



AFFIRMATIVE ACTION PROGRAM PLAN UPDATE

November 2014

New Mexico Department of Transportation
P.O. Box 1149
1120 Cerrillos Road
Santa Fe, NM 87504-1149

Mr. Tom Church, Cabinet Secretary
Mr. Gilbert Archuleta, Human Resource Director

Vision

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

Mission

The mission of the New Mexico Department of Transportation is to provide a safe and efficient transportation system for the traveling public, while promoting economic development and preserving the environment of New Mexico.

Core Values

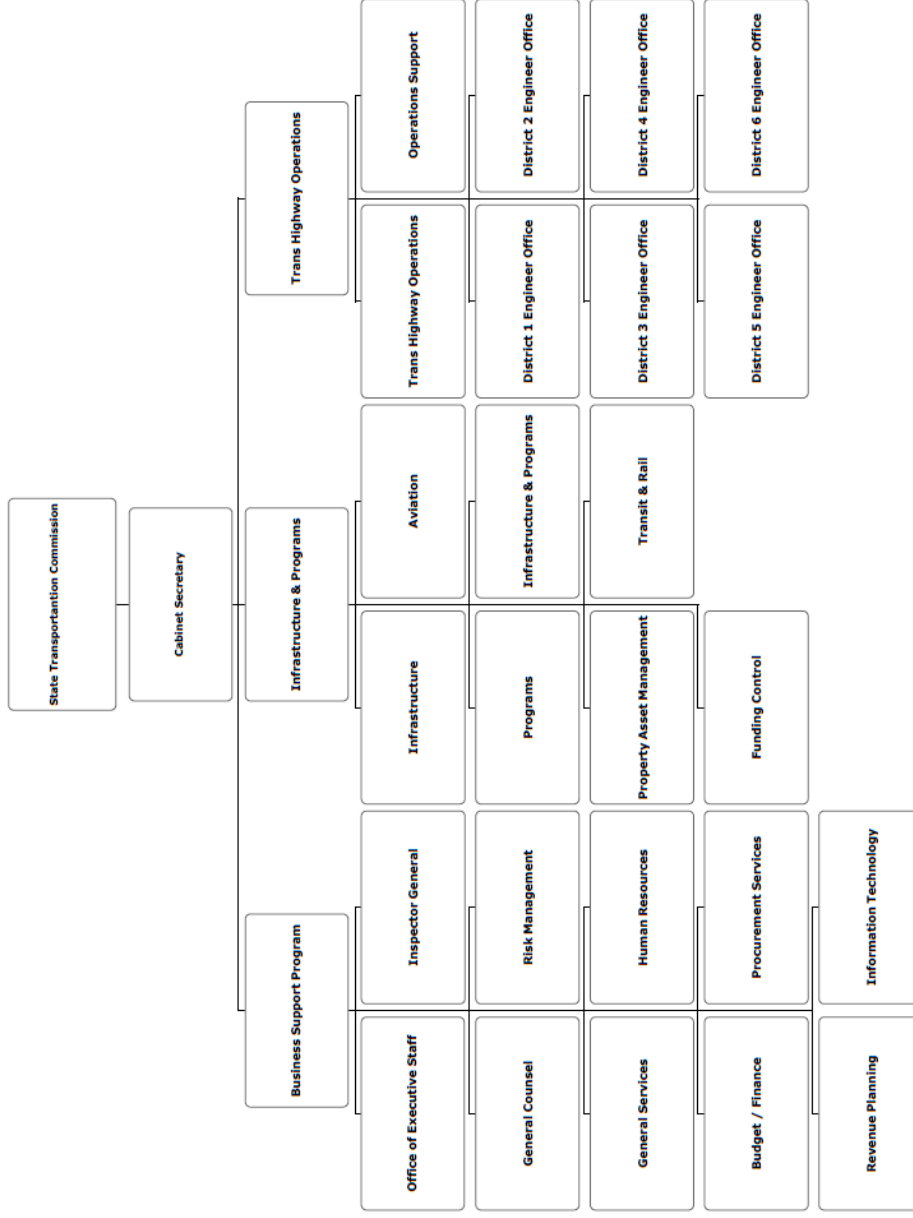
- ü Safety
- ü Accountability
- ü Customer Service
- ü Integrity
- ü Team Work
- ü Communication

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

The NMDOT has established six District Offices across the state in order to decentralize many of its design, construction and maintenance project functions. The six District Offices are responsible for constructing and maintaining 12,159 centerline miles of highway infrastructure statewide. The Districts are responsible for oversight of a contracted construction program using approximately thirty-three construction crews and thirty construction offices. There are one hundred-nine maintenance patrol units that perform various maintenance activities. Each NMDOT District is a semi-autonomous operating entity covering all aspects of the NMDOT operations for that District.



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 by 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 and Affirmative Action

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.

Status Update

As New Mexico is a majority-minority state, NMDOT continues to see the largest workforce disparity among non-minority white males and females. The largest number of vacancies exists in the Highway Maintenance Worker Classification (skilled craft). This classification accounts for approximately 40% of the NMDOT workforce, and the applicant pools for these positions are typically comprised of minority males. Executive Management has directed the Human Resources Office to advertise and fill all vacant positions. This continues to be a top priority working closely with our partner, the State Personnel Office. Some major improvements have already been noted over the past year, as the Agency has dropped from 480 vacancies to 338 vacancies within a twenty month time frame. In addition, the average number of days to advertise and fill a position has dropped from 151 to 76, thus improving our hiring business process in being able to add to our workforce. Many of the vacancies that are being advertised are also filled with internal applicants. This process creates new vacancies within the Department, however, challenges remain in areas of underutilization. We will continue to be proactive in our hiring by advertising some positions nationwide in order to attract a more diverse workforce. Challenges facing the Department continue as more employees choose to retire at a higher rate each year and recruitment is somewhat hindered as the benefits package is not as lucrative as in previous years. In the past, employees could retire with 25 years of service, and now, through legislation, that has been changed to 30. The cost of benefits including insurance coverage for employees continues to grow.

Additionally, the Office of Equal Opportunity Programs has been restructured to align civil rights responsibilities with the Department's commitment to completing projects in a safe, responsible and timely manner. Two staff members have been re-assigned to the Office of Human Resources and a new affirmative action officer assigned to rework efforts in and oversight of the Program.

The NMDOT continues its affirmative action efforts as demonstrated by the following:

- The NMDOT holds annual EEO meetings to educate and remind its employees about the Department's commitment to ensure that no person should be subjected to discrimination or harassment under any program or activity receiving state or federal financial assistance directly or indirectly by the NMDOT.
- The NMDOT's Training and Staff Development Unit conducts new hire orientation and includes information on the Department's Affirmative Action Plan.
- The Affirmative Action Plan is posted on the NMDOT's internal and external website.

- The NMDOT has engaged in limited recruiting/outreach efforts, including job fairs, advertising in local newspapers, nationwide advertisement in professional publications, and the hanging of “now hiring” banners at District patrol locations.
- The NMDOT has continued participation in and support of the Engineer-in-Training Program with college engineering programs; continued work in coordination with FHWA/NHWI to provide various courses in specialized areas; continued hosting the annual NMDOT Engineering Conference held in conjunction with the Engineering Department of New Mexico State University; and continued support of and participation in the National Summer Transportation Institute Program with the Engineering Department of the University of New Mexico.

Conclusion

The NMDOT has met some of its Affirmative Action goals, as shown by the following summary reports. The NMDOT looks forward to training the new staff members responsible for the Affirmative Action Plan and engaging in more direct efforts toward reaching parity.

