



# EQUAL EMPLOYMENT OPPORTUNITY PROGRAM PLAN FY 2015





**EXTERNAL AND INTERNAL PROGRAMS FOR STATE FISCAL  
YEAR 2015**

STATE OF KANSAS  
DEPARTMENT OF TRANSPORTATION

Mike King  
SECRETARY OF TRANSPORTATION

July 1, 2014

**This page intentionally left blank**

## Table of Contents

<b>Section 1 – External Civil Rights Update .....</b>	<b>6</b>
Title VI Assurance .....	16
<b>Section 2 – Equal Employment Opportunity and Affirmative Action Plan.....</b>	<b>22</b>
Secretary’s Commitment to EEO .....	24
KDOT EEO Policy Statement .....	25
Legal Authority for the AAP .....	26
KDOT Organizational Structure.....	26
Organization Chart	
District Maps	
Assignment of Responsibility .....	33
KDOT EEO Coordinators .....	35
Agency Outreach Initiatives .....	36
Recruitment and Selection Initiatives .....	39
Retention Initiatives .....	40
<b>Section 3 – Assessment of Workforce Statistics and Methods of Statistical Analysis.....</b>	<b>42</b>
Assessment of Workforce .....	44
Data Limitations	
Methods of Statistical Analysis	
FY 2014 Accomplishments .....	46
<b>Section 4 – Results for 2014 .....</b>	<b>74</b>
AAP Summary	
Changes in Representation	
Parity	
Total Agency	
Transfers, Demotions, and Reallocations	
Training	
EEO Categories	
Makeup of Agency	
Relationship to Parity by EEO Category	
EEO-4 .....	117
EEO Category Data	
Terminations	
All Agency Units .....	149
Follow-up and Summary / Breakdown by Headquarters Work Units	
Field Operations Data District One.....	158
Follow-up and Summary / Breakdown by District One	
Field Operations Data District Two .....	160
Follow-up and Summary / Breakdown by District Two	
Field Operations Data District Three.....	162
Follow-up and Summary / Breakdown by District Three	
Field Operations Data District Four.....	164
Follow-up and Summary / Breakdown by District Four	
Field Operations Data District Five .....	166
Follow-up and Summary / Breakdown by District Five	
Field Operations Data District Six .....	168
Follow-up and Summary / Breakdown by District Six	
<b>Section 5 – Plan for 2015.....</b>	<b>170</b>
Summary of Impact Analysis	
Federal Comments to the AAP .....	184

**Cover photo courtesy of  
City of Lenexa Traffic Engineering Technician  
Deb Madsen**

**This page intentionally left blank**

**SECTION 1**

---

**AFFIRMATIVE ACTION PLAN  
UPDATE**

STATE OF KANSAS  
DEPARTMENT OF TRANSPORTATION

MIKE KING  
SECRETARY OF TRANSPORTATION

JULY 1, 2014

**EXTERNAL CIVIL RIGHTS**

**This page intentionally left blank**

## KANSAS DEPARTMENT OF TRANSPORTATION EXTERNAL CIVIL RIGHTS PROGRAM UPDATE

### Organization and Structure

#### A. Civil Rights Administrator and Staff Support

The Kansas Department of Transportation (KDOT) External Civil Rights programs are centralized in KDOT's Office of Contract Compliance (OCC). The (OCC) Civil Rights Administrator is a full-time position responsible for compliance monitoring for Title VI of the 1964 Civil Rights Act (Title VI) for KDOT, all subrecipients, and all KDOT contractors; compliance monitoring for the Disadvantaged Business Enterprise (DBE) Program; contract compliance by highway contractors; trainees and investigations concerning wage compliance with Davis Bacon and Related Acts.

There have been no changes in OCC staffing in FY 2014. The OCC staff consists of the following positions, which are full-time and 100 percent dedicated to the OCC duties:

Doria Watson, Civil Rights Administrator  
 Debra Hepp, Program Consultant II and Title VI Coordinator  
 Robyn Dudney, Program Consultant I for KDOT Districts 2 and 4  
 Deb Dillner, Program Consultant I for KDOT Districts 3, 5, and 6  
 Charles Dilliehunt Jr., Program Consultant I for KDOT District 1 and Gateway Project  
 Kate Craft, Program Consultant I for KDOT District 1

The Civil Rights Administrator has been in her current position since December 10, 2007. She initially came to KDOT from an Internal Civil Rights Manager position with the Kansas Department of Corrections and was a leading member of the State of Kansas Diversity Network. Since her appointment, she has attended numerous Federal and AASHTO Civil Rights trainings related to carrying out her OCC duties. The OCC reports to KDOT's Chief Counsel and maintains direct access to the Secretary. OCC's current location in the agency structure is shown on the right side of the organizational chart found in this Plan.

OCC staff members attended the following training in FY 2014:

1/6/14 Goal Setting webinar presented by P/Strada. Attendee: Hepp  
 1/14-16/14 Title VI training by FHWA National Title VI Coordinator at KDOT. Attendees: Executive Staff, Title VI Coordinators, and LPAs.  
 1/16/14 Government Contracting 101 webinar presented by SBA RCAC. Attendee: Hepp  
 2/14 & 3/14 FAA DBE/ACDBE Certification training, 18 hour web-based training. Staff who received their certification: Craft, Brede & Harris.  
 2/11/14 DBE Certification Training Discussion webinar by FHWA. Attendee: Hepp  
 2/19/14 DBE Certification Training Discussion webinar by FHWA. Attendees: Hepp & Dillner.  
 2/20/14 Marketing to Agencies & Primes webinar presented by SBA RCAC. Attendee: Hepp  
 3/11/14 FHWA DBE Reporting webinar. Attendee: Hepp  
 4/2/14 Fool Chief's Excavation, KDOT Brown Bag presentation. Attendees: Hepp & Dillner.  
 4/15/14 Authentic Leadership webinar presented by P/Strada. Attendee: Watson  
 4/16/14 DBE Business Development Program webinar presented by FHWA Resource Center Civil Rights Technical Service Team and Headquarters Office of Civil Rights. Attendees: Hepp & Dietcher  
 5/13/14 State of FHWA Civil Rights webinar. Attendees: Watson & Hepp.  
 5/19/14 Exploring Sexual Harassment presented by KDOT EEO Officer. Attendee: Hepp  
 5/28/14 FTA Grow America – Surface Transportation Reauthorization webcast. Attendees: Hepp & Watson.

## B. District and Division Personnel

KDOT District and Division personnel are tasked with also monitoring Title VI and contract compliance in the field. In January 2014, Federal Highway Administration National Title VI Coordinator, Mohamed Dumbuya, visited KDOT and provided three training sessions over a two day period. Title VI coordinators are located in the various Bureaus and in each of the six KDOT Districts to assist locally with monitoring and education concerning Title VI.

C. Project Personnel - Field Construction Engineers and Inspectors conduct Davis Bacon wage rate interviews on their projects to monitor compliance and monitor construction contract compliance.

## Compliance Procedures

### A. Applicable Directives

The current procedures for contract compliance reviews are outlined in the Contractors EEO Compliance Manual published in 2012 and available on the KDOT website at the following address:

<http://www.ksdot.org/bureaus/offChiefCoun/CivilRights/pdf/EEOContractComplianceManual.pdf>

### B. Implementation

1. The Contract Compliance manual, available at the link above, describes the requirements, process, and methods utilized to review compliance.
2. State employees and local public authorities tasked with monitoring contract compliance in the field have received training on those tasks due to a joint effort between KDOT's Office of Contract Compliance and the Bureau of Construction and Maintenance within the last three years. Training was conducted with local public authorities and KDOT staff on February 20, 2013.
3. Contract Compliance requirements are made known to contractors at the pre-bid stage by way of special provisions included in the contract bid documents. These requirements are reaffirmed prior to the start of work with successful contractors, subcontractors, and suppliers during the preconstruction conference.

## Accomplishments, 10/01/2013 – 09/30/2014

### A. Regular Project Compliance Review Program:

The goal for FFY 2014 was to conduct 21 compliance reviews. It is expected that compliance reviews will be conducted on 21 different firms by the end of the fiscal year. The information to date is as follows:

- Six firms have had compliance reviews completed; three have been found to be in-compliance and three have been found in-compliance with a Voluntary Corrective Action Plan; and seven additional firms have contract compliance reviews in process with findings pending; and KDOT OCC expects to review an additional eight contractors by the end of the fiscal year.

B. Contract Compliance Reviews: Conducted on new contractors, contractors that have not been reviewed for three or more years, and contractors needing a review as follow-up to a corrective action plan.

C. Home Office Reviews: Not applicable

D. Major Problems Encountered: No major problems encountered this program year.

E. Major Breakthroughs: No major breakthroughs.

## Area-Wide Plans/Hometown and Imposed

Not applicable.

## Contract Sanctions

The procedures for contract sanctions are outlined in required contract special provision 11-15-96-R4. No sanctions were imposed in FFY 2014.

## Complaints

During FFY 2014, two Title VI complaints were received:

1. Complaint alleging KDOT taking complainant's land without due compensation in Wichita area. Discrimination due to claimant's income level. Outcome: Discrimination complaint closed – it was identified as an environmental issue discovered during the acquisition phase of the project.
2. Complaint alleging a contractor failed to pay money due on non-KDOT project. Discrimination due to claimant's age and sex. Outcome: Complaint resolved when claimant received due compensation.
3. Complaints can be submitted either verbally or in writing by contacting the appropriate person listed at the following link:  
<http://www.ksdot.org/divAdmin/CivilRights/civilrights.asp>. Once received, complaints are investigated by trained OCC staff.

## External Training Programs, Including Supportive Services

KDOT manages a trainee program for construction. KDOT's Bureau of Construction and Materials, and Bureau of Maintenance staff assigns trainees to NHS and non-NHS projects, excluding M and C jurisdiction projects that are \$6 million or more, 150 days or more in length, and are one of the following work types: Bridge Replacement, Grading and Surfacing, Grading Bridge and Surfacing, Pavement Recycle or Bridge.

The current procedures for the Trainee Program are outlined in the KDOT Trainee Handbook, which was revised in 2012 and is available on the KDOT website at:

[http://www.ksdot.org/bureaus/offChiefCoun/CivilRights/pdf/KDOT\\_Trainee\\_Handbook.pdf](http://www.ksdot.org/bureaus/offChiefCoun/CivilRights/pdf/KDOT_Trainee_Handbook.pdf)

During FFY 2014, four trainees completed the training and graduated from the trainee program. Currently, there are 32 active trainees on highway construction projects across the state of Kansas. The Trainee Program report for 10/1/2013 through 06/18/2014 is at the end of the External Civil Rights section of this document. In the projects appearing in the October 1, 2013 through May 2014 lettings, 11,780 trainee hours were assigned.

The On-the-Job Training Supportive Services Program for the Wichita/Central Kansas region is served by KANSEL (Kansas School for Effective Learning). This program is currently funded with ARRA funds from FHWA, as well as KDOT funds.

## Disadvantaged Business Enterprise Program

A. Disadvantaged Business Enterprise Program Procedures

The current procedures for the Disadvantaged Business Enterprise program (DBE) are outlined in the KDOT Disadvantaged Business Enterprise manual, which is available on the KDOT website at:

<http://www.ksdot.org/divadmin/civilrights/pdf/DBEPROGRAMMANUAL.pdf>

**B. DBE Payment Reviews**

Payment reviews are generally undertaken when there is a concern either expressed by DBEs, field staff or others concerning the appropriateness of payments from contractors to DBE firms for committed goal work. One payment review was completed in FFY 2014.

DBE Construction Contracts Let in FFY 2014 (10/1/13 to 5/21/14)

\$130,571,180.57	Total construction awards	100.00%
\$8,676,700	Total assigned DBE goal	6.65%
\$7,491,347.44	Total committed to Minority Men	5.74%
\$15,198,436.86	Total committed to White Women	11.64%
\$3,057,651.12	Total committed to Minority Women	2.34%
\$25,747,435.42	Total committed to DBEs	19.72%

**C. DBE Supportive Services Program**

The DBE Supportive Services program is delivered for KDOT to DBE firms by P/Strada in Kansas City. This DBE/WBE/MBE certified company provides one-on-one and small-group training and assistance for DBE firms requesting assistance to set up accounting software, to document financial status to increase bonding capacity, etc. Workshops are provided to train DBE firms on various business strategies to increase profitability and strengthen the firm’s standing. This program is currently funded through a competitive grant application for discretionary funds from FHWA.

**Liaison**

KDOT’s OCC has a DBE Advisory Committee consisting of Kansas-certified DBEs as well as other prime and subcontractors approved by KDOT to bid on projects. The DBE Advisory Committee meets as needed, at KDOT Headquarters to discuss relevant issues. Due to unpredictable construction schedules and other scheduling conflicts, the Committee decided to communicate via e-mail during the construction season to allow for convenience and flexibility; a meeting was held January 30, 2013, at KDOT headquarters.

**Innovative Programs**

**A. Summer Training Institute**

KDOT and the OCC received On-the-Job Training/Supportive Services (OJT/SS) funding from FHWA for a Summer Training Institute (STI). The host site selected for this project was Donnelly College, Kansas City, Kansas. The mission of STI is to foster educational initiatives designed to prepare students (particularly minorities and women) to become an important part of the transportation workforce of the 21<sup>st</sup> century by focusing on science, technology, engineering, and mathematics through curriculum development and other enrichment activities.

