Race Category	Total Workforce	Total Actions	Number Remaining	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0					
Hispanic Males	47	0					
Asian/Pacific Males	0	0					
American Indian Males	1	0					
White Males	19	0					
Black Females	0	0					
Hispanic Females	8	0					
Asian/Pacific Females	0	0					
American Indian Females	1	0					
White Females	4	0					
Total Males	68	0					
Total Females	13	0					

Disciplinary Actions: Application of Four-Fifths Rule Analysis by Job Category

Officials / Administrators

Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	2	0	2	100.00%	1.00	1.00 > .80	N
Hispanic Males	186	1	185	99.46%	0.99	.99 > .80	N
Asian/Pacific Males	3	0	3	100.00%	1.00	1.00 > .80	N
American Indian Males	0	0	0	0.00%	0.00	0 < .80	Y
White Males	73	2	71	97.26%	0.97	.97 > .80	N
Black Females	1	0	1	100.00%	1.00	1.00 > .80	N
Hispanic Females	148	0	148	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	6	0	6	100.00%	1.00	1.00 > .80	N
White Females	38	1	37	97.37%	0.97	.97 > .80	N
Total Males	264	3	261	98.86%	0.99	0.99 > .80	N
Total Females	193	1	192	99.48%	1.00	1.00 > .80	N

Professionals

Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	1				
Hispanic Males	124	1	123	99.19%	0.99	.99 > .80	N
Asian/Pacific Males	5	0	5				
American Indian Males	3	0	3				
White Males	84	0	84				
Black Females	1	0	1				
Hispanic Females	63	0	63				
Asian/Pacific Females	1	0	1				
American Indian Females	1	0	1				
White Females	48	0	48				
Total Males	217	1	216				
Total Females	114	0	114				

Technicians

Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	4	0	4	100.00%	1.00	1.00 > .80	N
Hispanic Males	200	3	197	98.50%	0.99	.99 > .80	N
Asian/Pacific Males	4	0	4	100.00%	1.00	1.00 > .80	N
American Indian Males	17	0	17	100.00%	1.00	1.00 > .80	N
White Males	41	1	40	97.56%	0.98	.98 > .80	N
Black Females	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	29	0	29	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	1	0	1	100.00%	1.00	1.00 > .80	N
American Indian Females	6	0	6	100.00%	1.00	1.00 > .80	N
White Females	21	0	21	100.00%	1.00	1.00 > .80	N
Total Males	266	4	262	98.50%	0.99	.99 > .80	N
Total Females	57	0	57	100.00%	1.00	1.00 > .80	N

Protective Services

Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0				
Hispanic Males	1	0	1	100.00%	1.00	1.00 > .80	N
Asian/Pacific Males	0	0	0				
American Indian Males	0	0	0				
White Males	1	0	1	100.00%	1.00	1.00 > .80	N
Black Females	0	0	0				
Hispanic Females	4	0	4	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	0	0	0				
American Indian Females	0	0	0				
White Females	0	0	0				
Total Males	2	0	2	100.00%	1.00	1.00 > .80	N
Total Females	4	0	4	100.00%	1.00	1.00 > .80	N

Para-Professionals

Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0				
Hispanic Males	0	0	0				
Asian/Pacific Males	0	0	0				
American Indian Males	0	0	0				
White Males	0	0	0				
Black Females	0	0	0				
Hispanic Females	0	0	0				
Asian/Pacific Females	0	0	0				
American Indian Females	0	0	0				
White Females	0	0	0				
Total Males	0	0	0				
Total Females	0	0	0				

Administrative Support

Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	0	0	0				
Hispanic Males	8	0	8				
Asian/Pacific Males	1	0	1				
American Indian Males	1	0	1				
White Males	0	0	0				
Black Females	2	0	2				
Hispanic Females	29	0	29				
Asian/Pacific Females	0	0	0				
American Indian Females	2	0	2				
White Females	7	0	7				
Total Males	10	0	10				
Total Females	40	0	40				

Skilled Craft

Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	3	0	3	100.00%	1.00	1.00 > .80	N
Hispanic Males	624	18	606	97.12%	0.97	.97 > .80	N
Asian/Pacific Males	2	0	2	100.00%	1.00	1.00 > .80	N
American Indian Males	66	5	61	92.42%	0.92	.92 > .80	N
White Males	218	6	212	97.25%	0.97	.97 > .80	N
Black Females	0	0	0	0.00%	0.00	0 < .80	Y
Hispanic Females	6	0	6	100.00%	1.00	1.00 > .80	N
Asian/Pacific Females	0	0	0	0.00%	0.00	0 < .80	Y
American Indian Females	0	0	0	0.00%	0.00	0 < .80	N
White Females	10	0	10	100.00%	1.00	.86 > .80	N
Total Males	913	29	884	96.82%	0.97	.97 > .80	N
Total Females	16	0	16	100.00%	1.00	1.00 > .80	N

Service Maintenance

Race Category	Total Workforce	Total Actions	Total Retained	Retention Rate	Ratio to Highest Rate	4/5 Rule 80% of Base to Base	Adverse Impact
Black Males	1	0	1				
Hispanic Males	47	1	46	97.87%	0.98	.98 > .80	N
Asian/Pacific Males	0	0	0				
American Indian Males	1	0	1				
White Males	19	0	19				
Black Females	0	0	0				
Hispanic Females	8	0	8				
Asian/Pacific Females	0	0	0				
American Indian Females	1	0	1				
White Females	4	0	4				
Total Males	68	1	67				
Total Females	13	0	13				