Appendix Summary

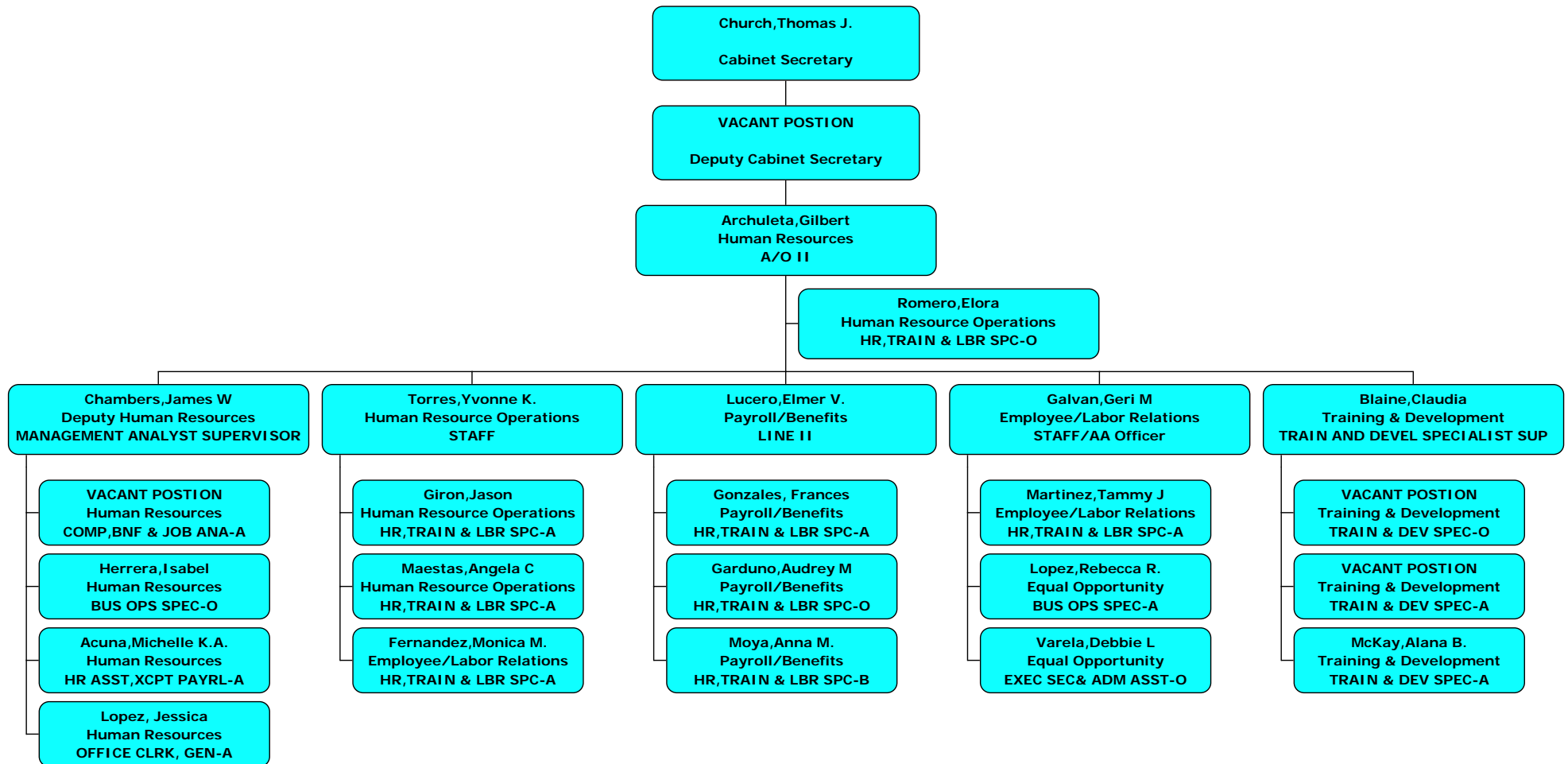
1. Updated HR Org Chart – includes Affirmative Action Officer
2. NMDOT District Map
3. NMDOT Workforce History
4. NMDOT Workforce Analysis
5. Net Changes in Employment Agency Wide – June 2013 to June 2014
6. EEO4 Salary Report
7. Goals to Address Underutilization/Quarterly Utilization Analysis Report
 - By District/Business Unit

1. Updated HR Org Chart

Includes Affirmative Action Officer

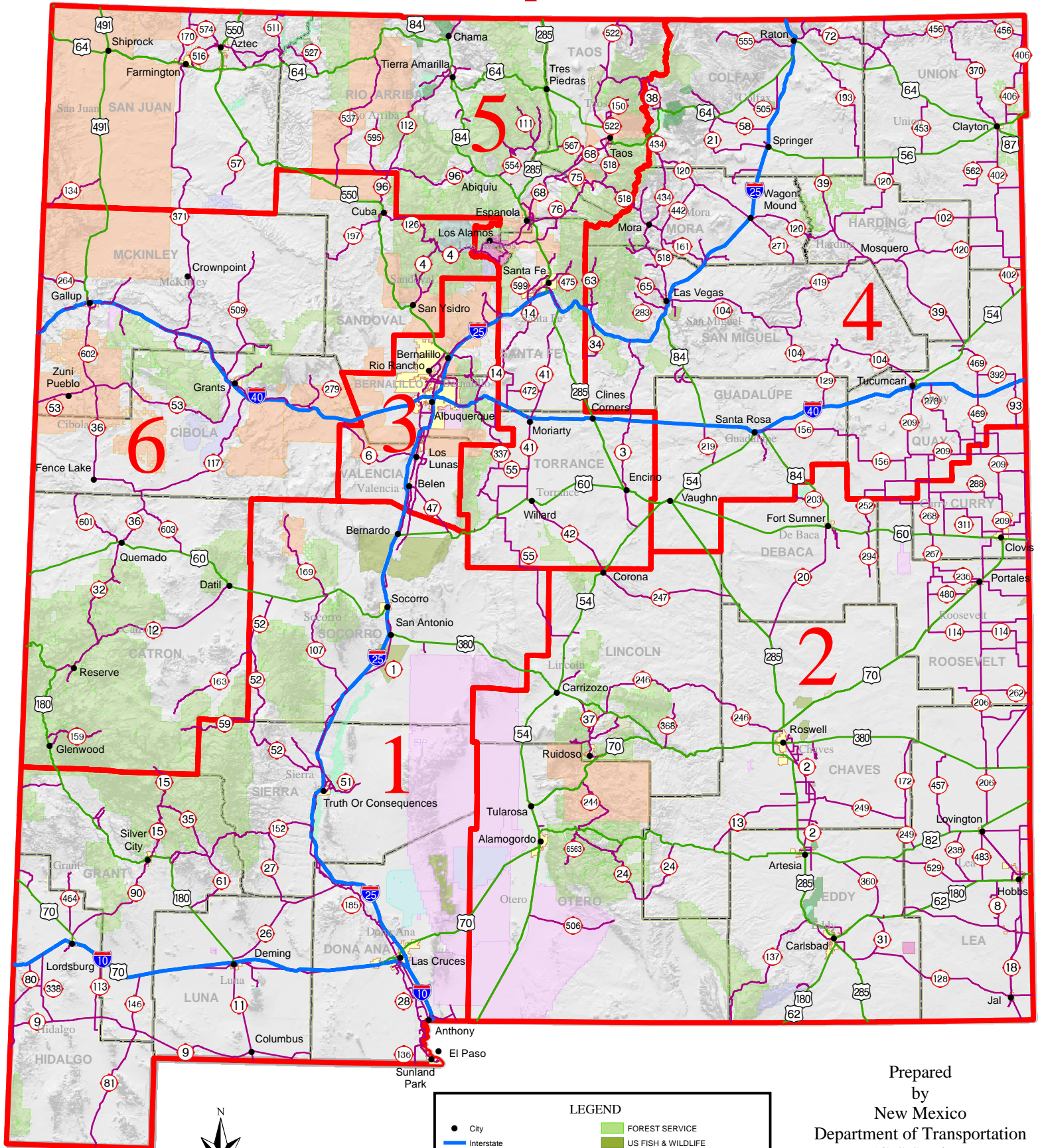


Human Resources



2. NMDOT District Map

NMDOT's Transportation Districts



Prepared by
New Mexico
Department of Transportation
(GIS Section)



NMDOT
2010

3. NMDOT Workforce History

Workforce History
6/30/2014

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

4. 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	1	1	0	1	0	0	0	0	1	0	0	0	0	0
Administrative Operations Manager	1	63	53	10	43	18	0	0	0	35	2	0	0	0	8
Division Director	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Executive Manager	1	9	8	1	6	3	0	0	1	4	0	0	0	1	0
General Manager	1	40	34	6	22	16	1	1	0	16	2	0	0	1	3
General Counsel	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Line Manager	1	22	19	3	15	5	0	0	0	14	2	0	0	0	1
Appraiser & Assessor	1	17	8	9	11	3	0	0	0	5	3	0	0	0	6
Staff Manager	1	76	62	14	54	17	0	0	0	45	5	0	0	0	9
Business Ops Specialist	1	33	8	25	27	2	0	0	0	6	4	0	0	0	21
Budget Analyst	1	4	1	3	2	0	0	0	0	1	2	0	0	0	1
Compliance Officer	1	2	0	2	1	0	0	0	0	0	1	0	0	0	1
Financial Analyst	1	1	1	0	1	0	0	0	0	1	0	0	0	0	0
Financial Coordinator	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Financial Specialists	1	49	9	40	39	2	0	0	0	7	8	0	0	2	30
Occupational Health & Safety Insp	1	19	16	3	16	2	1	0	0	13	1	0	0	0	2
Management Analyst	1	84	31	53	69	8	0	1	0	22	7	0	0	1	45
Purchasing Agent	1	29	16	13	24	3	0	0	0	13	2	0	0	0	11
Title Examiner	1	3	2	1	2	1	0	0	0	1	0	0	0	0	1
Totals	1	456	273	183	333	84	2	2	1	184	39	0	0	5	139
Professionals (2)															
Accountant & Auditor	2	16	5	11	10	2	0	0	0	3	4	0	0	0	7
Cartographer	2	2	1	1	0	1	0	0	0	0	1	0	0	0	0
Chemist	2	1	0	1	0	0	0	0	0	0	1	0	0	0	0
Civil Engineer	2	86	70	16	46	31	0	3	2	34	9	0	0	0	7
Comp, Benefits & Job Analyst	2	1	1	0	1	0	0	0	0	1	0	0	0	0	0
Economist	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Engineering Coordinator Spec - NL	2	61	48	13	48	9	0	1	1	37	4	0	0	0	9
Engineering Coordinator PE	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Environmental Scientist	2	9	4	5	1	4	0	0	0	0	4	0	0	0	1
Geoscientist	2	5	4	1	0	4	0	0	0	0	1	0	0	0	0
Graphic Designers	2	3	2	1	1	1	0	0	0	1	1	0	0	0	0
HR, Training & Labor Specialist	2	30	1	29	24	0	0	0	0	1	6	0	0	2	21
IT Apps Developer	2	27	19	8	23	4	0	0	0	15	0	1	1	0	6
IT Database Manager	2	1	0	1	0	0	0	0	0	0	1	0	0	0	0
IT Generalist	2	4	4	0	4	0	0	1	0	3	0	0	0	0	0
IT Network Specialists	2	16	12	4	12	4	0	0	0	8	0	0	0	0	4
IT Project Manager	2	1	0	1	0	0	0	0	0	0	1	0	0	0	0
IT Systems Manager	2	3	3	0	2	1	0	0	0	2	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	3	2	1	2	1	0	0	0	1	0	0	0	0	1
Surveyor	2	15	15	0	10	5	0	0	1	9	0	0	0	0	0
Training & Development Spec	2	9	6	3	4	2	0	0	0	4	3	0	0	0	0
Urban & Regional Planner	2	15	10	5	6	6	0	0	1	3	3	0	0	0	2
Totals	2	326	220	106	200	84	0	5	5	126	42	1	1	2	60