**B. Construction Career Expo**

KDOT hosted the Construction Career Expo (CCE) on October 1, 2013, at the Kansas Expo Center in the Exhibition Hall. The event is geared toward minority and female students. Over 1,300 middle and high school students participated. The goal of the Construction Career Expo is to expose and inspire the students to consider transportation as a potential career. The students were able to experience interactive hands-on activities. The next CCE is scheduled for September 30, 2014.

**C. Interpreting Services**

KDOT contracted PROPIO (language line) to provide interpreting services. PROPIO’s services will improve real-time access to agency programs and services for individuals with limited English proficiency.

**Summary of FFY 2014 Accomplishments**

**A. Compliance Reviews**

Twenty-one contractors have been identified by KDOT for completed reviews during FFY 2014.

**B. Royal Valley Construction Career Day**

Staff from KDOT’s OCC organized a Construction Career Day on November 20, 2013, for approximately 82 students in the 4<sup>th</sup> grade. Hands-on, construction-related activities and heavy highway construction equipment displays were provided. Royal Valley has a large percentage of Native American students.

**C. East Topeka Construction Career Day**

Staff from KDOT’s OCC organized this event, which was held May 13, 2014, for approximately 50 minority youths. All activities focused on highway construction. Local contractors and organizations were also involved.

**D. Construction Career Expo**

Staff from KDOT’s OCC organized a Construction Career Expo event on October 1, 2013 for over 1300 middle and high school students from the Topeka USD 501 Schools and Shawnee Heights High School. The students had the opportunity for hands-on construction equipment displays. The Topeka USD 501 Schools have a large percentage of minority students.

**E. Training Program**

KDOT currently has a total of 25 trainees enrolled in the program and has assigned 12,800 trainee hours through June 2014.

**KDOT Goals for FFY 2015**

- Complete 21 compliance reviews.
- Assign 15,000 trainee hours.
- Conduct a Construction Career Expo at the Kansas Expo Center targeting 2,100 students.

- Organize and host a Midwest Regional Civil Rights Training Symposium in fall 2015.
- Conduct Summer Transportation Institute through Donnelly College summer 2014 targeting upper-level high school female and minority students.
- Secure a Topeka site for hosting Summer Transportation Institute in summer 2015.

### KDOT TRAINEE SUMMARY

DATA ON TRAINEES FOR 10/01/2013 THROUGH 6/18/2014

Trainees in program on 10/1/2013				New trainees Enrolled				Trainees dropped out				Trainees completed program				Trainees remaining in program on 6/18/2014			
Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority		Non-Minority		Minority	
M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
	4	7	3		5	22				0			0	3	1		6	24	2
14				27				0				4				32			

Inactive Trainees			
Non-Minority		Minority	
M	F	M	F
	3	2	
5			

**This page intentionally left blank**

## Standard U.S. Department of Transportation Title VI Assurances

The State of Kansas (hereinafter referred to as the “Recipient”) HEREBY AGREES THAT as a condition to receiving any Federal financial assistance from the Department of Transportation and Federal programs including the Federal Highway Administration, Federal Transit Administration and Federal Aviation Administration, it will comply with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d-42 U.S.C. 2000d-4 (hereinafter referred to as the Act), and all requirements imposed by or pursuant to Title 49, Code of Federal Regulations (CFR), Department of Transportation Sub Title A, Office of the Secretary, Part 21, nondiscrimination in Federally-Assisted Programs of the Department of Transportation-Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures (hereinafter referred to as the Regulations) and other pertinent nondiscrimination authorities and directives, to the end that in accordance with the Act, Regulations, and other pertinent nondiscrimination authorities and directives, no person in the United States shall, on the grounds of race color, or national origin, sex (23 USC 324), age (42 USC 6101) disability/handicap (29 USC 790) and low income status (Executive Order 12898) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the Recipient receives Federal financial assistance from the Department of Transportation, including the Federal Highway Administration, Federal Transit Administration and Federal Aviation Administration, and HEREBY GIVES ASSURANCE THAT it will promptly take any measures necessary to effectuate this agreement. This assurance is required by Title 49 Code of Federal Regulations, subsection 21.7(a)(1) and Title 23 Code of Federal Regulations, section 200.9(a)(1) of the Regulations, copies of which are attached.

More specifically and without limiting the above general assurance, the Recipient hereby gives the following specific assurances with respect to its Federal-Aid Highway, Transit and Aviation Programs:

1. That the Recipient agrees that each “program” and each “facility” as defined in 49 CFR subsections 21.23(e) and 21.23(b) and 23 CFR 200.5(k) and (g) of the Regulations, will be (with regard to a “program”) conducted, or will be (with regard to a “facility”) operated in compliance with all requirements imposed by, or pursuant to, the Regulations.
2. That the Recipient shall insert the following notification in all solicitations for bids for work or material subject to the Regulations and made in connection with the Federal-Aid Highway, Transit and Aviation and, in *Programs* adapted form in all proposals for negotiated agreements:

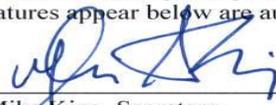
The State of Kansas in accordance with Title VI of the Civil Rights Act of 1964, 78 Stat. 252, 42 U.S.C. 2000d to 2000d-4 and Title 49, Code of Federal Regulations, Department of Transportation, Sub Title A, Office of the Secretary, Part 21, Nondiscrimination in Federally assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes, issued pursuant to such Act, hereby notifies all bidden that it will affirmatively insure that in any contact entered into pursuant to this advertisement, disadvantaged business enterprises will be afforded full opportunity to submit bids in response to this invitation and will not be discriminated against on the grounds of race, color, or national origin, sex, age, disability/handicap and low income status in consideration for an award.

3. That the Recipient shall insert the clauses of Appendix A of this assurance in every contract subject to the Act and the Regulations.
4. That the Recipient shall insert the clauses of Appendix B of this assurance, as a covenant running with the land, in any deed from the United States effecting a transfer of real property, structures, or improvements thereon, or interest therein.
5. That where the Recipient receives Federal financial assistance to construct a facility, or part of a facility, the assurance shall extend to the entire facility and facilities operated in connection therewith.

6. That where the Recipient receives Federal financial assistance in the form, or for the acquisition of real property or an interest in real property, the assurance shall extend to right to space on, over or under such property.
  
7. That the Recipient shall include the appropriate clauses set forth in Appendix C of this assurance, as a covenant running with the land, in any future deeds, leases, permits, licenses, and similar agreements entered into by the Recipient with other parties: (a) for the subsequent transfer of real property acquired or improved under Federal-Aid Highway, Transit or Aviation Programs; and (b) for the construction or use of or access to space on over or under real property acquired, or improved under Federal-Aid Highway, Transit or Aviation Programs.
  
8. That this assurance obligates the Recipient for the period during which Federal financial assistance is extended to the program, except where the Federal financial assistance is to provide, or is in the form of, personal property, or real property or interest therein or structures or improvements thereon, in which case the assurance obligates the Recipient or any transferee for the longer of the following periods: (a) the period during which the property is used for a purpose for which the Federal financial assistance is extended, or for another purpose involving the provision of similar services or benefits; or (b) the period during which the Recipient retains ownership or possession of the property.
  
9. The Recipient shall provide for such methods of administration for the program as are found by the Secretary of Transportation or the official to whom he delegates specific authority to give reasonable guarantee that it, other recipients, sub-grantees, contractors, subcontractors, transferees, successors in interest, and other participants of Federal financial assistance under such program will comply with all requirements imposed or pursuant to the Act, the Regulations and this assurance.
  
10. The Recipient agrees that the United States has a right to seek judicial enforcement with regard to any matter arising under the Act, the Regulations, and this assurance.

THIS ASSURANCE is given in consideration of and for the purpose of obtaining any and all Federal grants, loans, contracts, property, discounts or other Federal financial assistance extended after the date hereof to the Recipient Department of Transportation under the Federal-Aid Highway, Transit and Aviation Programs and is binding on it, other recipients, sub-grantees, contractors, subcontractors, transferees, successors in interest and other participants in the Federal-Aid Highway, Transit and Aviation Programs. The person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Recipient.

Dated 6/16/14

  
\_\_\_\_\_  
Mike King, Secretary  
Kansas Department of Transportation

Attachments: Appendices A, B, C

**APPENDIX A**

During the performance of this contract, the contractor, for itself, its assignees and successors in interest (hereinafter referred to as the “contractor”) agrees as follows:

- (1) Compliance with Regulations:** The contractor shall comply with the Regulations relative to the nondiscrimination in Federally-assisted programs of the Department of Transportation (hereinafter, “DOT”) Title 49, Code of Federal Regulations, Part 21, and the Federal Highway Administration (hereinafter “FHWA”) Title 23, Code of Federal Regulations, Part 200 as they may be amended from time to time, (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this contract.
- (2) Nondiscrimination:** The Contractor, with regard to the work performed by it during the contract, shall not discriminate on the grounds of race, color, or national origin, sex, age, disability/handicap and low-income status in the selection and retention of subcontractors, including procurements of materials and leases of equipment. The contractor shall not participate either directly or indirectly in the discrimination prohibited by 49 CFR, section 21.5 of the Regulations, including employment practices when the contract covers a program set forth in Appendix B of the Regulations.
- (3) Solicitations for Subcontractors, Including Procurements of Materials and Equipment:** In all solicitations either by competitive bidding or negotiation made by the contractor for work to be performed under a subcontract, including procurements of materials or leases of equipment, reach potential subcontractor or supplier shall be notified by the contractor of the contractor’s obligations under this contract and the Regulations relative to nondiscrimination on the grounds of race, color, or national origin, sex, age, disability/handicap and low income status.
- (4) Information and Reports:** The contractor shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources or information, and its facilities as may be determined by the (*Recipient*) or the FHWA, FTA or FAA to be pertinent to ascertain compliance with such Regulations, orders and instructions. Where any information required of a contractor is in the exclusive possession of another who fails or refuses to furnish this information the contractor shall so certify to the (*Recipient*), or the FHWA, FTA or FAA as appropriate, and shall set forth what efforts it has made to obtain the information.
- (5) Sanctions for Noncompliance:** In the event of the contractor’s noncompliance with the nondiscrimination provisions of this contract, the (*Recipient*) shall impose such contract sanctions as it or the FHWA, FTA or FAA may determine to be appropriate, including, but not limited to:
  - (a) Withholding of payments to the contractor under the contract until the contractor complies, and/or
  - (b) Cancellation, termination or suspension of the contractor, in whole or in part.
- (6) Incorporation of Provisions:** The contractor shall include the provisions of paragraphs (1) through (6) in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto.

The contractor shall take such action with respect to any subcontractor procurement as the (*Recipient*) or the FHWA, FTA or FAA may direct as a means of enforcing such provisions including sanctions for noncompliance: Provided, however, that, in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the contractor may request the (*Recipient*) to enter into such litigation to protect the interests of the (*Recipient*), and, in addition, the contractor may request the United States to enter into such litigation to protect the interests of the United States.

**APPENDIX B**

A. The following clauses shall be included in any and all deeds effecting or recording the transfer of real property, structures or improvements thereon, or interest therein from the United States.

**(GRANTING CLAUSE)**

NOW, THEREFORE, the Department of Transportation, as authorized by law, and upon the condition that the (Recipient) will accept Title to the lands and maintain the project constructed thereon, in accordance with K.S.A.68-401 et Seq. the Regulations for the Administration of the Department of Transportation, and also in accordance with and in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Sub Title A, Office of the Secretary, Part 21, Nondiscrimination in federally assisted programs of the Department of Transportation and Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statues (hereinafter referred to as the Regulations) pertaining to and effectuating the provision of Title VI of the Civil Rights act of 1964 (78 Stat. 252; 42 U.S.C. .2000d to 2000d-4), does hereby remise, release, quitclaim and convey unto the Kansas Department of Transportation all the right, Title and interest of the Department of Transportation in and to said lands described in Exhibit “A” attached hereto and made a part hereof.

**(HABENDUM CLAUSE)**

TO HAVE AND TO HOLD said lands and interests therein unto Kansas Department of Transportation and its successors forever, subject, however, to the covenants, conditions, restrictions and reservations herein contained as follows, which will remain in effect for the period during which the real property or structures are used for a purpose for which Federal financial assistance is extended or for another purpose involving the provisions of similar services or benefits and shall be binding on the Kansas Department of Transportation, its successors and assigns.

The Kansas Department of Transportation, in consideration or the conveyance of said lands and interests in lands, does hereby covenant and agree as a covenant running with the land for itself, its successors and assigns, that (1) no person shall on the grounds of race, color, or national origin, sex, age, disability/handicap and low income status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination with regard to any facility located wholly or in part on over or under such lands hereby conveyed [,] (and)\*(2) that the Kansas Department of Transportation shall use the lands and interests in lands and interests in lands so conveyed, in compliance with all requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Sub Title A, Office of Secretary, Part 21, Nondiscrimination in federally assisted programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended [,] and (3) that in the event of breach of any of the above-mentioned nondiscrimination conditions, the Department shall have a right to reenter said lands and facilities on said land, and the above described land and facilities shall thereon revert to and vest in and become the absolute property of the Department of Transportation and its assigns as such interest existed prior to this instruction.\*

---

\*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

**APPENDIX C**

The following clauses shall be included in all deeds, licenses, leases, permits, or similar instruments entered into by the Kansas Department of Transportation pursuant to the provisions of Assurance 7(a).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his heirs, personal representatives, successors in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree [in the case of deeds and leases add “as a covenant running with the land”] that in the event facilities are constructed, maintained, or otherwise operated on the said property described in this (deed, license, lease, permit, etc.) for a purpose for which a Department of Transportation program or activity is extended or for another purpose involving the provision of similar services or benefits, the (grantee, licensee, lessee, permittee, etc.) shall maintain and operate such facilities and services in compliance with all other requirements imposed pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Sub Title A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, Part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]\*

That in the event of breach of any of the above nondiscrimination covenants, Kansas Department of Transportation shall have the right to terminate the [license, lease, permit, etc.] and to re-enter and repossess said land and the facilities thereon, and hold the same as if said [licenses, lease, permit, etc.] had never been made or issued.

