

QUANTITATIVE COMPONENT

- Workforce Analysis –Listing of job titles ranked from lowest to highest paid within each department depicting the race/gender composition.
- Job Group Analysis –Lists groups of jobs having similar content, wage rates and opportunities.
- Availability Analysis – Statistical estimate of current availability of minorities and females
- Utilization Analysis – Compares incumbency to availability to determine under-utilization.

AFFIRMATIVE ACTION

SUB-COMMITTEE

- Albert White GRU Senior Manager
 - Lonnie Scott GG Police Supervisor
 - Mike Chappell GRU Engineer
 - Mike Idengren GRU Admin/Exempt
 - Phyllis Leone GRU Admin/Support
 - Mike Randolph GG Line/Other Manager
 - Sharon Dixon CRA Admin/Exempt
 - Tom Wallace GRU Skilled Craft Worker
 - Connie Gesualdi GG Middle Manager
 - Gayla Brown, Equal Opportunity Specialist
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QUALITATIVE COMPONENT

- **Community Outreach**
 - Local recruiting, career fairs, & recruiting resources
 - **Internal Outreach**
 - Education, training, & feedback
 - **Hiring Manager Accountability**
 - Post Hiring Analysis & Diversity Work plan
 - **Internal Audit and Reporting**
 - Applicant tracking, Availability analysis, & Exit Interviews
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AA PLAN JOB GROUPS

(OA) Executive Manager (5)	(PR) Fire Supervisors (26)
(OA) Senior Manager (17)	(PR) Police Supervisors (47)
(OA) Middle Manager (31)	(AS) Administrative support Staff (128)
(OA) Line/Other Manager (70)	(AS) Financial Support Staff (63)
(P) Administrative/Exempt (136)	(AS) General Support Staff (112)
(P) Engineers (46)	(AS) Supervisor (18)
(P) Analysts (69)	(SK) Apprentice (45)
(T) General Technicians (134)	(SK) Skilled Craft Workers (378)
(T) Engineering Technicians (41)	(SK) Supervisor (36)
(T) Supervisors (11)	(SK) Trainee (10)
(PR) Fire-Fighters (102)	(SE) Service Worker (125)
(PR) Law Officers (234)	(SE) Transit Operator (154)
(PR) Support Services (20)	

FY 2006 GOAL ACHIEVEMENT

Job Group	Minority Goal	Female Goal	Both Goal	Goal Met	Goal Met %
Senior Manager	1			0	0%
Admin/ Exempt		2		1	50%
Engineers	4			1	25%
General Technicians	14			7	50%
Engineering Technicians		1		0	0%
Support Services	6			4	66.6%
Fire Supervisors			3	1	33.3%
Police Supervisors			2	0	0%

FY 2006 GOAL ACHIEVEMENT

Job Group	Minority Goal	Female Goal	Both Goal	Goal Met	Goal Met %
Skilled Craft Apprentice	13			2	15.3%
Skilled Craft Workers			31	6	19.3%
Skilled Craft Supervisor	2			0	0%
Service Worker			1	1	100%
Transit Operator		54		25	46.2%
Total Minority	40			14	35%
Total Female		57		26	45.6%
Total Both			37	8	21.6%
Total Met	40	57	37	48	35.8%

FY 2007 GOALS

■ MINORITY

- Law Officers
- Engineers
- Fire Supervisors
- Skilled Craft Workers
- Skilled Craft Supervisor

■ FEMALE

- Executive Managers
 - Supervisors-Technicians
 - Fire Supervisors
 - Police Supervisors
 - Skilled Craft Workers
 - Transit operator
 - Engineering Technicians
 - Administrative/Exempt
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