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	268	215	53	213	38	3	6	11	157	17	0	1	5	30
Electrical Engineering Tech - NL	3	7	7	0	7	0	0	0	0	7	0	0	0	0	0
Engineering Tech - NL	3	9	9	0	8	1	0	0	1	7	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	32	30	2	27	4	0	0	1	25	1	0	0	0	1
Totals	3	317	261	56	255	43	3	6	13	196	19	0	1	5	31
Protective Service Workers (4)															
Detective & Criminal Investigator	4	2	0	2	2	0	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	4	5	1	4	5	0	0	0	0	1	0	0	0	0	4
Para Professionals (5)															
Totals															
Administrative Support (6)															
Desktop Publisher	6	1	1	0	0	1	0	0	0	0	0	0	0	0	0
Dispatcher	6	2	0	2	2	0	0	0	0	0	0	0	0	0	2
Exec Secy & Admin Asst	6	12	0	12	9	0	0	0	0	0	3	1	0	0	8
Fellowship Interns	6	3	1	2	2	0	0	1	0	0	1	0	0	0	1
Human Resource Asst-not Payroll	6	1	0	1	1	0	0	0	0	0	0	0	0	0	1
Info / Records Clerk	6	4	0	4	4	0	0	0	0	0	0	0	0	0	4
Legal Secretary	6	1	0	1	1	0	0	0	0	0	0	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	15	3	12	12	0	0	0	1	2	3	1	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	6	54	10	44	43	1	0	1	1	7	10	2	0	2	30
Skilled Craft Workers (7)															
Auto Service Tech & Mech	7	16	16	0	13	3	0	0	0	13	0	0	0	0	0
Bus/Truck Mech/Diesel Eng Spec	7	63	62	1	43	19	1	0	0	42	1	0	0	0	0
Carpenter	7	2	2	0	1	1	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	0	1	0	0	0	0	0	0	0	0	0
Highway Maintenance Worker	7	809	796	13	610	190	1	2	63	540	9	0	0	0	4
Maintenance & Repair Worker	7	9	9	0	6	3	0	0	1	5	0	0	0	0	0
Totals	7	906	892	14	678	218	2	2	64	606	10	0	0	0	4
Service Maintenance Workers (8)															
Construction Laborer	8	1	1	0	1	0	0	0	1	0	0	0	0	0	0
Inspectors, Testers, Sorters	8	37	31	6	29	6	1	0	0	24	2	0	0	0	4
Janitor & Cleaner	8	1	0	1	1	0	0	0	0	0	0	0	0	0	1
Landscaping & Grounds	8	3	3	0	1	2	0	0	0	1	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	23	18	5	16	6	0	0	1	11	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	2	2	0	1	1	0	0	0	1	0	0	0	0	0
Totals	8	80	68	12	56	21	1	0	2	44	3	0	0	1	8
Grand Total		2144	1725	419	1570	451	8	16	86	1164	123	3	2	15	276

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	1	1	0
1D	Administrative Operations Manager	1	63	53	10
1F	Division Director	1	1	1	0
1G	Executive Manager	1	9	8	1
1H	General Manager	1	40	34	6
1I	General Counsel	1	1	1	0
1K	Line Manager	1	22	19	3
1L	Appraiser & Assessor	1	17	8	9
1L	Staff Manager	1	76	62	14
1N	Business Ops Specialist	1	33	8	25
1O	Budget Analyst	1	4	1	3
1P	Compliance Officer	1	2	0	2
1Q	Financial Analyst	1	1	1	0
1R	Financial Coordinator	1	1	1	0
1S	Financial Specialists	1	49	9	40
1T	Occupational Health & Safety Insp	1	19	16	3
1U	Management Analyst	1	84	31	53
1V	Purchasing Agent	1	29	16	13
1X	Title Examiner	1	3	2	1
1ZZ	Totals	1	456	273	183
20	Professionals (2)				
2A	Accountant & Auditor	2	16	5	11
2B	Cartographer	2	2	1	1
2C	Chemist	2	1	0	1
2D	Civil Engineer	2	86	70	16
2E	Comp, Benefits & Job Analyst	2	1	1	0
2F	Economist	2	1	1	0
2G	Engineering Coordinator Spec - NL	2	61	48	13
2H	Engineering Coordinator PE	2	1	1	0
2I	Environmental Scientist	2	9	4	5
2J	Geoscientist	2	5	4	1
2K	Graphic Designers	2	3	2	1
2L	HR, Training & Labor Specialist	2	30	1	29
2M	IT Apps Developer	2	27	19	8
2N	IT Database Manager	2	1	0	1
2O	IT Generalist	2	4	4	0
2P	IT Network Specialists	2	16	12	4
2Q	IT Project Manager	2	1	0	1
2R	IT Systems Manager	2	3	3	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	3	2	1
2W	Surveyor	2	15	15	0
2X	Training & Development Spec	2	9	6	3
2Y	Urban & Regional Planner	2	15	10	5
2ZZ	Totals	2	326	220	106
30	Technicians (3)				
3A	Civil Engineering Tech - NL	3	268	215	53

EEO4_REPORT

3B	Electrical Engineering Tech - NL	3	7	7	0
3C	Engineering Tech - NL	3	9	9	0
3E	Public Information Officer	3	1	0	1
3F	Survey & Map Tech	3	32	30	2
3ZZ	Totals	3	317	261	56
40	Protective Service Workers (4)				
4A	Detective & Criminal Investigator	4	2	0	2
4B	Security Guard	4	3	1	2
4ZZ	Totals	4	5	1	4
50	Para Professionals (5)				
5ZZ	Totals				
60	Administrative Support (6)				
6A	Desktop Publisher	6	1	1	0
6B	Dispatcher	6	2	0	2
6C	Exec Secy & Admin Asst	6	12	0	12
6D	Fellowship Interns	6	3	1	2
6E	Human Resouce Asst-not Payroll	6	1	0	1
6F	Info / Records Clerk	6	4	0	4
6G	Legal Secretary	6	1	0	1
6H	Office & Admin Support	6	2	0	2
6I	Office Clerk	6	15	3	12
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	54	10	44
70	Skilled Craft Workers (7)				
7A	Auto Service Tech & Mech	7	16	16	0
7B	Bus/Truck Mech/Diesel Eng Spec	7	63	62	1
7C	Carpenter	7	2	2	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	809	796	13
7H	Maintenance & Repair Worker	7	9	9	0
7ZZ	Totals	7	906	892	14
80	Service Maintenance Workers (8)				
8A	Construction Laborer	8	1	1	0
8B	Inspectors, Testers, Sorters	8	37	31	6
8C	Janitor & Cleaner	8	1	0	1
8D	Landscaping & Grounds	8	3	3	0
8E	Plumber, Pipefitter & Steam Fitter	8	1	1	0
8F	Plant & Systems Operators	8	6	6	0
8G	Traffic Tech	8	23	18	5
8H	Transportation Inspector	8	6	6	0
8I	Welder, Cutter, Solderer & Brazer	8	2	2	0
8ZZ	Totals	8	80	68	12
9ZZ	Grand Total		2144	1725	

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	0	0	0	0	0	1	0	0
43	18	0	0	0	35	2	0	0
0	1	0	0	0	0	0	0	0
6	3	0	0	1	4	0	0	0
22	16	1	1	0	16	2	0	0
0	1	0	0	0	0	0	0	0
15	5	0	0	0	14	2	0	0
11	3	0	0	0	5	3	0	0
54	17	0	0	0	45	5	0	0
27	2	0	0	0	6	4	0	0
2	0	0	0	0	1	2	0	0
1	0	0	0	0	0	1	0	0
1	0	0	0	0	1	0	0	0
0	1	0	0	0	0	0	0	0
39	2	0	0	0	7	8	0	0
16	2	1	0	0	13	1	0	0
69	8	0	1	0	22	7	0	0
24	3	0	0	0	13	2	0	0
2	1	0	0	0	1	0	0	0
333	84	2	2	1	184	39	0	0

10	2	0	0	0	3	4	0	0
0	1	0	0	0	0	1	0	0
0	0	0	0	0	0	1	0	0
46	31	0	3	2	34	9	0	0
1	0	0	0	0	1	0	0	0
0	1	0	0	0	0	0	0	0
48	9	0	1	1	37	4	0	0
0	1	0	0	0	0	0	0	0
1	4	0	0	0	0	4	0	0
0	4	0	0	0	0	1	0	0
1	1	0	0	0	1	1	0	0
24	0	0	0	0	1	6	0	0
23	4	0	0	0	15	0	1	1
0	0	0	0	0	0	1	0	0
4	0	0	1	0	3	0	0	0
12	4	0	0	0	8	0	0	0
0	0	0	0	0	0	1	0	0
2	1	0	0	0	2	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
2	1	0	0	0	1	0	0	0
10	5	0	0	1	9	0	0	0
4	2	0	0	0	4	3	0	0
6	6	0	0	1	3	3	0	0
200	84	0	5	5	126	42	1	1

213	38	3	6	11	157	17	0	1
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EEO4_REPORT