[Include in deed.]\*

That in the event of breach of any of the above nondiscrimination covenants, Kansas Department of Transportation shall have the right to reenter said lands and facilities thereon, and the above described lands and facilities shall thereupon revert to and vest in and become the absolute property of Kansas Department of Transportation and its assigns.

The following shall be included in all deeds, licenses, leases, permits, or similar agreements entered into by Kansas Department of Transportation pursuant to the provisions of Assurance 7(b).

The (grantee, licensee, lessee, permittee, etc., as appropriate) for himself, his personal representatives, successors, in interest, and assigns, as a part of the consideration hereof, does hereby covenant and agree (in the case of deeds, and leases add “as a covenant running with the land”) that (1) no person on the ground of race, color or national origin, sex, age, disability/handicap and low income status shall be excluded from participation in, denied the benefits of, or be otherwise subjected to discrimination in the use of said facilities, (2) that in the construction of any improvements on, over or under such land and the furnishing of services thereon, no person on the ground of race, color, or national origin, sex, age, disability/handicap and low income status, shall be excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination, (3) that the (grantee, licensee, lessee, permittee, etc.) shall use the premises in compliance with all other requirements imposed by or pursuant to Title 49, Code of Federal Regulations, Department of Transportation, Sub Title A, Office of the Secretary, Part 21, Nondiscrimination in Federally-assisted programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act of 1964, Title 23 Code of Federal Regulations, part 200, Title VI Program and Related Statutes – Implementation and Review Procedures, and as said Regulations may be amended.

[Include in licenses, leases, permits, etc.]\*

\*Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

That in the event of breach of any of the above nondiscrimination covenants, Kansas Department of Transportation shall have the right to terminate the [license, lease, permit, etc.] and to reenter and repossess said land and the facilities thereon, and hold the same as if said [license, lease, permit, etc.] had never been made or issued.

[Include in deeds]\*

That in the event of breach of any of the above nondiscrimination covenants, Kansas Department of Transportation shall have the right to reenter said land and facilities there-on, and the above described lands and facilities shall there upon revert to and vest in and become the absolute property of Kansas Department of Transportation and its assigns.

---

\* Reverter clause and related language to be used only when it is determined that such a clause is necessary in order to effectuate the purposes of Title VI of the Civil Rights Act of 1964.

**SECTION 2**

---

**EQUAL EMPLOYMENT  
OPPORTUNITY/AFFIRMATIVE  
ACTION PLAN UPDATE**

STATE OF KANSAS  
DEPARTMENT OF TRANSPORTATION

MIKE KING  
SECRETARY OF TRANSPORTATION

JULY 1, 2014

This page intentionally left blank

## Secretary's Commitment to EEO

July 1, 2014

The Kansas Department of Transportation (KDOT) will make every effort to seek out and eliminate discrimination in the Agency's internal and external transportation programs. Our internal vision is to develop and maintain a productive, quality, and diverse workforce. This plan is to promote continuous improvement toward the goal of Equal Employment Opportunity (EEO).

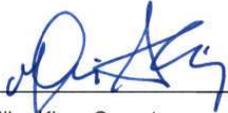
EEO requires equal treatment with regard to all terms and conditions of employment.

Affirmative Action (AA) includes outreach, hiring, promotion, retention, and training initiatives and actions. AA also includes performing an analysis to determine whether the efforts to correct imbalance have been effective.

Race and gender conscious actions are permissible and may be warranted when they represent a narrowly tailored remedy to known discrimination. Prior to undertaking race or gender conscious actions, accurate data should indicate that race/gender neutral methods have been unable to redress disparity. Even when representation of protected group individuals within KDOT is generally consistent with availability in Kansas, there are opportunities for continuous improvement in specific locations and job families, and in the range of methods utilized to achieve organizational parity.

The EEO/AAP planning process involves Executive Managers, District Engineers, Senior Managers, the Bureau of Personnel Services, and the Contract Compliance program managers, in the establishment of EEO/AAP goals and/or strategies for their units, as well as providing overall guidance and support for the direction of Civil Rights' programs within KDOT. All managers have a responsibility to make decisions on the basis of merit and strategic Agency goals and undertake AA with regard to recruitment and selection of qualified individuals.

Supervisors are directed to be proactive in seeking out, and remedying behaviors that might reasonably be considered harassing or discriminatory. This includes an examination of individual practices and decisions to eliminate those processes that may disparately impact one or more protected groups. Employees are encouraged to report allegations of discrimination or sexual harassment, without fear of reprisal, so the Agency can maintain a productive environment free of discrimination.

  
\_\_\_\_\_  
Mike King, Secretary  
Kansas Department of Transportation

Dated 6/16/14

**KDOT EEO Policy Statement**

July 1, 2014

It is Agency policy that all personnel actions related to the Kansas classified service within Kansas Department of Transportation (KDOT) are based on merit and fitness to perform the work required and that all individuals have equal opportunity for employment, and freedom from discrimination and harassment. In addition, it is my policy that KDOT treat current and prospective employees fairly. The Agency will strive to have a quality and diverse workforce.

**MERIT** - KDOT shall comply with the Kansas Civil Service Act. Kansas Statute Annotated 75-2925 provides "All personnel administration actions regarding employees in the state classified service shall be made without regard to race, national origin or ancestry, religion, political affiliation, or other non-merit factors. Personnel administration actions shall be based on merit principles and fitness to perform the work required and shall provide fair and equal opportunity for public service."

**EQUAL EMPLOYMENT OPPORTUNITY** - KDOT shall comply with Title VII of the Civil Rights Act of 1964, the Pregnancy Discrimination Act, the Equal Pay Act, the Age Discrimination in Employment Act (ADEA), the Civil Rights Act of 1991, and the Americans with Disabilities Act (ADA) and ADA Amendments Act of 2008 (ADAAA). Title VII prohibits employment discrimination based on race, religion, color, sex, or national origin. The ADA/Section 504 and ADAAA prohibit discrimination on the basis of disability and require efforts to reasonably accommodate qualifying disabilities. The (ADEA) and Kansas ADEA prohibit discrimination based upon age over the age of 40. The Genetic Information Nondiscrimination Act (GINA) provides protection based on an individual's genetic information, and Governors Executive Order 07-24 adds sexual orientation and gender identity to the groups protected from discrimination and harassment.

**PROHIBITION OF SEXUAL HARASSMENT** - KDOT prohibits sexual harassment. Sexual harassment is defined as any unwanted, deliberate, or repeated sexual behavior (including comments, gestures, or touching) when submission to such conduct is made either explicitly or implicitly a term or condition of employment; submission or rejection of such conduct is used as the basis for employment decisions; or when an action interferes with an individual's work performance by creating an intimidating, hostile or offensive environment.

**RESPONSIBILITIES AND REMEDIES** - Managers shall make a continuing effort to identify and eliminate any discrimination, including sexual harassment, in KDOT's programs and activities. Agency personnel are responsible for behaving in a manner consistent with the laws, regulations, and agency policy governing EEO, ADA, and sexual harassment and to report discrimination. Any current or prospective employee who has a complaint concerning an employment practice is encouraged to contact the EEO Officer listed below.

**COMPLAINTS OF DISCRIMINATION** - The Agency has implemented policies and procedures to achieve compliance with all appropriate employment discrimination laws. Complaints are processed in accordance with the Standard Operating manual (S.O.M.) guidelines. S.O.M. 2.4.2 defines discrimination and sexual harassment and directs all complaints to the S.O.M. 2.5.2 Grievance procedure. S.O.M. 2.4.4 outlines the procedure for filing complaints under the Americans with Disabilities Act. Employees and applicants may obtain additional guidance or discuss allegations of discrimination or sexual harassment without fear of reprisal with: Tammy Torrez, EEO Officer, Bureau of Personnel Services, 700 SW Harrison, 1<sup>st</sup> Floor Tower, Topeka, KS 66603-3754, Work - Telephone 785-296-2153, and Email - tammyt@ksdot.org



Mike King, Secretary  
Kansas Department of Transportation

Dated 6/16/14

## Legal Authority for the AAP

**Affirmative Action Plan Regulations:** KDOT is required by both Federal and State regulations to prepare an Affirmative Action Plan (AAP or Plan). 23 CFR 230.311 requires that each state highway agency prepare an Equal Employment Opportunity Program. The Equal Employment Opportunity Program is defined by 23 CFR 230.305 to include an AAP, and an AAP is the “positive action steps the state highway agency will take to assure equal employment opportunity.”

**Relationship of Affirmative Action to Equal Employment Opportunity:** Equal Employment Opportunity (EEO) is a legal obligation and an ongoing effort to provide all individuals the opportunity to compete equally and to provide equality of access to the terms and conditions of employment. EEO also requires the agency to take reasonable steps to avoid discrimination. Affirmative Action (AA) is KDOT’s legal obligation to make a good faith effort to obtain appropriate representation within its labor force. KDOT has a goal of parity with the Civilian Labor Force (CLF) based upon the most current available national census. The CLF is made up of people who report performing similar lines of work to that performed by KDOT in its various demographic areas. An AAP that relies heavily on race and gender neutral methods to achieve parity is not contradictory to the principles of EEO, where qualifications and merit are the primary determining factors for employment decisions.

An AAP that gives preference to members of protected groups may be warranted on a limited basis if certain requirements are met. In addition to a state preference for qualified veterans, those basic requirements include:

- Narrowly tailored actions to address known discrimination, shortfalls, or problems within a specific work unit where protected group neutral methods have not been able to remedy the problem. The purpose of those actions must be to eliminate discriminatory practices that may have resulted in inadequate representation, or other known discrimination, or actions taken when statistical analysis identifies and confirms that the previous practices had themselves led to discrimination.
- Any action must not disparately harm or create an absolute barrier to individuals who are not members of the protected group for which the action was undertaken.

## Organizational Structure

Established in 1975, the Kansas Department of Transportation is charged with the planning, development, and operation of the various modes and systems of transportation within the state of Kansas by K.S.A. 75-5001 *et seq.* KDOT is administered under the direction and supervision of the Secretary of Transportation (Secretary).

In 2013, some reorganizations affecting KDOT’s structure occurred. The organizational structure listed below is current and consistent with the organizational chart on page 28. The previous organizational structure, accurate at the time the data was compiled, is shown on page 29.

The following positions comprise KDOT’s Executive Staff:

**Chief Counsel:** The Office of Chief Counsel provides legal counsel and represents the agency’s legal concerns. The Office of Civil Rights, including KDOT’s external EEO functions, report to the Office of Chief Counsel. The Chief Counsel reports directly to the Secretary.

**Deputy Secretary and State Transportation Engineer:** The Deputy Secretary and State Transportation Engineer represents KDOT in the Secretary’s absence and is primarily responsible for all engineering functions, including project development from project proposal through construction and maintenance. The Division of Operations, Division of Planning and Development, and the Division of Engineering and Design report to the Deputy Secretary and State Transportation Engineer. The Deputy Secretary and State Transportation Engineer reports directly to the Secretary.

**Director of the Division of Planning and Development:** The Director of Planning & Development is an Executive Staff level position and reports directly to the Deputy Secretary and State Transportation Engineer. The Division is responsible for collecting and analyzing transportation data and developing the construction program. The Division consists of the Bureau of Program and Project Management, Bureau of Transportation Planning (which includes the rail and public transportation programs), and the Bureau of Transportation Safety and Technology.