7	0	0	0	0	7	0	0	0
8	1	0	0	1	7	0	0	0
0	0	0	0	0	0	1	0	0
27	4	0	0	1	25	1	0	0
255	43	3	6	13	196	19	0	1
2	0	0	0	0	0	0	0	0
3	0	0	0	0	1	0	0	0
5	0	0	0	0	1	0	0	0
0	1	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
9	0	0	0	0	0	3	1	0
2	0	0	1	0	0	1	0	0
1	0	0	0	0	0	0	0	0
4	0	0	0	0	0	0	0	0
1	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0
12	0	0	0	1	2	3	1	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	1	0	1	1	7	10	2	0
13	3	0	0	0	13	0	0	0
43	19	1	0	0	42	1	0	0
1	1	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
0	1	0	0	0	0	0	0	0
610	190	1	2	63	540	9	0	0
6	3	0	0	1	5	0	0	0
678	218	2	2	64	606	10	0	0
1	0	0	0	1	0	0	0	0
29	6	1	0	0	24	2	0	0
1	0	0	0	0	0	0	0	0
1	2	0	0	0	1	0	0	0
1	0	0	0	0	1	0	0	0
4	2	0	0	0	4	0	0	0
16	6	0	0	1	11	1	0	0
2	4	0	0	0	2	0	0	0
1	1	0	0	0	1	0	0	0
56	21	1	0	2	44	3	0	0
1570	451	8	16	86	1164	123	3	2

Female Arr Female Hispanic

0	0
0	0
0	8
0	0
1	0
1	3
0	0
0	1
0	6
0	9
0	21
0	1
0	1
0	0
0	0
2	30
0	2
1	45
0	11
0	1
5	139

0	7
0	0
0	0
0	7
0	0
0	0
0	9
0	0
0	1
0	0
0	0
2	21
0	6
0	0
0	0
0	4
0	0
0	0
0	1
0	1
0	0
0	1
0	0
0	0
0	2
2	60

5	30

EEO4_REPORT

0	0
0	0
0	0
0	1
5	31

0	2
0	2
0	4

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0	0
0	2
0	8
0	1
0	1
0	4
0	1
0	2
2	6
0	0
0	2
0	3
0	0
2	30

0	0
0	0
0	0
0	0
0	0
0	0
0	4
0	0
0	4

0	0
0	4
0	1
0	0
0	0
0	0
1	3
0	0
0	0
1	8
15	276

5. Net Changes in Employment Agency Wide June 2013 to June 2014

NET CHANGES IN EMPLOYMENT AGENCY WIDE

Report Period: 6/30/13 to 6/30/14

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 2013	FY 2014	Net Diff	%	FY 2013	FY 2014	Net Diff	%	FY 2013	FY 2014	Net Diff	%	FY 2013	FY 2014	Net Diff	%	FY 2013	FY 2014	Net Diff	%
Officials/Admin	80	84	4	5.00%	182	184	2	1.10%	2	2	0	0.00%	2	2	0	0.00%	1	1	0	0.00%
Professionals	79	84	5	6.33%	130	126	(4)	-3.08%	0	0	0		6	5	(1)	-16.67%	5	5	0	0.00%
Technicians	49	43	(6)	-12.24%	193	196	3	1.55%	4	3	(1)	-25.00%	6	6	0	0.00%	12	13	1	8.33%
Protected Service	0	0	0	0.00%	2	1	(1)	-50.00%	0	0	0		0	0	0		0	0	0	
Admin Support	2	1	(1)	-50.00%	12	7	(5)	-41.67%	0	0	0		0	1	1	100.00%	1	1	0	0.00%
Skilled Craft Workers	218	218	0	0.00%	599	606	7	1.17%	1	2	1	100.00%	2	2	0	0.00%	60	64	4	6.67%
Service/Maintenance	26	21	(5)	-19.23%	48	44	(4)	-8.33%	1	1	0	0.00%	0	0	0		1	2	1	100.00%
All Employees - Male	454	451	(3)	-0.66%	1166	1164	(2)	-0.17%	8	8	0	0.00%	16	16	0	0.00%	80	86	6	7.50%

EEO-4 Job Category	White Females				Hispanic Females				Black / African American Females				Asian Females				Amer Indian/Alskn Native Females			
	FY 2013	FY 2014	Net Diff	%	FY 2013	FY 2014	Net Diff	%	FY 2013	FY 2014	Net Diff	%	FY 2013	FY 2014	Net Diff	%	FY 2013	FY 2014	Net Diff	%
Officials/Admin	36	39	3	8.33%	142	139	(3)	-2.11%	1	0	(1)	-100.00%	0	0	0		3	5	2	66.67%
Professionals	47	42	(5)	-10.64%	64	60	(4)	-6.25%	0	1	1		3	1	(2)	-66.67%	2	2	0	
Technicians	19	19	0	0.00%	30	31	1	3.33%	0	0	0		1	1	0	0.00%	2	5	3	150.00%
Protected Service (NS)	0	0	0		3	4	1	33.33%	0	0	0		0	0	0		0	0	0	
Admin Support	10	10	0	0.00%	31	30	(1)	-3.23%	2	2	0	0.00%	0	0	0		1	2	1	100.00%
Skilled Craft Workers	10	10	0	0.00%	3	4	1	33.33%	0	0	0		0	0	0		0	0	0	0.00%
Service/Maintenance	4	3	(1)	-25.00%	9	8	(1)	-11.11%	0	0	0		0	0	0		1	1	0	0.00%
All Employees - Female	126	123	(3)	-2.38%	282	276	(6)	-2.13%	3	3	0	0.00%	4	2	(2)	-50.00%	9	15	6	66.67%

FY13 Perm FT Workforce	2148
FY 14 Perm FT Workforce	2144
+ Gain / - Loss	(4)

	FY13	FY14	+ Gain / - Loss
Minorities	1568	1570	2
Non-Minorities	580	574	(6)

	FY13	FY14	+ Gain / - Loss
Females	424	419	(5)

6. EEO4 Salary Report

ENTER NAME OF STATE HERE: New Mexico Department of Transportation

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K)	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK				WHITE	BLACK			
		A	B	C	D	E	F	G	H	I	J	K
OFFICIALS AND ADMINISTRATOR	1. \$0.1-15.9											
	2. 16.0-19.9											
	3. 20.0-24.9	1	0	0	0	0	0	1	0	0	0	0
	4. 25.0-32.9	38	1	0	13	0	0	4	0	19	0	1
	5. 33.0-42.9	96	7	1	28	0	0	12	0	46	0	2
	6. 43.0-54.9	151	23	0	67	1	0	11	0	49	0	0
	7. 55.0-69.9	81	19	0	38	0	0	7	0	17	0	0
	8. 70.0-PLUS	89	34	1	38	1	1	4	0	8	0	2
TOTAL		456	84	2	184	2	1	39	0	139	0	5
PROFESSIONALS	9. \$0.1-15.9											
	10. 16.0-19.9											
	11. 20.0-24.9											
	12. 25.0-32.9	4	0	0	1	0	0	2	0	1	0	0
	13. 33.0-42.9	51	7	0	22	1	1	7	0	12	0	1
	14. 43.0-54.9	144	32	0	58	0	2	17	1	33	0	1
	15. 55.0-69.9	64	17	0	26	1	1	8	0	11	0	0
	16. 70.0-PLUS	63	28	0	19	3	1	8	0	3	1	0
TOTAL		326	84	0	126	5	5	42	1	60	1	2
TECHNICIANS	17. \$0.1-15.9											
	18. 16.0-19.9											
	19. 20.0-24.9											
	20. 25.0-32.9	98	10	1	68	1	4	6	0	6	0	2
	21. 33.0-42.9	183	23	1	107	5	8	12	0	23	1	3
	22. 43.0-54.9	35	10	1	21	0	1	0	0	2	0	0
	23. 55.0-69.9											
	24. 70.0-PLUS	1	0	0	0	0	0	1	0	0	0	0
TOTAL		317	43	3	196	6	13	19	0	31	1	5
PROTECTIVE SERVICE	25. \$0.1-15.9											
	26. 16.0-19.9											
	27. 20.0-24.9	1	0	0	0	0	0	0	0	1	0	0
	28. 25.0-32.9	1	0	0	1	0	0	0	0	0	0	0
	29. 33.0-42.9	3	0	0	0	0	0	0	0	3	0	0
	30. 43.0-54.9											
	31. 55.0-69.9											
	32. 70.0-PLUS											
TOTAL		5	0	0	1	0	0	0	0	4	0	0
PARA-PROFESSIONAL	33. \$0.1-15.9											
	34. 16.0-19.9											
	35. 20.0-24.9											
	36. 25.0-32.9											
	37. 33.0-42.9											
	38. 43.0-54.9											
	39. 55.0-69.9											
	40. 70.0-PLUS											
TOTAL												

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K)	MALE					FEMALE				
			NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK				WHITE	BLACK			
			B	C	D	E	F	G	H	I	J	K
ADMINISTRATIVE SUPPORT	41. \$0.1-15.9											
	42.16.0-19.9	1	0	0	1	0	0	0	0	0	0	0
	43. 20.0-24.9	10	0	0	2	1	0	3	0	4	0	0
	44. 25.0-32.9	28	0	0	3	0	0	3	2	18	0	2
	45. 33.0-42.9	12	1	0	0	0	1	3	0	7	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		53	1	0	7	1	1	10	2	29	0	2
SKILLED CRAFT WORKERS	49. \$0.1-15.9											
	50.16.0-19.9											
	51. 20.0-24.9	35	6	0	23	0	5	1	0	0	0	0
	52. 25.0-32.9	577	141	2	378	1	46	7	0	2	0	0
	53. 33.0-42.9	263	65	0	182	1	12	2	0	1	0	0
	54. 43.0-54.9	30	5	0	23	0	1	0	0	1	0	0
	55. 55.0-69.9	1	1	0	0	0	0	0	0	0	0	0
	56. 70.0-PLUS											
TOTAL		906	218	2	606	2	64	10	0	4	0	0
SERVICE MAINTENANCE WORKERS	57. \$0.1-15.9											
	58.16.0-19.9	1	0	0	0	0	1	0	0	0	0	0
	59. 20.0-24.9	6	3	0	1	0	1	0	0	1	0	0
	60. 25.0-32.9	32	7	0	19	0	0	0	0	6	0	0
	61. 33.0-42.9	36	10	1	20	0	0	3	0	1	0	1
	62. 43.0-54.9	4	1	0	3	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		80	21	1	44	0	2	3	0	8	0	1
65. TOTAL FULL TIME (Lines 1-64)		2143	451	8	1164	16	86	123	3	275	2	15

			MALE					FEMALE				
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K)	NON-HISPANIC		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			ORIGIN					ORIGIN				
			WHITE	BLACK				WHITE	BLACK			
		A	B	C	D	E	F	G	H	I	J	K
2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees)												
66. OFFICIALS/ADMIN												
67. PROFESSIONALS												
68. TECHNICIANS												
69. PROTECTIVE SERVICE												
70. PARA-PROFESSIONAL												
71. ADMIN. SUPPORT												
72. SKILLED CRAFT												
73. SERVICE/MAINTENANCE												
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)		0	0	0	0	0	0	0	0	0	0	0
3. NEW HIRES DURING FISCAL YEAR (Permanent full time only)												
75. OFFICIALS/ADMIN												
76. PROFESSIONALS												
77. TECHNICIANS												
78. PROTECTIVE SERVICE												
79. PARA-PROFESSIONAL												
80. ADMIN. SUPPORT												
81. SKILLED CRAFT												
82. SERVICE/MAINTENANCE												
83. TOTAL NEW HIRES(Lines 75-82)		0	0	0	0	0	0	0	0	0	0	0

7. Goals to Address Underutilization
Quarterly Utilization Analysis Report
By District/Business Unit

GOALS TO ADDRESS UNDERUTILIZATION							
NMDOT - District 1 (Socorro, Deming, Las Cruces & Southwest New Mexico)							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Female	12	4	6	-2	N	
	White Non-Minority Male	6	11	11	0	N	
	White Non-Minority Female	3	6	7	-1	N	
							1 White Non-Minority
2	Professionals						
	White Non-Minority Male	5	2	0	2	Y	
	White Non-Minority Female	1	3	4	-1	N	
							1 White Non-Minority
3	Technicians						
	Female	7	12	13	-1	N	
	White Non-Minority Male	4	6	9	-3	N	
	White Non-Minority Female	3	7	8	-1	N	
	Hispanic Female	3	2	3	-1	N	
	American Indian Female	1	2	1	1	N	
							2 Female
4	Protective Service (Sworn)						
5	Protective Service (Non-Sworn)						
6	Administrative Support						
7	Skilled Craft						
	Female	5	6	5	1	N	
	White Non-Minority Male	53	8	11	-3	N	
	Black Male	1	2	1	1	N	
	Hispanic Female	1	3	3	0	N	
	American Indian Male	2	11	12	1	N	
	American Indian Female	0	2	2	0	N	
							1 White Non-Minority
							1 American Indian
8	Service/Maintenance						
	Female	2	3	2	1	N	
	White Non-Minority Female	0	2	1	1	N	
							1 Female

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	13	7	6	5	1	0	0	2	5	0	0	0	0
2	NMDOT Total Workforce %	*	53.85%	46.15%	38.46%	7.69%	0.00%	0.00%	15.38%	38.46%	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	*	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	P	B	B	B	P	P	B	B	B	B
2	Parity Goal	*	*	1	*	4	1	1	*	*	1	1	1	1
3	TECHNICIANS	44	37	7	4	3	0	0	33	3	0	0	0	1
3	NMDOT Total Workforce %	*	84.09%	15.91%	9.09%	6.82%	0.00%	0.00%	75.00%	6.82%	0.00%	0.00%	0.00%	2.27%
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	*	23.67	20.33	12.76	10.96	0.53	0.48	8.18	6.42	0.22	0.26	1.45	1.72
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
3	Parity Goal	*	*	13	9	8	1	1	*	3	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	*	1	*	1	1	1	1	*	*	1	1	1	1

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

GOALS TO ADDRESS UNDERUTILIZATION							
NMDOT - District 2 (Roswell & Southeast New Mexico)							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Female	13	3	2	1	N	
	White Non-Minority Male	11	3	4	-1	N	
	White Non-Minority Female	6	4	3	1	N	
							1 White Non-Minority
2	Professionals						
3	Technicians						
	Female	16	13	11	2	N	
	White Non-Minority Male	14	4	3	1	N	
	White Non-Minority Female	11	4	3	1	N	
	Hispanic Female	5	4	3	1	N	
	American Indian Female	0	2	2	0	N	
							2 Female
4	Protective Service (Sworn)						
5	Protective Service (Non-Sworn)						
6	Administrative Support						
7	Skilled Craft						
	Female	4	7	7	0	N	
	White Non-Minority Male	58	9	12	-3	N	
	Hispanic Female	0	4	4	0	N	
	American Indian Male	1	15	14	1	N	
	American Indian Female	0	2	2	0	N	
							1 American Indian
							1 Female
8	Service/Maintenance						
	Female	3	3	2	1	N	
	White Non-Minority Female	0	2	2	0	N	
	Hispanic Male	1	3	3	0	N	
							1 Female

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	37	24	13	11	6	0	0	12	7	0	0	1	0
1	NMDOT Total Workforce %	*	64.86%	35.14%	29.73%	16.22%	0.00%	0.00%	32.43%	18.92%	0.00%	0.00%	2.70%	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	*	21.94	15.06	14.58	8.81	0.26	0.19	5.92	5.00	0.26	0.22	0.63	0.70
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	B	B	P	B
1	Parity Goal	*	*	2	4	3	1	1	*	*	1	1	*	1
2	PROFESSIONALS	9	4	5	2	3	0	0	1	2	1	0	0	0
2	NMDOT Total Workforce %	*	44.44%	55.56%	22.22%	33.33%	0.00%	0.00%	11.11%	22.22%	11.11%	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	*	4.10	4.90	2.93	3.22	0.06	0.07	0.81	1.17	0.10	0.07	0.14	0.26
2	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	P	B	B	B
2	Parity Goal	*	1	*	1	1	1	1	*	*	*	1	1	1
3	TECHNICIANS	58	42	16	14	11	2	0	25	5	0	0	1	0
3	NMDOT Total Workforce %	*	72.41%	27.59%	24.14%	18.97%	3.45%	0.00%	43.10%	8.62%	0.00%	0.00%	1.72%	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	*	31.20	26.80	16.82	14.44	0.70	0.64	10.79	8.47	0.29	0.35	1.91	2.26
3	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	B	B	B	B	B
3	Parity Goal	*	*	11	3	3	*	1	*	3	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	5	0	5	0	4	0	0	0	1	0	0	0	0
6	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	80.00%	0.00%	0.00%	0.00%	20.00%	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	*	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)	*	B	P	B	P	B	B	B	B	B	B	B	B
6	Parity Goal	*	1	*	1	*	1	1	1	1	1	1	1	1

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	58	4	1	0	109	0	1	0	1	0
7	NMDOT Total Workforce %	*	97.70%	2.30%	33.33%	2.30%	0.57%	0.00%	62.64%	0.00%	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	12	1	1	1	*	4	*	1	14	2
8	SERVICE/MAINTENANCE	12	9	3	8	0	0	0	1	3	0	0	0	0
8	NMDOT Total Workforce %	*	75.00%	25.00%	66.67%	0.00%	0.00%	0.00%	8.33%	25.00%	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	*	6.85	5.15	2.38	1.79	0.13	0.10	3.65	2.64	0.05	0.07	0.56	0.48
8	Utilization (Parity or Below)	*	P	B	P	B	B	B	B	P	B	B	B	B
8	Parity Goal	*	*	2	*	2	1	1	3	*	1	1	1	1

GOALS TO ADDRESS UNDERUTILIZATION							
NMDOT - District 3 (Albuquerque)							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Female	13	3	1	2	N	
	White Non-Minority Male	9	5	5	0	N	
	White Non-Minority Female	4	4	4	0	N	
							1 White Non-Minority
2	Professionals						
	White Non-Minority Male	1	4	4	0	N	
							1 White Non-Minority
3	Technicians						
	Female	7	15	13	2	N	
	White Non-Minority Male	7	6	5	1	N	
	White Non-Minority Female	0	11	11	0	N	
	American Indian Female	0	2	2	0	N	
							2 Female
4	Protective Service (Sworn)						
5	Protective Service (Non-Sworn)						
6	Administrative Support						
7	Skilled Craft						
	Female	1	4	4	0	N	
	White Non-Minority Male	14	14	17	-3	N	
	Hispanic Female	0	1	2	-1	N	
	American Indian Male	5	2	2	0	N	
							1 White Non-Minority
8	Service/Maintenance						
	Female	3	2	2	0	N	
							1 Female