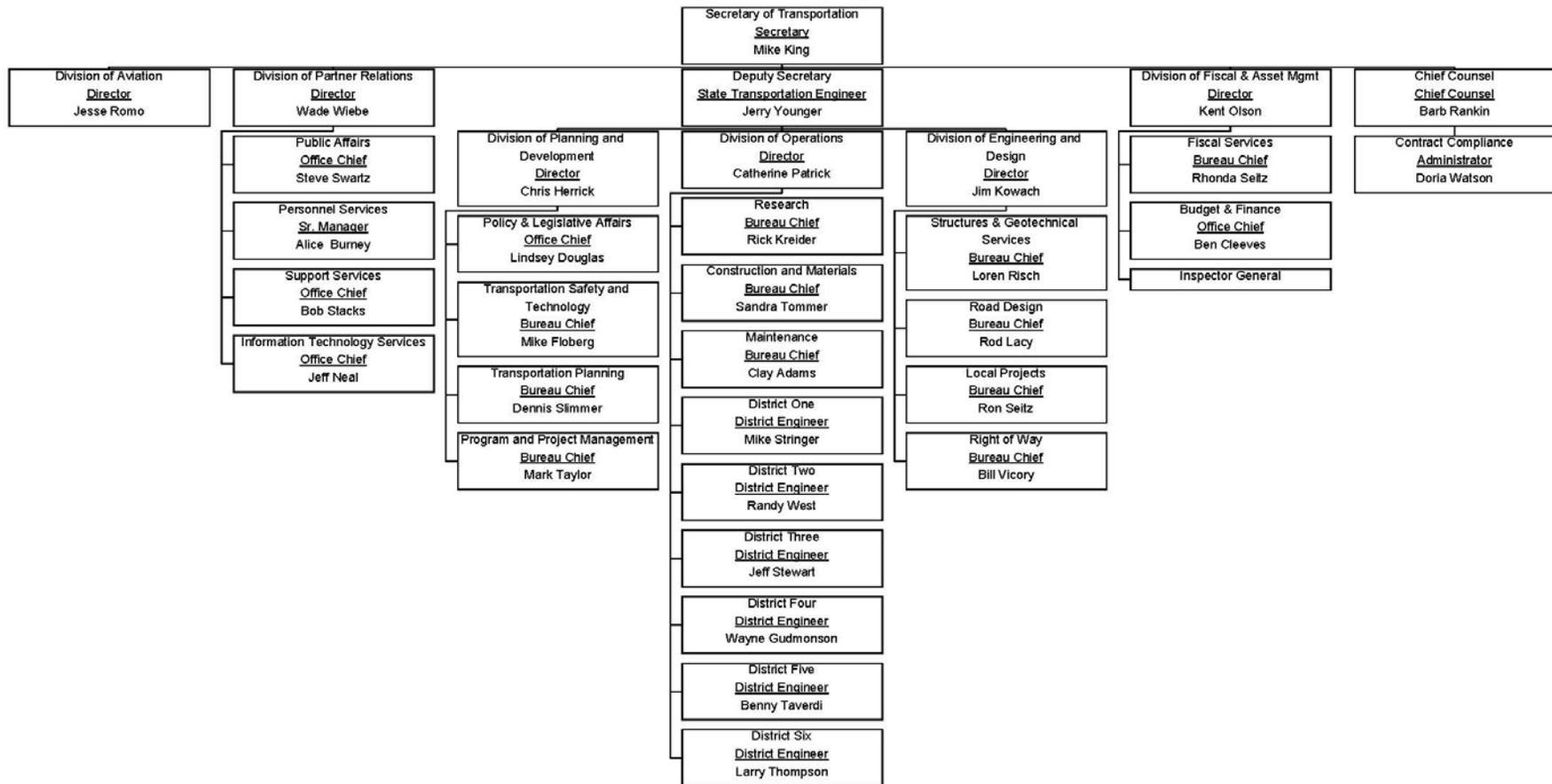
**Division of Engineering and Design:** The Director of Engineering and Design is an Executive Staff level position and reports directly to the Deputy Secretary and State Transportation Engineer. The Division is responsible for the pre-construction phase of the highway program and assists local governments with the pre-construction work if federal or state money is used in the project. The Division consists of the Bureau of Road Design, Bureau of Right of Way, Bureau of Structures and Geotech, and the Bureau of Local Projects.

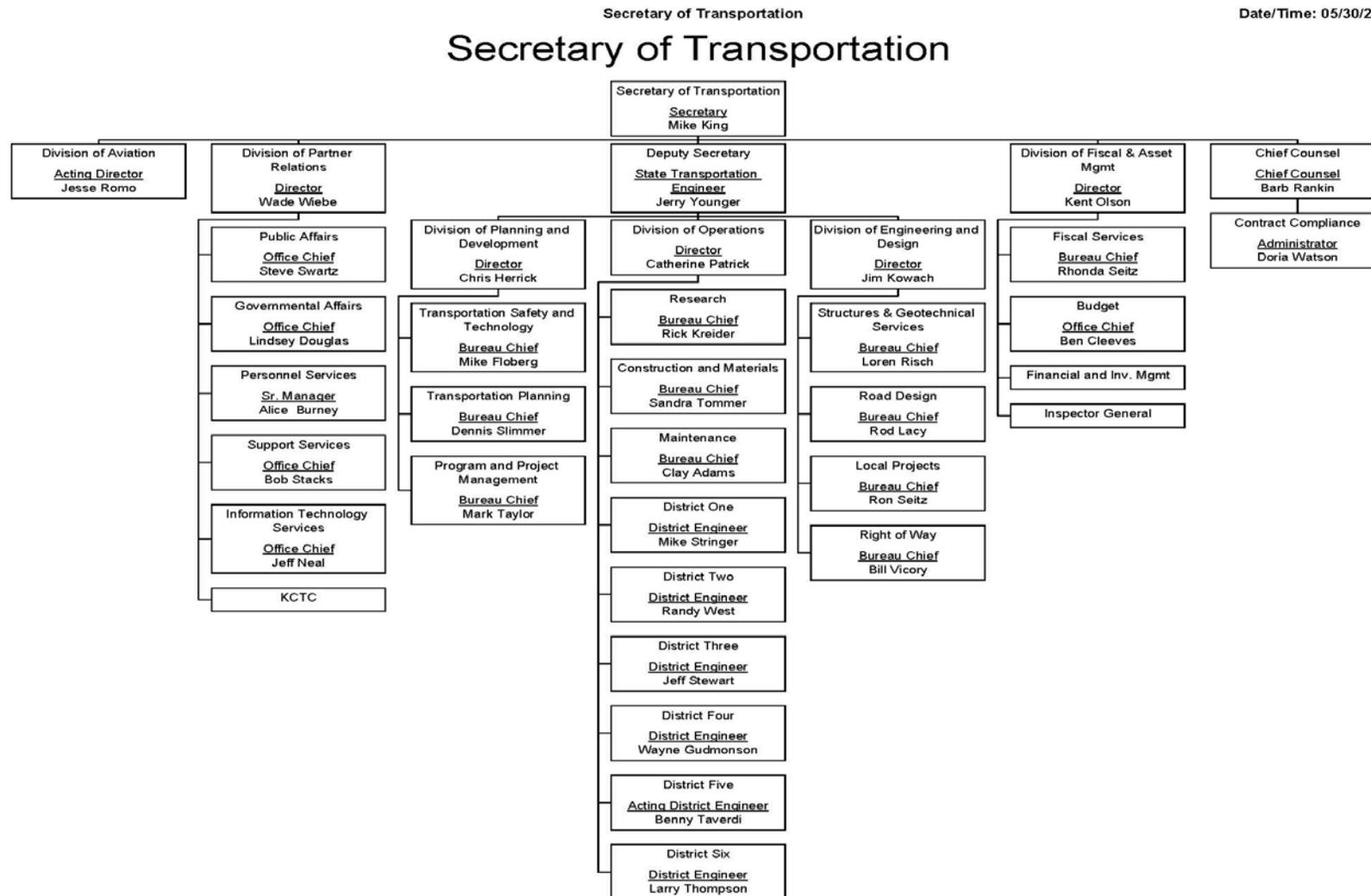
**Director of the Division of Operations:** The Director of Operations is an Executive Staff level position and reports directly to the Deputy Secretary and State Transportation Engineer. The Division is responsible for the actual highway construction, materials research, design and test, and highway maintenance programs. The Division of Operations is the largest unit in KDOT and has employees in every county. The Division consists of the Bureau of Construction and Materials, Bureau of Maintenance the Bureau of Research, and the six Construction/Maintenance Districts.

**Director of Partner Relations:** Partner Relations consists of the Office of Public Affairs, Office of Governmental Affairs, Office of Transportation Information, Office of Support Services, the Bureau of Information Technology Services, and the emergency response program. Partner Relations collaborates with and oversees KDOT's relationship with the Kansas Department of Administration – Bureau of Personnel Services and the Office of Technology and Information Systems. The Director of Partner Relations reports directly to the Secretary.

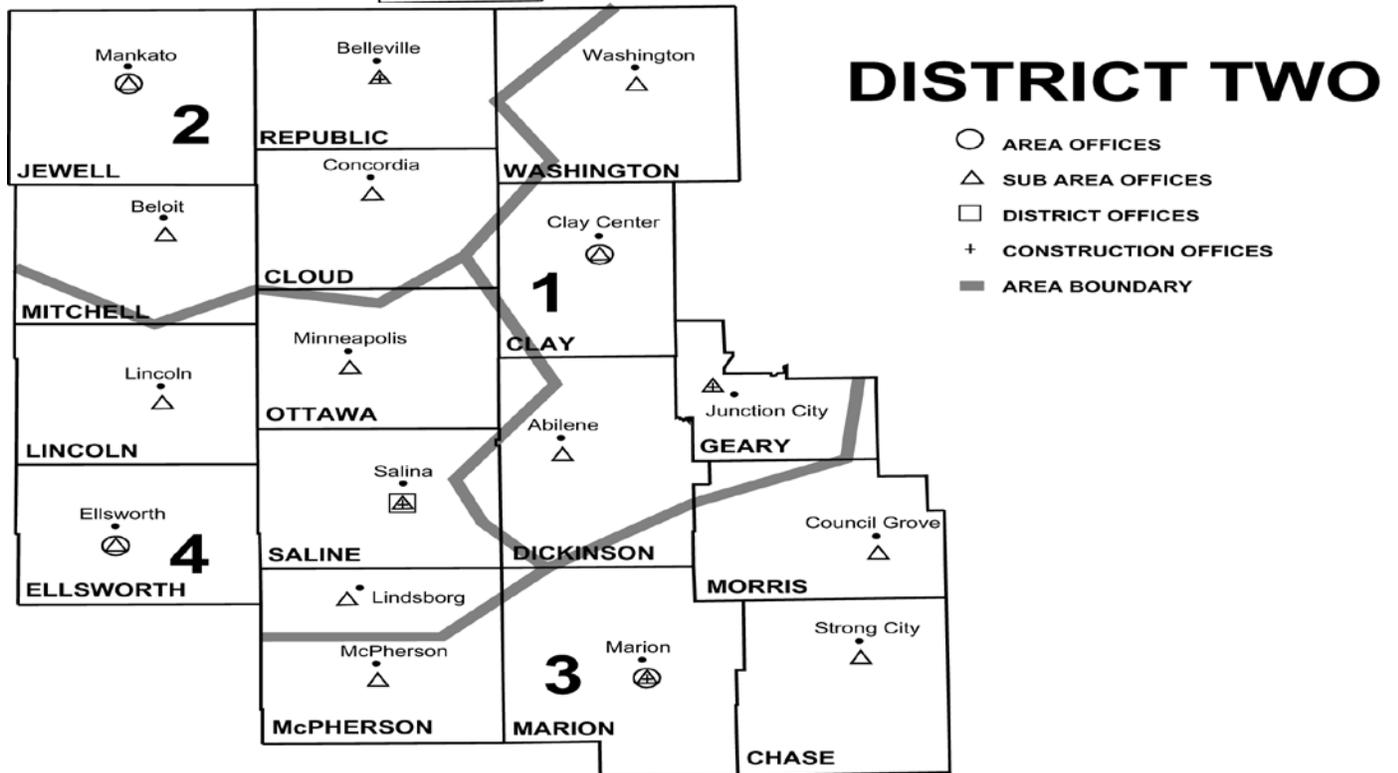
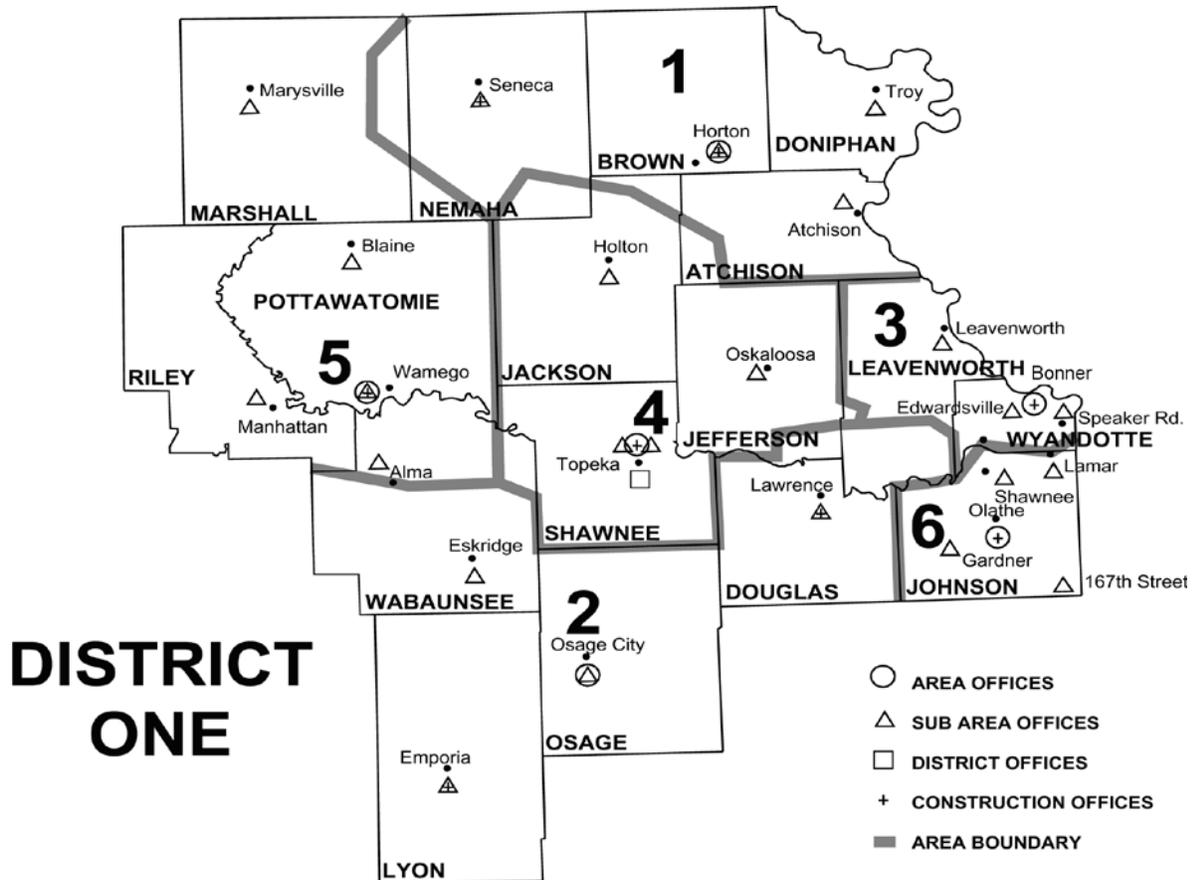
**Director of Fiscal & Asset Management:** The Division of Fiscal and Asset Management consists of the Division Office, the Bureau of Fiscal Services, the Office of Budget, the Office of Financial Investment Management, and the Office of the Inspector General. The Director of Fiscal and Asset Management reports directly to the Secretary.