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	35	22	13	9	4	1	0	12	9	0	0	0	0
1	NMDOT Total Workforce %	*	62.86%	37.14%	25.71%	11.43%	2.86%	0.00%	34.29%	25.71%	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	*	20.76	14.25	13.79	8.33	0.25	0.18	5.60	4.73	0.25	0.21	0.60	0.67
1	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	P	B	B	B	B
1	Parity Goal	*	*	1	5	4	*	1	*	*	1	1	1	1
2	PROFESSIONALS	16	8	8	1	5	0	0	7	3	0	0	0	0
2	NMDOT Total Workforce %	*	50.00%	50.00%	6.25%	31.25%	0.00%	0.00%	43.75%	18.75%	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	*	7.30	8.70	5.20	5.73	0.11	0.13	1.44	2.08	0.18	0.13	0.24	0.46
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	B	B	B	B
2	Parity Goal	*	*	1	4	1	1	1	*	*	1	1	1	1
3	TECHNICIANS	43	36	7	7	0	0	0	24	7	3	0	2	0
3	NMDOT Total Workforce %	*	83.72%	16.28%	16.28%	0.00%	0.00%	0.00%	55.81%	16.28%	6.98%	0.00%	4.65%	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	*	23.13	19.87	12.47	10.71	0.52	0.47	8.00	6.28	0.22	0.26	1.42	1.68
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	P	B
3	Parity Goal	*	*	13	5	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	2	1	1	0	0	0	0	0	1	1	0	0	0
6	NMDOT Total Workforce %	*	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	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)	*	P	B	B	B	B	B	B	P	P	B	B	B
6	Parity Goal	*	*	1	1	1	1	1	1	*	*	1	1	1

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	76	75	1	14	1	0	0	56	0	0	0	5	0
7	NMDOT Total Workforce %	*	98.68%	1.32%	18.42%	1.32%	0.00%	0.00%	73.68%	0.00%	0.00%	0.00%	6.58%	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	*	71.14	4.86	30.63	2.05	0.76	0.08	32.00	1.67	0.23	0.15	6.69	0.84
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	4	17	1	1	1	*	2	1	1	2	1
8	SERVICE/MAINTENANCE	11	8	3	4	1	0	0	4	2	0	0	0	0
8	NMDOT Total Workforce %	*	72.73%	27.27%	36.36%	9.09%	0.00%	0.00%	36.36%	18.18%	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	P	B	B	B	B	B
8	Parity Goal	*	*	2	*	1	1	1	*	1	1	1	1	1

GOALS TO ADDRESS UNDERUTILIZATION							
NMDOT - District 4 (Las Vegas and Northeast New Mexico)							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Female	8	4	7	-3	N	
	White Non-Minority Male	3	8	11	-3	N	
	White Non-Minority Female	2	7	7	0	N	
							1 White Non-Minority
2	Professionals						
	White Non-Minority Male	0	3	2	1	N	
	White Non-Minority Female	0	3	3	0	N	
							1 White Non-Minority
3	Technicians						
	Female	3	15	16	-1	N	
	White Non-Minority Male	5	5	7	-2	N	
	White Non-Minority Female	1	8	9	-1	N	
	Hispanic Female	2	4	4	0	N	
	American Indian Female	0	1	2	-1	N	
							2 Female
4	Protective Service (Sworn)						
5	Protective Service (Non-Sworn)						
6	Administrative Support						
7	Skilled Craft						
	Female	3	8	8	0	N	
	White Non-Minority Male	34	36	36	0	N	
	White Non-Minority Female	1	4	4	0	N	
	Black Male	0	2	2	0	N	
	Hispanic Female	2	2	2	0	N	
	American Indian Male	1	14	14	0	N	
	American Indian Female	0	2	2	0	N	
							2 White Non-Minority
							1 American Indian
8	Service/Maintenance						
	Female	1	3	3	0	N	
	White Non-Minority Male	0	2	2	0	N	
							1 Female

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	28	8	3	2	0	0	25	6	0	0	0	0
1	NMDOT Total Workforce %	*	77.78%	22.22%	8.33%	5.56%	0.00%	0.00%	69.44%	16.67%	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	*	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	B	B	B	B
1	Parity Goal	*	*	7	11	7	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	38	3	5	1	0	0	33	2	0	0	0	0
3	NMDOT Total Workforce %	*	92.68%	7.32%	12.20%	2.44%	0.00%	0.00%	80.49%	4.88%	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	*	*	16	7	9	1	1	*	4	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	0	0	0	0	3	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	*	0.89	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	B	B	B	B	P	B	B	B	B
6	Parity Goal	*	1	*	1	1	1	1	1	*	1	1	1	1

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	171	3	34	1	0	0	136	2	0	0	1	0
7	NMDOT Total Workforce %	*	98.28%	1.72%	19.54%	0.57%	0.00%	0.00%	78.16%	1.15%	0.00%	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	B	B	B	B
7	Parity Goal	*	*	8	36	4	2	1	*	2	1	1	14	2
8	SERVICE/MAINTENANCE	10	9	1	0	0	0	0	9	1	0	0	0	0
8	NMDOT Total Workforce %	*	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	90.00%	10.00%	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	B	B	B	B	P	B	B	B	B	B
8	Parity Goal	*	*	3	2	1	1	1	*	1	1	1	1	1

GOALS TO ADDRESS UNDERUTILIZATION							
NMDOT - District 5 (Santa Fe, Taos, and Northwest New Mexico)							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Female	9	6	2	4	N	
	White Non-Minority Male	3	9	8	1	N	
	White Non-Minority Female	0	6	7	-1	N	
							1 White Non-Minority
2	Professionals						
	Female	5	2	2	0	N	
	White Non-Minority Male	1	4	3	1	N	
	White Non-Minority Female	0	4	4	0	N	
							1 White Non-Minority
3	Technicians						
	Female	8	12	13	-1	N	
	White Non-Minority Male	1	9	12	-3	N	
	White Non-Minority Female	1	10	10	0	N	
	American Indian Female	0	2	2	0	N	
							2 Female
4	Protective Service (Sworn)						
5	Protective Service (Non-Sworn)						
6	Administrative Support						
	Male	0	1	2	-1	N	
	White Non-Minority Female	0	2	2	0	N	
7	Skilled Craft						
	Female	0	10	11	-1	N	
	White Non-Minority Male	14	54	55	-1	N	
	White Non-Minority Female	0	4	5	-1	N	
	Black Male	0	2	2	0	N	
	Hispanic Female	0	4	4	0	N	
	American Indian Male	10	5	5	0	N	
	American Indian Female	0	2	2	0	N	
							2 Female
							2 White Non-Minority
8	Service/Maintenance						
	Female	0	2	2	0	N	

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	28	19	9	3	0	0	0	15	9	1	0	0	0
1	NMDOT Total Workforce %	*	67.86%	32.14%	10.71%	0.00%	0.00%	0.00%	53.57%	32.14%	3.57%	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	*	16.60	11.40	11.03	6.66	0.20	0.14	4.48	3.78	0.20	0.17	0.48	0.53
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	B	B
1	Parity Goal	*	*	2	8	7	1	1	*	*	*	1	1	1
2	PROFESSIONALS	12	7	5	1	0	0	0	6	4	0	0	0	1
2	NMDOT Total Workforce %	*	58.33%	41.67%	8.33%	0.00%	0.00%	0.00%	50.00%	33.33%	0.00%	0.00%	0.00%	8.33%
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	*	5.47	6.53	3.90	4.30	0.08	0.10	1.08	1.56	0.13	0.10	0.18	0.35
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	B	B	B	P
2	Parity Goal	*	*	2	3	4	1	1	*	*	1	1	1	*
3	TECHNICIANS	45	37	8	1	1	0	0	31	6	1	1	4	0
3	NMDOT Total Workforce %	*	82.22%	17.78%	2.22%	2.22%	0.00%	0.00%	68.89%	13.33%	2.22%	2.22%	8.89%	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	*	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	P	P	P	B
3	Parity Goal	*	*	13	12	10	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	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	*

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	171	171	0	14	0	0	0	147	0	0	0	10	0
7	NMDOT Total Workforce %	*	100.00%	0.00%	8.19%	0.00%	0.00%	0.00%	85.96%	0.00%	0.00%	0.00%	5.85%	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	*	160.06	10.94	68.91	4.62	1.71	0.17	71.99	3.76	0.51	0.34	15.05	1.88
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	11	55	5	2	1	*	4	1	1	5	2
8	SERVICE/MAINTENANCE	4	4	0	1	0	1	0	2	0	0	0	0	0
8	NMDOT Total Workforce %	*	100.00%	0.00%	25.00%	0.00%	25.00%	0.00%	50.00%	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	*	2.28	1.72	0.79	0.60	0.04	0.03	1.22	0.88	0.02	0.02	0.19	0.16
8	Utilization (Parity or Below)	*	P	B	P	B	P	B	P	B	B	B	B	B
8	Parity Goal	*	*	2	*	1	*	1	*	1	1	1	1	1

GOALS TO ADDRESS UNDERUTILIZATION							
NMDOT - District 6 (Grants and Surrounding Areas)							
		Current	Below Parity	Below Parity			2015
Job Group	Job Group Description	Number	2013	2014	Difference	Parity	Goal
1	Officials						
	Female	11	2	1	1	N	
	White Non-Minority Male	7	5	4	1	N	
	White Non-Minority Female	3	5	4	1	N	
							1 White Non-Minority
2	Professionals						
3	Technicians						
	Female	6	12	9	3	N	
	White Non-Minority Male	7	2	3	-1	N	
	White Non-Minority Female	1	8	7	1	N	
	Hispanic Female	3	3	2	1	N	
							1 Female
4	Protective Service (Sworn)						
5	Protective Service (Non-Sworn)						
6	Administrative Support						
7	Skilled Craft						
	Female	1	8	7	1	N	
	White Non-Minority Male	39	16	13	3	N	
	White Non-Minority Female	0	3	3	0	N	
	Hispanic Male	44	3	10	-7	N	
	Hispanic Female	1	3	2	1	N	
							1 White Non-Minority
							1 Hispanic
8	Service/Maintenance						
	Female	0	3	3	0	N	
	Hispanic Female	0	2	2	0	N	
							1 Female