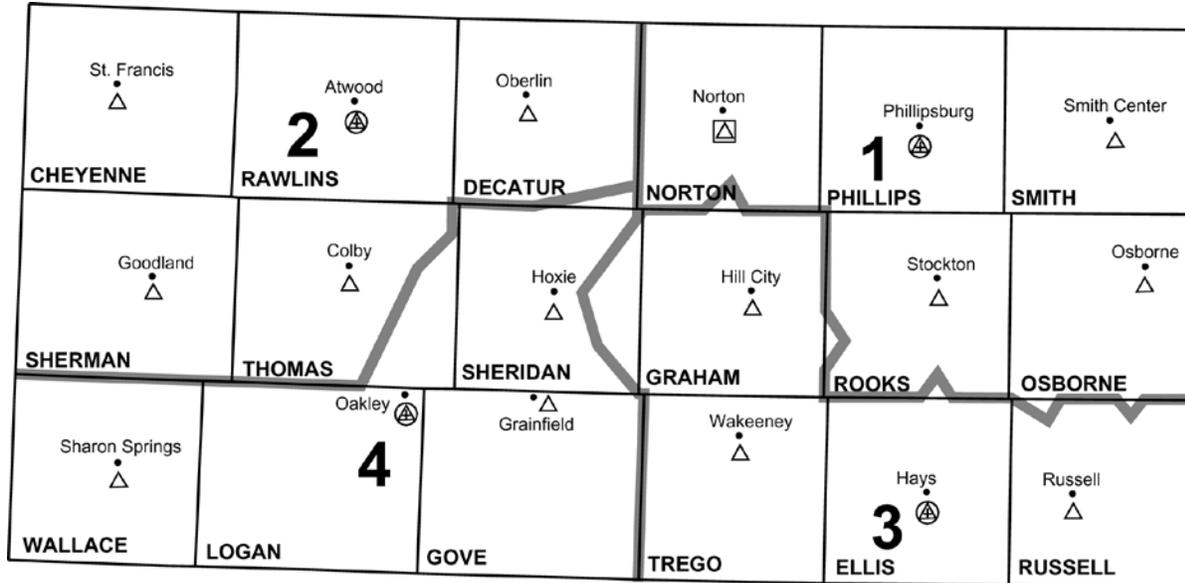
# Secretary of Transportation





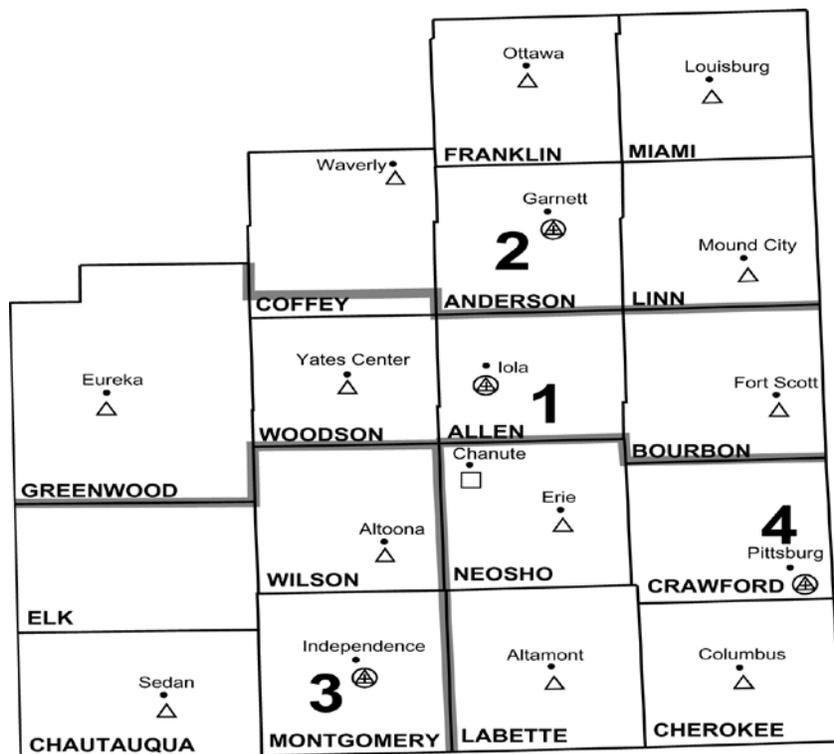
This Organizational Chart coincides with the look of the Agency May 30, 2013; restructuring of the agency became effective June 9, 2013 – Internal Civil Rights functions fall within the Bureau of Personnel Services.





# DISTRICT THREE

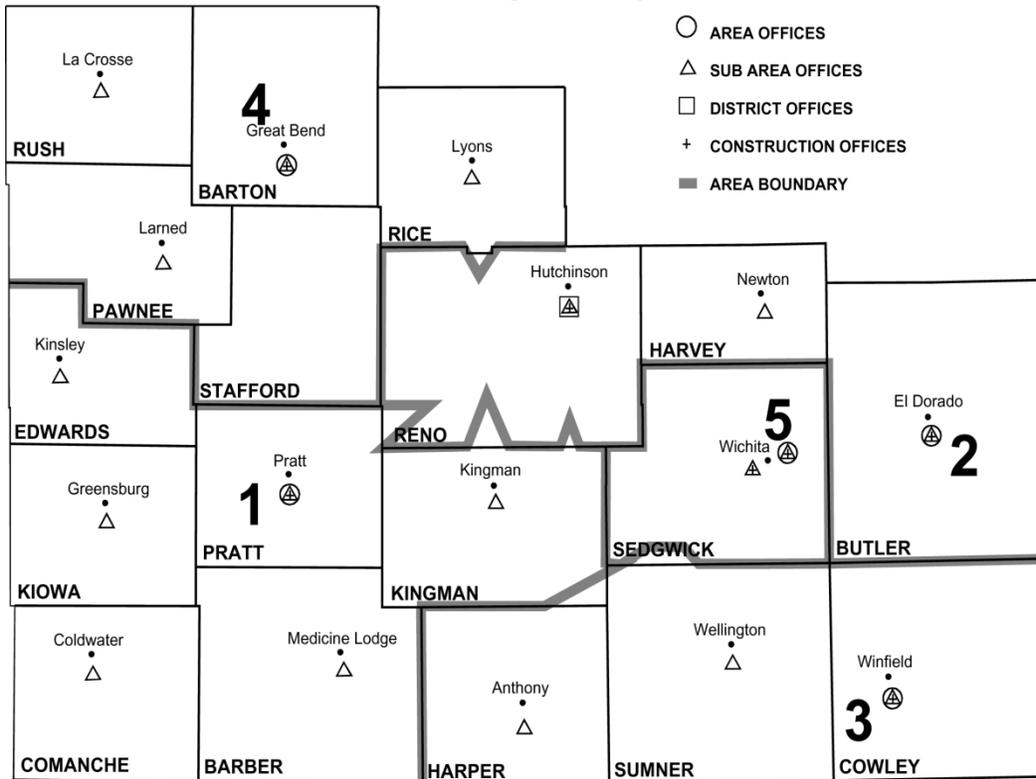
- AREA OFFICES
- △ SUB AREA OFFICES
- DISTRICT OFFICES
- + CONSTRUCTION OFFICES
- AREA BOUNDARY



# DISTRICT FOUR

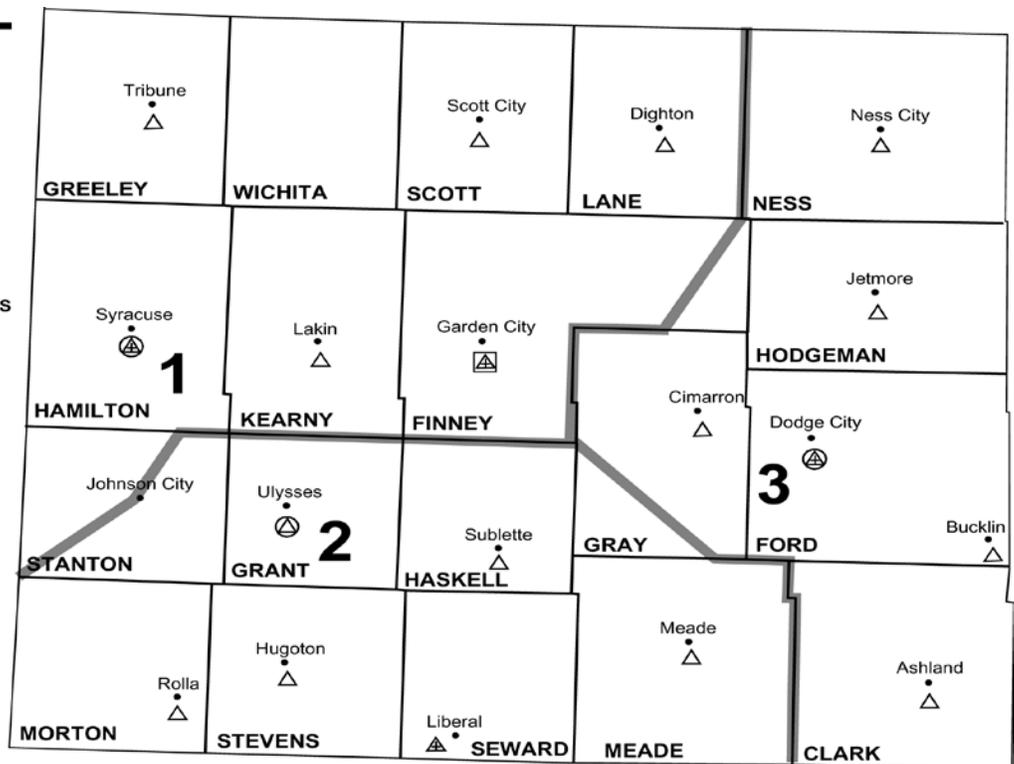
- AREA OFFICES
- △ SUB AREA OFFICES
- DISTRICT OFFICES
- + CONSTRUCTION OFFICES
- AREA BOUNDARY

# DISTRICT FIVE



# DISTRICT SIX

- AREA OFFICES
- △ SUB AREA OFFICES
- DISTRICT OFFICES
- + CONSTRUCTION OFFICES
- AREA BOUNDARY



## Assignment of Responsibility and Authority for the AAP

**Deputy Secretary and State Transportation Engineer.** The Deputy Secretary and State Transportation Engineer is responsible for the implementation of the AAP in all units reporting to him and has a leadership role in the establishment and communication of the AAP goals and strategies.

**Executive Committee.** The Executive Committee consists of the Secretary, the Deputy Secretary and State Transportation Engineer, and other Division level staff and is responsible for development and communication of the AAP goals and strategies to the senior managers, review of the proposed AAP, the presentation of recommendations to the Secretary, and periodic review of the status and progress of the AAP.

**Chief of Personnel Services.** The Chief of Personnel Services is a Senior Manager and is responsible for supervising the EEO Officer; assisting in the implementation of the AAP, specifically in regard to recruitment including the efforts of the Employment Officer/Diversity Recruiter; assessing KDOT policies, procedures, and actions for non-discrimination and consistency with the AAP; working with the EEO Officer, the Office of Chief Counsel, and others as deemed appropriate with regard to discrimination investigations, working with the EEO Officer to maintain appropriate data used to compile the AAP; and monitoring staff development programs, including those that support cultural diversity and EEO. Units within the Bureau are specifically tasked with reevaluating job descriptions and hiring criteria so they reflect actual job needs and do so on a systematic basis; also responding to individual requests regarding the accuracy of a classification.

**Other Senior Managers.** KDOT Senior Managers are defined by KDOT policy in Standard Operating Manual (SOM) 2.4.1, "Equal Employment Opportunity Program and Affirmative Action Plan," as "Individuals in positions including Bureau Chiefs, District Engineers, and above." Senior Managers are responsible for establishing AAP goals and strategies for their units, implementing the AAP in their units, assisting in the recruitment of protected group individuals, communicating the AAP information to employees in their units, and investigating grievances alleging discrimination within their units consistent with the policy outlined in SOM 2.5.2 "Grievances," and when appropriate, the issuance of the formal decisions on those complaints.

**EEO Officer.** The EEO Officer is assigned to the Kansas Department of Administration - KDOT Bureau of Personnel Services. The EEO Officer's sole customer is KDOT, and the EEO Officer retains direct access to the Secretary. The EEO Officer is responsible for preparing the written AAP; publicizing its content internally and externally; assisting managers and supervisors in collecting and analyzing employment data; identifying problem areas; setting goals and timetables and developing programs to achieve goals, including any specific remedies to eliminate any discriminatory practices discovered in the employment system; handling and processing formal discrimination complaints; designing, implementing, and monitoring internal audit and reporting systems to measure program effectiveness and to determine where progress has been made and where further action is needed; and reporting, at least quarterly, to the Secretary on progress and deficiencies of each unit in relation to KDOT AA goals.