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	29	18	11	7	3	0	0	11	6	0	0	0	2
1	NMDOT Total Workforce %	*	62.07%	37.93%	24.14%	10.34%	0.00%	0.00%	37.93%	20.69%	0.00%	0.00%	0.00%	6.90%
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	*	17.20	11.80	11.43	6.90	0.20	0.15	4.64	3.92	0.20	0.17	0.49	0.55
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	B	B	B	P
1	Parity Goal	*	*	1	4	4	1	1	*	*	1	1	1	*
2	PROFESSIONALS	9	5	4	4	2	0	0	1	2	0	0	0	0
2	NMDOT Total Workforce %	*	55.56%	44.44%	44.44%	22.22%	0.00%	0.00%	11.11%	22.22%	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	*	4.10	4.90	2.93	3.22	0.06	0.07	0.81	1.17	0.10	0.07	0.14	0.26
2	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	P	B	B	B	B
2	Parity Goal	*	*	1	*	1	1	1	*	*	1	1	1	1
3	TECHNICIANS	33	27	6	7	1	1	0	13	3	0	0	6	2
3	NMDOT Total Workforce %	*	81.82%	18.18%	21.21%	3.03%	3.03%	0.00%	39.39%	9.09%	0.00%	0.00%	18.18%	6.06%
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	*	17.75	15.25	9.57	8.22	0.40	0.36	6.14	4.82	0.17	0.20	1.09	1.29
3	Utilization (Parity or Below)	*	P	B	B	B	P	B	P	B	B	B	P	P
3	Parity Goal	*	*	9	3	7	*	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	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

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	128	127	1	39	0	0	0	44	1	0	0	44	0
7	NMDOT Total Workforce %	*	99.22%	0.78%	30.47%	0.00%	0.00%	0.00%	34.38%	0.78%	0.00%	0.00%	34.38%	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	*	119.81	8.19	51.58	3.46	1.28	0.13	53.89	2.82	0.38	0.26	11.26	1.41
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	B	B	B	B	P	B
7	Parity Goal	*	*	7	13	3	1	1	10	2	1	1	*	1
8	SERVICE/MAINTENANCE	8	8	0	1	0	0	0	5	0	0	0	2	0
8	NMDOT Total Workforce %	*	100.00%	0.00%	12.50%	0.00%	0.00%	0.00%	62.50%	0.00%	0.00%	0.00%	25.00%	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	*	4.57	3.43	1.58	1.19	0.09	0.06	2.43	1.76	0.03	0.05	0.38	0.32
8	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	P	B
8	Parity Goal	*	*	3	1	1	1	1	*	2	1	1	*	1

GOALS TO ADDRESS UNDERUTILIZATION							
Highway Administration							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Female	15	5	1	4	N	
	White Non-Minority Male	5	7	10	-3	N	
	White Non-Minority Female	1	7	8	-1	N	
							2 White Non-Minority
2	Professionals						
	Female	4	6	9	-3	N	
	White Non-Minority Female	3	5	5	0	N	
	Hispanic Female	1	1	2	-1	N	
							1 Female
3	Technicians						
	Female	0	3	4	-1	N	
	White Non-Minority Male	0	3	2	1	N	
	White Non-Minority Female	0	2	2	0	N	
	Hispanic Female	3	3	2	1	N	
							1 Female
4	Protective Service (Sworn)						
5	Protective Service (Non-Sworn)						
6	Administrative Support						
7	Skilled Craft						
	White Non-Minority Male	3	4	3	1	N	
8	Service/Maintenance						
	Female	3	8	6	2	N	
	Hispanic Female	0	6	5	1	N	
							1 Female

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	5	1	0	0	18	14	0	0	0	0
1	NMDOT Total Workforce %	*	60.53%	39.47%	13.16%	2.63%	0.00%	0.00%	47.37%	36.84%	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	*	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	B	B
1	Parity Goal	*	*	1	10	8	1	1	*	*	1	1	1	1
2	PROFESSIONALS	23	19	4	13	3	0	0	5	1	1	0	0	0
2	NMDOT Total Workforce %	*	82.61%	17.39%	56.52%	13.04%	0.00%	0.00%	21.74%	4.35%	4.35%	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	*	10.49	12.51	7.48	8.23	0.16	0.18	2.07	2.99	0.25	0.18	0.35	0.67
2	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	B	P	B	B	B
2	Parity Goal	*	*	9	*	5	1	1	*	2	*	1	1	1
3	TECHNICIANS	8	8	0	0	0	0	0	8	0	0	0	0	0
3	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%
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	*	*	4	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	*	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	4	0	4	0	0	0	1	0	3	0	0	0	0
6	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	0.00%	0.00%	25.00%	0.00%	75.00%	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	*	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)	*	B	P	B	B	B	P	B	P	B	B	B	B
6	Parity Goal	*	1	*	1	1	1	*	1	*	1	1	1	1

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	3	0	0	0	13	0	0	0	0	0
7	NMDOT Total Workforce %	*	100.00%	0.00%	18.75%	0.00%	0.00%	0.00%	81.25%	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	3	1	1	1	*	1	1	1	1	1
8	SERVICE/MAINTENANCE	22	19	3	5	2	0	0	14	0	0	0	0	1
8	NMDOT Total Workforce %	*	86.36%	13.64%	22.73%	9.09%	0.00%	0.00%	63.64%	0.00%	0.00%	0.00%	0.00%	4.55%
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	*	12.56	9.44	4.36	3.28	0.24	0.18	6.69	4.84	0.09	0.13	1.03	0.88
8	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	B	B	B	B	P
8	Parity Goal	*	*	6	*	1	1	1	*	5	1	1	1	*

GOALS TO ADDRESS UNDERUTILIZATION							
Programs and Infrastructure							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Male	68	9	11	-2	N	
	White Non-Minority Male	26	24	27	-3	N	
	White Non-Minority Female	14	17	18	-1	N	
	American Indian Male	0	2	2	0	N	
							2 White Non-Minority
2	Professionals						
	Female	33	42	45	-3	N	
	White Non-Minority Male	39	8	8	0	N	
	White Non-Minority Female	18	31	34	-3	N	
	Hispanic Female	15	3	4	-1	N	
	American Indian Female	0	4	4	0	N	
							3 Female
3	Technicians						
	Female	8	13	12	1	N	
	White Non-Minority Male	5	7	8	-1	N	
	White Non-Minority Female	1	8	10	-2	N	
	Hispanic Female	5	3	1	2	N	
							2 Female
4	Protective Service (Sworn)						
5	Protective Service (Non-Sworn)						
6	Administrative Support						
	Male	0	1	2	-1	N	
	White Non-Minority Female	0	1	2	-1	N	
7	Skilled Craft						
8	Service/Maintenance						

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	134	68	66	26	14	0	0	41	50	1	0	0	2
1	NMDOT Total Workforce %	*	50.75%	49.25%	19.40%	10.45%	0.00%	0.00%	30.60%	37.31%	0.75%	0.00%	0.00%	1.49%
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	*	79.46	54.54	52.80	31.89	0.94	0.67	21.44	18.09	0.94	0.80	2.28	2.55
1	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	P	B	B	B
1	Parity Goal	*	11	*	27	18	1	1	*	*	*	1	2	1
2	PROFESSIONALS	144	111	33	39	18	0	0	65	15	2	0	5	0
2	NMDOT Total Workforce %	*	77.08%	22.92%	27.08%	12.50%	0.00%	0.00%	45.14%	10.42%	1.39%	0.00%	3.47%	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	*	65.66	78.34	46.80	51.55	1.01	1.15	12.96	18.72	1.58	1.15	2.16	4.18
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	P	B	P	B
2	Parity Goal	*	*	45	8	34	1	1	*	4	*	1	*	4
3	TECHNICIANS	44	36	8	5	1	0	0	29	5	2	0	0	2
3	NMDOT Total Workforce %	*	81.82%	18.18%	11.36%	2.27%	0.00%	0.00%	65.91%	11.36%	4.55%	0.00%	0.00%	4.55%
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	*	23.67	20.33	12.76	10.96	0.53	0.48	8.18	6.42	0.22	0.26	1.45	1.72
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	P	B	B	P
3	Parity Goal	*	*	12	8	10	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	*	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	*

Programs and Infrastructure---P and I QA

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GOALS TO ADDRESS UNDERUTILIZATION							
Business Support							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Male	39	15	5	10	N	
	White Non-Minority Male	14	23	16	7	N	
	White Non-Minority Female	6	13	12	1	N	
							2 White Non-Minority
2	Professionals						
	Female	36	15	15	0	N	
	White Non-Minority Male	19	12	11	1	N	
	White Non-Minority Female	10	25	23	2	N	
	American Indian Female	1	2	2	0	N	
							2 Female
3	Technicians						
4	Protective Service (Sworn)						
	Male	1	2	3	-1	N	
	White Non-Minority Male	0	2	2	0	N	
5	Protective Service (Non-Sworn)						
6	Administrative Support						
	White Non-Minority Male	1	2	2	0	N	
	White Non-Minority Female	3	4	3	1	N	
							1 White Non-Minority
7	Skilled Craft						
8	Service/Maintenance						