**Diversity & Inclusion Network.** The EEO Advisory Board has been restructured and is now called the Diversity & Inclusion Network (DIN). The Diversity & Inclusion Network has new initiatives and it consists of a mix of management and employees and the EEO Officer. The Diversity & Inclusion Network is responsible for making recommendations to improve diversity at KDOT.

**EEO Coordinators.** The EEO Coordinators are responsible for monitoring and providing documentation that employment processes are nondiscriminatory in nature, reviewing bulletin boards, advising their Senior Manager and the EEO Officer regarding the progress and difficulties encountered in implementing the AAP, counseling employees to resolve discrimination or harassment complaints informally when possible, assisting in EEO-related training, including scheduling and attendance records and monitoring that information is provided to new employees regarding the use of KDOT's complaint procedures within

their designated work units, and assisting in targeted recruitment and documentation of good faith efforts to hire qualified protected group applicants for their designated work units.

**EEO Representatives.** EEO Representatives are responsible for examining interview questions and counseling interview panels for classified and unclassified positions on best practices for conducting interviews in compliance with EEO principles.

**Employees and Supervisors.** Employees and supervisors are responsible for maintaining a respectful and productive work environment, reporting discrimination, and complying with EEO laws, rules and regulations, policies, and procedures. Supervisors are additionally responsible for seeking out and remedying discrimination about which they know or reasonably should have known. All employees and managers are encouraged to refer qualified protected group applicants and are encouraged to provide recommendations for the AAP.

## EEO COORDINATORS

The EEO Officer, Tammy Torrez, is the designated EEO Coordinator for the Headquarters' units. Ms. Torrez may be contacted by any employee and may be reached as noted in the employment policy statement posted on the bulletin boards as found on page 25 of this Plan. Ms. Torrez can be contacted at any time by email at [tammyt@ksdot.org](mailto:tammyt@ksdot.org) or by phone at 785-296-2153.

The District EEO Coordinators are:

<b>OFFICE</b>	<b>MANAGER</b>	<b>EEO COORDINATOR</b>	<b>PHONE NUMBER</b>
District One	Michael Stringer	Deanna Johnson	(785) 296-3881
District Two	Randy West	DeeDee Becker	(785) 823-3754
District Three	Jeff Stewart	Denise Schwab	(785) 877-3315
District Four	Wayne Gudmonson	Shelia Brown	(620) 431-1000
District Five	Benny Tarverdi	Brenda Cikanek	(620) 663-3361
District Six	Larry Thompson	Chris Belknap	(620) 276-3241

The Employee Relations unit of Personnel Services may also be contacted regarding EEO concerns at (785) 296-3721.

Recommendations for AAP improvement may be made to any member of the Diversity & Inclusion Network.

## Agency Outreach Initiatives

**Professional (Community) Development:** In previous years, KDOT has partnered to assist in instruction programs that help participants learn how to meet the needs of employers in the heavy construction industry. The programs give participants personal growth opportunities that will empower them to reach higher professional goals. Unfortunately, due to funding, the YWCA Career Assistance Network no longer exists at this current date. As a result, KDOT now partners solely with the Kansas School for Effective Learning, Inc. (KANSEL), which is the KDOT contractor for On the Job Training / Supportive Services (OJT/SS) in the Wichita vicinity. This program is managed by KDOT's Office of Contract Compliance.

KANSEL has developed a Construction Skills and Life Management Program (CSLM) that targets minorities, women, and disadvantaged individuals to prepare them for employment in the Federal-aid highway construction industry. KANSEL, along with the City of Wichita Career Development Division, works to create a "seamless pathway" for program participants to gain the skills they need to overcome barriers and secure employment in the highway construction workforce. Each eight-week CSLM course consists of classroom instruction, daily strength training, exposure to various highway construction occupations through field trips, and a hands-on experience at a local Habitat for Humanity project in the Wichita community. KANSEL is still an active project and the duration was extended for an extra year.

KDOT's KANSEL/YWCA Internship Program was established as a way to provide additional mentoring and training to eligible graduates of these heavy construction training programs. Graduates are placed into paid, temporary Utility Worker positions to acquire additional skills that allow them to better compete for full-time Equipment Operator Trainee or Engineering Technician Associate positions. In an effort to make the training program participants more aware and interested in available internship opportunities, the KDOT Employment Officer/Diversity Recruiter has partnered with KANSEL staff to provide information and presentations to program participants and has offered KDOT site visits as appropriate. During FY 2014, two minority males expressed interest in the internship programs and were provided a personalized visit to the Wichita Metro maintenance facility. KDOT is still exploring these students' interest and suitability for placement in internship positions.

**Youth Programs:** KDOT's Bureau of Personnel Services continues to research and develop new community partnerships that will engage youth to explore Science, Technology, Engineering, and Math (STEM) programs in local schools. The Bureau believes this can be achieved by introducing students to what KDOT does in its Bureaus and Divisions and how the agency affects the state as a whole. Mentoring and other youth collaboration programs like "Future City," an engineering competition lead by the ASCE Younger members at KDOT, are intended to foster interest in engineering, transportation, and heavy construction.

### **KDOT Summer Transportation Institute (STI) at Donnelly College:**

Donnelly College is the provider for the KDOT Summer Transportation Institute (STI) managed internally by KDOT's Office of Contract Compliance. A group of 11<sup>th</sup> and 12<sup>th</sup> graders from Kansas City, Kansas, are involved in KDOT's fifth project as a part of the National Summer Transportation Institute (NSTI) under Section 1208 of the Transportation Equity Act for the 21<sup>st</sup> Century (TEA-21). The NSTI is part of an effort to address the need for a diverse workforce in the 21<sup>st</sup> century. Donnelly College serves as the region's only federally designated Minority Serving Institution and Hispanic Serving Institution and is proud of the rich racial and ethnic diversity of their students, staff and faculty. Objectives for the NSTI include academic enrichment, life skills enrichment and transportation career awareness, and exploration. The five-week training course culminates with each student group presenting their group project during the recognition luncheon. The group project involves developing a web page highlighting one of four modes of transportation: air, rail, road, or water. The project includes information on the history, potential career opportunities, and the education requirement for those careers of the select mode.

**I-Build:**

The program is aimed at exposing high school and middle school students to construction trades. The program is the largest of its kind in the Midwest. The culmination of i-Build is the classroom projects that are developed beforehand and then judged during the event. In April of 2014, approximately 1,300 students visited the event's displays. While KDOT provided limited funding, it substantially contributed by providing volunteers to act as guides. The agency also provided an interactive display complete with some large KDOT maintenance equipment. An agency representative provided the sound system used during the event. The primary funding for this event had been provided by the State of Missouri DOT. KDOT continues to supply a representative for the planning meetings.

**Kansas Construction Career Initiative:**

Staff from KDOT's OCC organized a Royal Valley Construction Career Day on November 20, 2013, for approximately 82 4<sup>th</sup> grade students. Hands-on, construction-related activities and heavy highway construction equipment displays were provided. Royal Valley has a large percentage of Native American students.

Staff from KDOT's OCC organized the East Topeka Construction Career Day, which was held May 13, 2014, for approximately 50 minority youths. All activities focused on highway construction. Local contractors and organizations were also involved.

**Construction Career Expo:**

Staff from KDOT's OCC organized a Construction Career Expo event on October 1, 2013 for over 1300 middle and high school students from the Topeka USD 501 Schools and Shawnee Heights High School. The students had the opportunity for hands-on construction equipment displays. The Topeka USD 501 Schools have a large percentage of minority students.

**Kansas State Fair:** KDOT again had a specially designed outreach presence at the State Fair in Hutchinson. Bureau of Personnel Services and the Diversity Recruiter/Employment Officer partners with the Office of Public Affairs to make certain that there are ample diversity marketing materials relevant to employment at KDOT for the table at the Kansas State Fair.

**Official State of Kansas Maps:** Official state maps continue to note in the Governor's message that "The State of Kansas is an Equal Opportunity Employer – View jobs at [www.jobs.ks.gov](http://www.jobs.ks.gov)." Approximately 650,000 highway maps and 25,000 State Bicycle Maps containing this outreach are produced and provided free of charge every two years.

**Communication:** Bureau of Personnel Services continues to make PROPIO Interpretation Services available to KDOT. This service provides third party telephonic interpretation services to KDOT around the clock, statewide, in over 200 languages.

During FY 2013, Bureau of Personnel Services began a monthly newsletter that is sent out to KDOT. This newsletter is used to provide information to supervisors and employees on training opportunities, upcoming events related to human resources, and tips on making a work environment that is inclusive of all employees. We will continue to use this venue to promote EEO initiatives and training and help employees understand the power of an inclusive workplace.

**Communicate to Deliver.** "Communicate to Deliver" is intended to improve how KDOT operates. The Secretary and Deputy Secretary discussed the expectations for delivering T-WORKS. KDOT's watchwords are Transparency, Accountability and Collaboration, are a guide for how to do business daily and they have continued to engage smaller focus groups to focus on long-term solutions to perceived communications barriers.

**Partnering and Mediations.** KDOT's Partnering Coordinator provided 19 partnering and mediation training sessions, provided five personnel interventions relating to conflict coaching mediation, facilitated 20 KDOT construction project partnering and issue resolution meetings, and participated in 12 KDOT liaison meetings with construction partners.

**AASHTO.** KDOT will be participating in the TRAC & RIDES, AASHTO's educational outreach program. This program is designed for use in Science, Technology, Engineering, and Math (STEM) classes. The hands-on activities introduce students in grades K-12 to transportation and civil engineering careers. Both programs are aligned with national standards and are currently being aligned with Core Curriculum Standards of Learning. KDOT will work with schools in Kansas by providing the curricula and resources for the schools and providing engineers to visit the classrooms to serve as speakers, teach a hands-on activity, and/or talk to students about the importance of math and science in preparing for their future.

**Rotational Engineering Program.** This is a one-year rotation plan for newly-hired engineers, which includes for all participants a rotation in field construction, Bureau of Road Design, and Bureau of Structures and Geotechnical services and elective rotations in Bureau of Transportation Planning, Bureau of Transportation Safety and Technology, Bureau of Local Projects, and/or other engineering-focused units. The rotation is mentored by a professional engineer who provides guidance and support. This award-winning program is managed by KDOT's Engineering Recruiter. The core rotation in field construction includes training on construction projects for highway, bridge, or related engineering assignments including the inspection of construction sites for correct application of all policies, specifications, plans, maps, and other documents in relation to the project. Road Design, Structures, and Geotechnical services include working with alignments, traffic barriers, hydraulics, earthwork calculations, surveying, analyzing bridge deck stress, and other specialized design.

**Engineering Scholarship Program.** KDOT discontinued its scholarship program designed to bring engineering students into the agency by providing tuition assistance in exchange for a service guarantee upon graduation. Two were awarded during the data time period used for the production of the FFY 2013 AAP. There will not be any scholarships awarded for FFY 2015.

**Engineering Recruitment from April 1, 2013 to March 31, 2014.** Twenty summer interns during 2013 included one woman and 19 men.

**Engineering Recruiting Outreach.** Engineering recruiting during fall 2013 included outreach to the following universities: Colorado State University, Kansas University, Iowa State University, University of Missouri, University of Nebraska-Lincoln and Kansas State University. Engineering recruiting during spring 2014 included outreach to Oklahoma State University, University of Iowa, University of Kansas, Kansas State University, University of Missouri Science and Technology, and University of Nebraska-Lincoln.

## Recruitment and Selection Initiatives

**Recruitment and Outreach:** KDOT's Bureau of Personnel Services, through its Diversity Recruiter/Employment Officer, continues to host specific recruitment efforts throughout Kansas. The Diversity Recruiter/Employment Officer meets with KDOT managers and staff to assess their recruitment needs and seeks out ways to overcome challenges and develop recruitment plans. The Diversity Recruiter/Employment Officer continues to develop and maintain relationships with organizations throughout the state and communicate the benefits of employment with KDOT. This position has and will continue to take part in recruitment and outreach events, such as local Chamber of Commerce and small business network events, educational events, and job fairs in order to maintain a network of professional and community associates. Bureau of Personnel Services continues to participate in career fairs and work with community organizations and programs to recruit the best-qualified workforce, which reflects the diversity in each community. KDOT uses and will continue to create and distribute recruitment handouts in English and Spanish.

During FY 2014, an emphasis was placed on increased workforce education and employer engagement with the six technical colleges providing diesel mechanic programs within the state. In addition, the Diversity Recruiter/Employment Officer participated in the Department of Defense's Hiring Heroes Career Fair at Fort Riley and Congresswoman Lynn Jenkins' 5th Annual Jobs Fair in Topeka.

**Application Process:** Bureau of Personnel Services staff members are available to assist applicants with any step of the application process, including requesting and retrieving the required tax clearance certificate. Bureau of Personnel Services staff also work with job applicants to assist them in writing applications that identify and illustrate their work experience. Bureau of Personnel Services offers interview counseling for any applicant interested in taking that initiative. KDOT continues to partner with KansasWorks to inform interested job seekers about employment opportunities at KDOT and assist them with the application process.