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	75	39	36	14	6	0	0	25	29	0	0	0	1
1	NMDOT Total Workforce %	*	52.00%	48.00%	18.67%	8.00%	0.00%	0.00%	33.33%	38.67%	0.00%	0.00%	0.00%	1.33%
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	*	44.48	30.53	29.55	17.85	0.53	0.38	12.00	10.13	0.53	0.45	1.28	1.43
1	Utilization (Parity or Below)	*	B	P	B	B	B	B	P	P	B	B	B	B
1	Parity Goal	*	5	*	16	12	1	1	*	*	1	1	1	1
2	PROFESSIONALS	93	57	36	19	10	0	1	37	23	1	1	0	1
2	NMDOT Total Workforce %	*	61.29%	38.71%	20.43%	10.75%	0.00%	1.08%	39.78%	24.73%	1.08%	1.08%	0.00%	1.08%
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	*	42.41	50.59	30.23	33.29	0.65	0.74	8.37	12.09	1.02	0.74	1.40	2.70
2	Utilization (Parity or Below)	*	P	B	B	B	B	P	P	P	B	P	B	B
2	Parity Goal	*	*	15	11	23	1	*	*	*	1	*	1	2
3	TECHNICIANS	1	0	1	0	1	0	0	0	0	0	0	0	0
3	NMDOT Total Workforce %	*	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	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	*	0.54	0.46	0.29	0.25	0.01	0.01	0.19	0.15	0.01	0.01	0.03	0.04
3	Utilization (Parity or Below)	*	B	P	B	P	B	B	B	B	B	B	B	B
3	Parity Goal	*	1	*	1	*	1	1	1	1	1	1	1	1
4	PROTECTIVE SERVICE - Sworn	5	1	4	0	0	0	0	1	4	0	0	0	0
4	NMDOT Total Workforce %	*	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	20.00%	80.00%	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	*	4.21	0.80	1.93	0.31	0.14	0.03	1.73	0.32	0.04	0.00	0.37	0.13
4	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	B
4	Parity Goal	*	3	*	2	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	*	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	17	5	12	1	3	0	1	4	8	0	0	0	0
6	NMDOT Total Workforce %	*	29.41%	70.59%	5.88%	17.65%	0.00%	5.88%	23.53%	47.06%	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	*	5.03	11.97	2.64	5.70	0.12	0.19	1.90	4.90	0.03	0.10	0.24	0.88
6	Utilization (Parity or Below)	*	B	P	B	B	B	P	P	P	B	B	B	B
6	Parity Goal	*	1	*	2	3	1	*	*	*	1	1	1	1
7	SKILLED CRAFT	7	7	0	3	0	0	0	3	0	0	0	1	0
7	NMDOT Total Workforce %	*	100.00%	0.00%	42.86%	0.00%	0.00%	0.00%	42.86%	0.00%	0.00%	0.00%	14.29%	0.00%

Business Support---Bus Support QA

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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	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	*	6.55	0.45	2.82	0.19	0.07	0.01	2.95	0.15	0.02	0.01	0.62	0.08
7	Utilization (Parity or Below)	*	P	B	P	B	B	B	P	B	B	B	P	B
7	Parity Goal	*	*	1	*	1	1	1	*	1	1	1	*	1
8	SERVICE/MAINTENANCE	3	3	0	0	0	0	0	3	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	*	1.71	1.29	0.59	0.45	0.03	0.02	0.91	0.66	0.01	0.02	0.14	0.12
8	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
8	Parity Goal	*	*	1	1	1	1	1	*	1	1	1	1	1

GOALS TO ADDRESS UNDERUTILIZATION							
New Mexico Department of Transportation							
		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
1	Officials						
	Female	183	1	3	-2	N	
	White Non-Minority Male	84	97	96	1	N	
	White Non-Minority Female	39	71	70	1	N	
	Black Female	0	1	2	-1	N	
	Female Asian/Pacific Islander	0	3	3	0	N	
	American Indian Male	1	7	7	0	N	
	American Indian Female	5	6	4	2	N	
							12 White Non-Minority
2	Professionals						
	Female	106	67	71	-4	N	
	White Non-Minority Male	84	30	22	8	N	
	White Non-Minority Female	42	73	75	-2	N	
	Black Male	0	2	2	0	N	
	Black Female	1	3	2	1	N	
	Asian/Pacific Islander Female	1	0	2	-2	N	
	American Indian Female	2	8	7	1	N	
							6 Female
							4 White Non-Minority
3	Technicians						
	Female	56	94	90	4	N	
	White Non-Minority Male	43	43	49	-6	N	
	White Non-Minority Female	19	60	60	0	N	
	Black Female	0	3	3	0	N	
	Hispanic Female	31	16	15	1	N	
	American Indian Female	5	10	7	2	N	
							15 Female
4	Protective Service (Sworn)						
	Male	1	2	3	-1	N	
	White Non-Minority Male	0	2	2	0	N	

		Current	Below Parity	Below Parity			2015
<u>Job Group</u>	<u>Job Group Description</u>	<u>Number</u>	<u>2013</u>	<u>2014</u>	<u>Difference</u>	<u>Parity</u>	<u>Goal</u>
5	Protective Service (Non-Sworn)						
6	Administrative Support						
	Male	10	2	6	-4	N	
	White Non-Minority Male	1	7	7	0	N	
	White Non-Minority Female	10	10	8	2	N	
							1 White Non-Minority
7	Skilled Craft						
	Female	14	44	44	0	N	
	White Non-Minority Male	218	142	147	-5	N	
	White Non-Minority Female	10	14	14	0	N	
	Black Male	2	8	7	1	N	
	Hispanic Female	4	17	10	7	N	
	Asian/Pacific Islander Female	0	2	2	0	N	
	American Indian Male	64	19	16	3	N	
	American Indian Female	0	10	10	0	N	
							2 Female
							7 White Non-Minority
							3 American Indian
							1 Hispanic
8	Service/Maintenance						
	Female	12	25	22	3	N	
	White Non-Minority Female	3	9	9	0	N	
	Hispanic Female	8	11	10	1	N	
	American Indian Male	2	3	2	1	N	
	American Indian Female	1	3	2	1	N	
							6 Female

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	456	273	183	84	39	2	0	184	139	2	0	1	5
1	NMDOT Total Workforce %	*	59.87%	40.13%	18.42%	8.55%	0.44%	0.00%	40.35%	30.48%	0.44%	0.00%	0.22%	1.10%
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	*	270.41	185.59	179.66	108.53	3.19	2.28	72.96	61.56	3.19	2.74	7.75	8.66
1	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	B	B	B	B
1	Parity Goal	*	*	3	96	70	1	2	*	*	1	3	7	4
2	PROFESSIONALS	326	220	106	84	42	0	1	126	60	5	1	5	2
2	NMDOT Total Workforce %	*	67.48%	32.52%	25.77%	12.88%	0.00%	0.31%	38.65%	18.40%	1.53%	0.31%	1.53%	0.61%
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	*	148.66	177.34	105.95	116.71	2.28	2.61	29.34	42.38	3.59	2.61	4.89	9.45
2	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	P	P	B	P	B
2	Parity Goal	*	*	71	22	75	2	2	*	*	*	2	*	7
3	TECHNICIANS	317	261	56	43	19	3	0	196	31	6	1	13	5
3	NMDOT Total Workforce %	*	82.33%	17.67%	13.56%	5.99%	0.95%	0.00%	61.83%	9.78%	1.89%	0.32%	4.10%	1.58%
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	*	170.55	146.45	91.93	78.93	3.80	3.49	58.96	46.28	1.59	1.90	10.46	12.36
3	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	P	B	P	B
3	Parity Goal	*	*	90	49	60	1	3	*	15	*	1	*	7
4	PROTECTIVE SERVICE - Sworn	5	1	4	0	0	0	0	1	4	0	0	0	0
4	NMDOT Total Workforce %	*	20.00%	80.00%	0.00%	0.00%	0.00%	0.00%	20.00%	80.00%	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	*	4.21	0.80	1.93	0.31	0.14	0.03	1.73	0.32	0.04	0.00	0.37	0.13
4	Utilization (Parity or Below)	*	B	P	B	B	B	B	B	P	B	B	B	B
4	Parity Goal	*	3	*	2	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)	*	B	B	B	B	B	B	B	B	B	B	B	B
5	Parity Goal	*	*	*	*	*	*	*	*	*	*	*	*	*
6	ADMINISTRATIVE SUPPORT	54	10	44	1	10	0	2	7	30	1	0	1	2
6	NMDOT Total Workforce %	*	18.52%	81.48%	1.85%	18.52%	0.00%	3.70%	12.96%	55.56%	1.85%	0.00%	1.85%	3.70%
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	*	15.98	38.02	8.37	18.09	0.38	0.59	6.05	15.55	0.11	0.32	0.76	2.81
6	Utilization (Parity or Below)	*	B	P	B	B	B	P	P	P	P	B	P	B
6	Parity Goal	*	6	*	7	8	1	*	*	*	*	1	*	1

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	906	892	14	218	10	2	0	606	4	2	0	64	0
7	NMDOT Total Workforce %	*	98.45%	1.55%	24.06%	1.10%	0.22%	0.00%	66.89%	0.44%	0.22%	0.00%	7.06%	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	*	848.02	57.98	365.12	24.46	9.06	0.91	381.43	19.93	2.72	1.81	79.73	9.97
7	Utilization (Parity or Below)	*	P	B	B	B	B	B	P	B	B	B	B	B
7	Parity Goal	*	*	44	147	14	7	1	*	16	1	2	16	10
8	SERVICE/MAINTENANCE	80	68	12	21	3	1	0	44	8	0	0	2	1
8	NMDOT Total Workforce %	*	85.00%	15.00%	26.25%	3.75%	1.25%	0.00%	55.00%	10.00%	0.00%	0.00%	2.50%	1.25%
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	*	45.68	34.32	15.84	11.92	0.88	0.64	24.32	17.60	0.32	0.48	3.76	3.20
8	Utilization (Parity or Below)	*	P	B	P	B	P	B	P	B	B	B	B	B
8	Parity Goal	*	*	22	*	9	*	1	*	10	1	1	2	2