**EEO Representatives:** In an effort to ensure agency hiring decisions are based on merit and fitness to perform the work required, EEO Representatives are required to serve on each interview team. Bureau of Personnel Services continues to provide training and leadership in the use of EEO Representatives on interview teams. New EEO Representatives are trained on an as-needed basis to replace those who have left the agency so that there is a sufficient number of available, trained EEO Representatives. Current EEO Representatives are invited to attend the training to update or reinforce their role in the interview process. Curriculum content and materials were revised and updated for FY 2014 sessions of the EEO Representative training to provide a more participative and practical learning experience. Group exercises and role-play activities focused on four key areas: establishing position specific selection criteria, developing work-related questions, documenting and dealing with difficult responses, and coming to consensus on a merit-based hiring decision. In FY 2014, three training sessions were provided, yielding 60 participants from across the agency and statewide. The use of trained EEO Representatives on interview teams will continue to be a priority for the Bureau.

**Multicultural Youth Explorer Program:** This is a formal, documented internship program that has established participation requirements for high school seniors in the Topeka USD 501 Schools. Three to four students work within KDOT headquarters for 10 hours per week for one school semester. Due to the extended vacancy of the KDOT Recruiter position, recruitment for this program in FY 2014 was limited. However, for the spring 2014 semester, one minority female was selected for and successfully completed an internship. Program materials were updated to include an intern work plan with established goals and learning objectives to ensure a quality experience for both the student and work unit. In FY 2015, greater focus is being placed on partnering with school staff and recruitment activities earlier in the school year in the hopes of yielding a higher number of suitable candidates.

## Retention Initiatives

**Diversity Messages:** KDOT promotes diversity by creating awareness of the cultural values through its web pages and newsletter produced by the Bureau of Personnel Services.

**EEO:** The Diversity Recruiter/Employment Officer serves as a member of KDOT's internal Diversity & Inclusion Network. This group was previously known as the EEO Advisory Board, but has been restructured to include retention of current employees.

**State Thanks and Recognition (STAR):** The STAR program gives current and retired State of Kansas employees to discounts for listed services and products with proof of state employment. The program continues to expand and included some special discount weeks during the past year.

**Personal Protective Equipment (PPE):** The PPE program allows certain classifications of employees to obtain some personal protective equipment beyond the OSHA-mandated equipment already provided by KDOT. The amount provided continues at \$250 per calendar year. A similar tool reimbursement program was available to certain positions that require the purchase of tools.

**Educational Assistance Program:** A tuition assistance program is available. To be eligible, employees must have worked for KDOT for six months, excluding temporary appointments, and have a current satisfactory performance review on file. Class(es) must directly and specifically fall within the scope of agency operations or be deemed to reasonably contribute to KDOT's mission.

**Mediation Services:** A new initiative for KDOT for FY 2015 will be offering mediation and dispute resolution services to KDOT employees, supervisors and managers. These services will offer the opportunity for all employees to work through their workplace. Programs will be outlined and administered by our EEO Officer with a goal of providing every employee a safe and comfortable environment to work in. We expect to help employees better understand each other and get an appreciation for their coworkers as individuals.

**Training:** The training unit in Bureau of Personnel Services continues to offer in-person and computer-based training to KDOT employees in the areas of EEO requirements and reporting, "Respecting Others in the Workplace", "Bullying in the Workplace," EEO basics like "Ouch that Stereotype Hurts" to soft skills for managers and supervisors to help them manage a diverse workforce (Myers Briggs Type Indicator, Type and Organizations, and Type and Your Work).

**Basic Spanish in the Workplace:** An online Spanish curriculum continues to be offered. The Spanish curriculum consists of 17 online modules offering employees a basic understanding of essential Spanish for construction sites and office environments. Modules include: culture, alphabet, numbers, time, safety, construction, and emergency phrases. The modules were created to enhance learning by adding a feature that allows the learner to listen to how the Spanish words are pronounced. The classes were implemented online to allow employees to take the classes when time permits to allow flexibility. The system has the ability to bookmark where you left off, so if a participant cannot complete a module in one setting they can pick up where they left off. The person is allowed to re-take individual modules as many times as needed. The classes are found in the Learning Center under course code CUR0000005\*.

During the most current reporting period, 37 completions of our 17 online Spanish courses took place in the last fiscal year.

**Ouch: That Stereotype Hurts:** This training is a two-phase program to address and prevent workplace discrimination. It begins with a manager session followed by a combination manager/employee session to allow a free flow of information in a safe environment. The training primarily explores the impact of micro-inequities and verbal slights in the work environment. At the end of FY 2014, 98.1% of supervisors in the Agency had received this training and 99% of employees in the Agency had received this training. All KDOT employees are required to complete this training.

**Diversity-Related Management Training:** Diversity-related management training continues to be available through the Learning Center. The Organizational Development Unit (ODU) has 51 total courses that build staff awareness and promote diversity and cultural awareness. The following are a combination of instructor led and online courses offered:

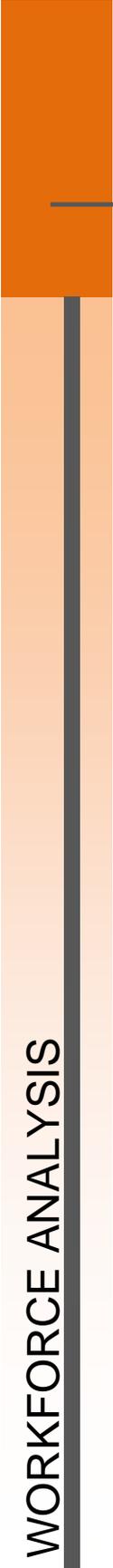
- **Myers Briggs Type Indicator:** The Myers Briggs Type Indicator instrument and knowledge of personality type provides a framework for understanding individual differences, and provides a dynamic model of individual development, and has found wide application in the many functions that compose an organization.
- **Type and Organizations:** Type impacts many different functions and situations, including: managing others, development of leadership skills, organizing tasks, creation and management of teams, training for management and staff, conflict resolution, motivation, executive coaching, diversity, recognition and rewards, and change management.
- **Type and Your Work:** When you understand your type preferences, you can approach your own work in a manner that best suits your style, including how you manage your time, problem solving, and the best approaches to decision making, and dealing with stress. Knowledge of type can help you deal with the culture of the place you work, the development of new skills, understanding your participation on teams, and coping with change in the workplace.

**Respecting Others in the Workplace:** Training on discrimination and sexual harassment for all employees continued to be offered online. In-person classes continue to be made available upon request. The course discusses how to properly use KDOT's complaint procedures, spells out the KDOT's employee and manager conduct expectations, and is required to be taken during an employee's first year of service and every three years thereafter.

**Construction Inspection Mentoring Program:** Construction Inspection Mentors report to the Field Construction Engineer in the Bureau of Construction and Materials and are in place to provide the appropriate levels of training for each level of construction inspection.

**Exit Survey:** The Bureau of Personnel Services manages the exit survey process. Reports are provided to the EEO Officer to analyze the exit survey data and to follow-up with respondents regarding any responses concerning workplace practices.

**Progression Program:** The progression program is a voluntary program in which an employee is given the opportunity to promote after satisfactorily performing a series of tasks and/or tests. The progression programs provide a standardized way to develop safe work practices while enhancing knowledge, skills, and abilities to benefit both the employee and KDOT by building a well-rounded workforce. Established progression programs exist for employees in the Equipment Operator classification to promote to an Equipment Operator Senior, the Engineering Technician classification to promote to an Engineering Technician Senior, Mechanic to promote to an Equipment Mechanic, and Equipment Mechanic to promote to an Equipment Mechanic Senior.



SECTION 3

---

**ASSESSMENT OF  
WORKFORCE STATISTICS AND  
METHODS OF STATISTICAL  
ANALYSIS**

**WORKFORCE ANALYSIS**

**This page intentionally left blank**

## Assessment of Workforce Statistics

**Important Note on Workforce Statistics:** KDOT has made efforts to use the best available statistical data for the AAP. Statistics are an important element in the Plan for two reasons:

- Statistics provide objective information concerning whether the KDOT workforce has an appropriate representation of protected group individuals and whether progress has been made toward achieving appropriate representation.
- The analysis of EEO/AA statistics provides an indication of the success or failure of actions undertaken to achieve parity.

**Data Limitations:** Despite efforts to establish reliable statistical data, any data must be used with caution. When analysis of the data is performed, it must be recognized that hiring data is not perfectly precise. Sometimes different data sources result in different figures. Short-term fluctuations almost always appear in the data. When unintentional errors or omissions are identified, they are noted in a follow-up AAP. The data provided is adequate to determine significant deviations from standards. The Learning Center database and Form 20 EEO reports are used to produce the EEO-4 and other terms and conditions analysis.

SHaRP does not include statistical data related to the employment of disabled individuals because of federal restrictions on acquiring information protected by the ADA.

## Methods Used For Statistical Analysis

**Workforce Data:** KDOT used only the appropriate percentages from the Civilian Labor Force (CLF), from census.gov, employment statistics, EEOC search, and running the report by Standard Occupational Classification (SOC) code for all Kansas occupations to develop CLF data for each KDOT position. Data is based upon Census 2010. The CLF data was correlated with a listing of those employees who worked for the agency on the cut-off date for the report. It was first sorted by working title then after the appropriate percentages have been added in, the data is re-sorted for each Division or District so some additional adjustments could occur based upon position functions within that unit. The data was then extended to establish the non-adjusted unit goals, moved to a recap sheet and adjusted based upon projected minority percent of population increase.

**Applicant Flow Data:** Data regarding applicant flow is obtained from Department of Administration, which is provided in an electronic format and sorted to a unit and job family level for each major work unit utilizing each major Department ID, job family identifier, and then job title. Impact is computed for each job title breakdown using the same CLF figures but is reported within the Plan only to the job family level. The analysis uses a comparison of the applicant flow and success rates where minority and female applicants are compared to the job specific CLF and in relation to whichever specific race and gender breakdown posts the highest success rate. When previous data exists due to recent past hiring, a five-year look back is provided. Comparing the data over a period of years improves the accuracy by showing trends. Success rates are broken out by Division, Bureau, job family, and job classification. The CLF availability figures are based upon the job title. When the success rates of specific groups were less than 4/5ths (80%) of the success rate of whichever group posted the highest success rate, an indication of adverse impact was noted. Applicant flow analysis has also been provided.

**Promotions, Demotions, Transfers, Terminations, Rehires, Reallocations, and New Hires:** Form 20 data from the Bureau of Personnel Services is utilized for the analysis of Promotions, Demotions, Transfers, Terminations, Rehires, Reallocations, and New Hires. The data is examined monthly and compiled and analyzed both quarterly and annually for each EEO Category by minority status and gender.

**EEO-4:** This information was derived this year from the same set of information used to produce the majority of the Plan.

**Salary:** Salary data for the EEO-4 was provided from the same data source as the rest of the Plan.

**Training:** The information was provided by KDOT's Learning Center database.

## **FY 2014 Accomplishments**

The follow-up of the FY 2014 AAP actions can be found on the next three pages. The pages following last year's goals indicate what has actually occurred in Headquarters and each District examined. New hires include anyone new to KDOT during the reporting period and include demotions, transfers, and promotions into KDOT from other state agencies. For the purposes of this chart, a reallocation is an employee on an automatic progression program going to an increased pay level within their classification. The last breakdown is promotion, which now means a KDOT employee who advances to a higher classification, either competitively or non-competitively through an examination of the duties performed.

Demotions will be listed elsewhere within this document and will include only KDOT staff demoted within the KDOT for cause, voluntarily to obtain another position, due to classification being reduced to a lower pay classification as a result of a significant change in duties (typically thought of as a reallocation down), and due to previous temporary reassignment to a higher classification. People demoting out of KDOT are listed as a voluntary termination in this document, and as previously indicated, employees demoting into KDOT from another state agency are listed in the new hire grouping.

**This page intentionally left blank**

**FY 2014 (CLASSIFIED) MINORITY AND FEMALE AGENCY ACCOMPLISHMENTS (based upon all positions open to fill)**

ENTITY	EEO CATEGORIES	Actual FY2014 Hire Opportunities	Total Applicants	Female Applicants	% Female Applicants	Female CLF	Minority Applicants	% Minority Applicants	Minority CLF
Total Agency	Officials and Managers	0	0	0	0.00%	36.36%	0	0.00%	11.36%
	Professionals	8	58	13	22.41%	23.73%	7	12.07%	12.38%
	Technicians	66	346	47	13.58%	19.85%	24	6.94%	15.01%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support	6	187	136	72.73%	84.74%	17	9.09%	13.15%
	Skilled Craft	265	1354	89	6.57%	3.79%	89	6.57%	15.19%
	Service Maintenance					0.00%			16.03%
<b>Totals</b>		<b>345</b>	<b>1945</b>	<b>285</b>	<b>14.65%</b>	<b>17.30%</b>	<b>137</b>	<b>7.04%</b>	<b>14.34%</b>
Headquarters	Officials and Managers					35.65%			12.65%
	Professionals	3	19	5	26.32%	24.82%	2	10.53%	12.61%
	Technicians	10	89	7	7.87%	20.07%	5	5.62%	14.73%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support	1	34	10	29.41%	84.60%	7	20.59%	11.76%
	Skilled Craft	2	8	0	0.00%	13.55%	0	0.00%	16.78%
	Service Maintenance					0.00%			0.00%
<b>Totals</b>		<b>16</b>	<b>150</b>	<b>22</b>	<b>14.67%</b>	<b>30.33%</b>	<b>14</b>	<b>9.33%</b>	<b>13.21%</b>
District One	Officials and Managers					28.65%			16.44%
	Professionals	1	10	2	20.00%	17.54%	2	20.00%	12.01%
	Technicians	25	161	22	13.66%	19.68%	10	6.21%	15.65%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support	1	43	33	76.74%	82.07%	4	9.30%	13.66%
	Skilled Craft	63	505	22	4.36%	3.58%	30	5.94%	15.18%
	Service Maintenance					22.89%			27.34%
<b>Totals</b>		<b>90</b>	<b>719</b>	<b>79</b>	<b>10.99%</b>	<b>12.38%</b>	<b>46</b>	<b>6.40%</b>	<b>15.18%</b>

ENTITY	EEO CATEGORIES	Actual FY2014 Hire Opportunities	Total Applicants	Female Applicants	% Female Applicants	Female CLF	Minority Applicants	% Minority Applicants	Minority CLF
District Two	Officials and Managers					12.97%			13.99%
	Professionals					22.51%			12.26%
	Technicians	11	28	4	14.29%	19.50%	1	3.57%	15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support					85.27%			12.91%
	Skilled Craft	32	131	2	1.53%	3.56%	4	3.05%	15.14%
	Service Maintenance					0.00%			3.65%
<b>Totals</b>		<b>43</b>	<b>159</b>	<b>6</b>	<b>3.77%</b>	<b>12.11%</b>	<b>5</b>	<b>3.14%</b>	<b>14.89%</b>
District Three	Officials and Managers					28.65%			16.42%
	Professionals	1	1	0	0.00%	18.03%	0	0.00%	12.08%
	Technicians	8	23	9	39.13%	19.50%	2	8.70%	15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support					82.32%			13.12%
	Skilled Craft	35	109	11	10.09%	3.58%	7	6.42%	15.16%
	Service Maintenance					10.04%			26.24%
<b>Totals</b>		<b>44</b>	<b>133</b>	<b>20</b>	<b>15.04%</b>	<b>10.77%</b>	<b>9</b>	<b>6.77%</b>	<b>14.82%</b>
District Four	Officials and Managers					28.65%			18.24%
	Professionals	1	3	1	33.33%	29.30%	0	0.00%	12.17%
	Technicians	3	15	2	13.33%	19.50%	0	0.00%	15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support					82.32%			13.12%
	Skilled Craft	42	176	18	10.23%	3.58%	12	6.82%	15.17%
	Service Maintenance					11.36%			22.43%
<b>Totals</b>		<b>46</b>	<b>194</b>	<b>21</b>	<b>10.82%</b>	<b>11.36%</b>	<b>12</b>	<b>6.19%</b>	<b>14.94%</b>

ENTITY	EEO CATEGORIES	Actual FY2014 Hire Opportunities	Total Applicants	Female Applicants	% Female Applicants	Female CLF	Minority Applicants	% Minority Applicants	Minority CLF
District Five	Officials and Managers					28.65%			16.44%
	Professionals	1	17	4	23.53%	19.95%	1	5.88%	11.82%
	Technicians	2	5	0	0.00%	18.85%	1	20.00%	15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support	3	84	68	80.95%	85.07%	4	4.76%	12.85%
	Skilled Craft	63	326	30	9.20%	3.59%	22	6.75%	15.17%
	Service Maintenance					8.14%			23.78%
<b>Totals</b>		<b>69</b>	<b>432</b>	<b>102</b>	<b>23.61%</b>	<b>11.96%</b>	<b>28</b>	<b>6.48%</b>	<b>14.53%</b>
District Six	Officials and Managers					21.30%			13.51%
	Professionals	1	8	1	12.50%	21.22%	2	25.00%	11.91%
	Technicians	7	25	3	12.00%	19.50%	5	20.00%	15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support	1	26	25	96.15%	86.80%	2	7.69%	13.00%
	Skilled Craft	28	99	6	6.06%	3.53%	14	14.14%	15.07%
	Service Maintenance					8.14%			23.78%
<b>Totals</b>		<b>37</b>	<b>158</b>	<b>35</b>	<b>22.15%</b>	<b>12.28%</b>	<b>23</b>	<b>14.56%</b>	<b>14.14%</b>

**FY 2014 (UNCLASSIFIED) MINORITY AND FEMALE AGENCY ACCOMPLISHMENTS (based upon all positions open to fill)**

ENTITY	EEO CATEGORIES	Actual FY2014 Hire Opportunities	Total Applicants	Female Applicants	% Female Applicants	Female CLF	Minority Applicants	% Minority Applicants	Minority CLF	
Total Agency	Officials and Managers	24	127	55	43.31%	36.36%	11	8.66%	11.36%	
	Professionals	62	560	247	44.11%	23.73%	67	11.96%	12.38%	
	Technicians	6	47	8	17.02%	19.85%	4	8.51%	15.01%	
	Prot. Serv. (Sworn) and (Unsworn)	None of These								
	Administrative Support	10	221	183	82.81%	84.74%	27	12.22%	13.15%	
	Skilled Craft	34	128	3	2.34%	3.79%	8	6.25%	15.19%	
	Service Maintenance					0.00%			16.03%	
	<b>Totals</b>		<b>136</b>	<b>1083</b>	<b>496</b>	<b>45.80%</b>	<b>17.30%</b>	<b>117</b>	<b>10.80%</b>	<b>14.34%</b>
Headquarters	Officials and Managers	24	127	55	43.31%	35.65%	11	8.66%	12.65%	
	Professionals	45	465	201	43.23%	24.82%	53	11.40%	12.61%	
	Technicians	4	40	8	20.00%	20.07%	4	10.00%	14.73%	
	Prot. Serv. (Sworn) and (Unsworn)	None of These								
	Administrative Support	4	111	89	80.18%	84.60%	12	10.81%	11.76%	
	Skilled Craft	1	1	0	0.00%	13.55%	0	0.00%	16.78%	
	Service Maintenance					0.00%			0.00%	
	<b>Totals</b>		<b>78</b>	<b>744</b>	<b>353</b>	<b>47.45%</b>	<b>30.33%</b>	<b>80</b>	<b>10.75%</b>	<b>13.21%</b>
District One	Officials and Managers					28.65%			16.44%	
	Professionals	4	44	19	43.18%	17.54%	8	18.18%	12.01%	
	Technicians	1	4	0	0.00%	19.68%	0	0.00%	15.65%	
	Prot. Serv. (Sworn) and (Unsworn)	None of These								
	Administrative Support	2	68	59	86.76%	82.07%	11	16.18%	13.66%	
	Skilled Craft	12	46	1	2.17%	3.58%	1	2.17%	15.18%	
	Service Maintenance					22.89%			27.34%	
	<b>Totals</b>		<b>19</b>	<b>162</b>	<b>79</b>	<b>48.77%</b>	<b>12.38%</b>	<b>20</b>	<b>12.35%</b>	<b>15.18%</b>

ENTITY	EEO CATEGORIES	Actual FY2014 Hire Opportunities	Total Applicants	Female Applicants	% Female Applicants	Female CLF	Minority Applicants	% Minority Applicants	Minority CLF
District Two	Officials and Managers					12.97%			13.99%
	Professionals	2	3	1	33.33%	22.51%	0	0.00%	12.26%
	Technicians					19.50%			15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support	1	10	8	80.00%	85.27%	0	0.00%	12.91%
	Skilled Craft	4	13	0	0.00%	3.56%	1	7.69%	15.14%
	Service Maintenance					0.00%			3.65%
<b>Totals</b>		<b>7</b>	<b>26</b>	<b>9</b>	<b>34.62%</b>	<b>12.11%</b>	<b>1</b>	<b>3.85%</b>	<b>14.89%</b>
District Three	Officials and Managers					28.65%			16.42%
	Professionals					18.03%			12.08%
	Technicians					19.50%			15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support	1	9	9	100.00%	82.32%	0	0.00%	13.12%
	Skilled Craft	2	13	1	7.69%	3.58%	1	7.69%	15.16%
	Service Maintenance					10.04%			26.24%
<b>Totals</b>		<b>3</b>	<b>22</b>	<b>10</b>	<b>45.45%</b>	<b>10.77%</b>	<b>1</b>	<b>4.55%</b>	<b>14.82%</b>
District Four	Officials and Managers					28.65%			18.24%
	Professionals	4	7	3	42.86%	29.30%	1	14.29%	12.17%
	Technicians	1	3	0	0.00%	19.50%	0	0.00%	15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support					82.32%			13.12%
	Skilled Craft	2	9	1	11.11%	3.58%	0	0.00%	15.17%
	Service Maintenance					11.36%			22.43%
<b>Totals</b>		<b>7</b>	<b>19</b>	<b>4</b>	<b>21.05%</b>	<b>11.36%</b>	<b>1</b>	<b>5.26%</b>	<b>14.94%</b>

ENTITY	EEO CATEGORIES	Actual FY2014 Hire Opportunities	Total Applicants	Female Applicants	% Female Applicants	Female CLF	Minority Applicants	% Minority Applicants	Minority CLF
District Five	Officials and Managers					28.65%			16.44%
	Professionals	6	30	13	43.33%	19.95%	4	13.33%	11.82%
	Technicians					18.85%			15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support					85.07%			12.85%
	Skilled Craft	10	34	0	0.00%	3.59%	2	5.88%	15.17%
	Service Maintenance					8.14%			23.78%
<b>Totals</b>		<b>16</b>	<b>64</b>	<b>13</b>	<b>20.31%</b>	<b>11.96%</b>	<b>6</b>	<b>9.38%</b>	<b>14.53%</b>
District Six	Officials and Managers					21.30%			13.51%
	Professionals	1	11	10	90.91%	21.22%	1	9.09%	11.91%
	Technicians					19.50%			15.58%
	Prot. Serv. (Sworn) and (Unsworn)	None of These							
	Administrative Support	2	23	18	78.26%	86.80%	4	17.39%	13.00%
	Skilled Craft	3	12	0	0.00%	3.53%	3	25.00%	15.07%
	Service Maintenance					8.14%			23.78%
<b>Totals</b>		<b>6</b>	<b>46</b>	<b>28</b>	<b>60.87%</b>	<b>12.28%</b>	<b>8</b>	<b>17.39%</b>	<b>14.14%</b>

**Actual Agency Hiring (CLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE													
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.	AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.	AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A-1	1	1	100.00%	0	0.00%	0	0.00%	1	100.00%																		
B-2	5	5	100.00%	0	0.00%	0	0.00%	5	100.00%																		
C-3	48	36	75.00%	12	25.00%	4	8.33%	33	68.75%			2	4.17%			1	2.08%	11	22.92%			1	2.08%				
D-4																											
E-5																											
F-6	12	5	41.67%	7	58.33%	0	0.00%	5	41.67%									7	58.33%								
G-7	140	134	95.71%	6	4.29%	11	7.86%	123	87.86%	4	2.86%	7	5.00%					6	4.29%								
H-8	35	27	77.14%	8	22.86%	0	0.00%	27	77.14%		0.00%		0.00%					8	22.86%								
TOT	241	208	86.31%	33	13.69%	15	6.22%	194	80.50%	4	1.66%	9	3.73%			1	0.41%	32	13.28%			1	0.41%				
Real.	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A-1																											
B-2																											
C-3	14	10	71.43%	4	28.57%	2	14.29%	9	64.29%	1	7.14%							3	21.43%			1	7.14%				
D-4																											
E-5																											
F-6																											
G-7	64	63	98.44%	1	1.56%	5	7.81%	58	90.63%	1	1.56%	3	4.69%			1	1.56%	1	1.56%								
H-8																											
TOT	78	73	93.59%	5	6.41%	7	8.97%	67	85.90%	2	2.56%	3	3.85%			1	1.28%	4	5.13%			1	1.28%				
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A-1	1	1	100.00%	0	0.00%	0	0.00%	1	100.00%																		
B-2	10	8	80.00%	2	20.00%	2	20.00%	6	60.00%			2	20.00%					2	20.00%								
C-3	2	2	100.00%	0	0.00%	1	50.00%	1	50.00%			1	50.00%														
D-4																											
E-5																											
F-6	2	0		2	100.00%													2	100.00%								
G-7	16	15	93.75%	1	6.25%	1	6.25%	15	93.75%													1	6.25%				
H-8																											
TOT	31	26	83.87%	5	16.13%	4	12.90%	23	74.19%			3	9.68%					4	12.90%			1	3.23%				

**Overall Minority Civilian LF for the Agency is 14.34% with a 7.25% Agency LF, and the Overall Women Civilian LF is 17.29% with a 15.15% Agency LF.**

A-1: Officials and Managers      B-2: Professionals      C-3: Technicians  
 F-6: Administrative Support      G-7: Skilled Craft      H-8: Service Maintenance  
 "LF" ~ Labor Force

**Actual Headquarters Hiring (CLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE								MINORITY TOTAL FEMALE											
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC . IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/P AC. IS.	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	N O.	%	NO.	%
A - 1	1	1	100.00%	0	0.00%			1	100.00%																		
B - 2	2	2	100.00%	0	0.00%	0	0.00%	2	100.00%																		
C - 3	17	11	64.71%	6	35.29%			10	58.82%							1	5.88%	5	29.41%			1	5.88%				
D - 4																											
E - 5																											
F - 6	7	4	57.14%	3	42.86%			4	57.14%									3	42.86%								
G - 7	1	1	100.00%					1	100.00%																		
H - 8																											
TOT	28	19	67.86%	9	32.14%	0	0.00%	18	64.29%							1	3.57%	8	28.57%			1	3.57%				
Real.	NO.	NO.	%	NO.	%	NO.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	N O.	%	NO.	%
A - 1																											
B - 2																											
C - 3	3	2	66.67%	1	33.33%	1	33.33%	1	33.33%	1	33.33%							1	33.33%								
D - 4																											
E - 5																											
F - 6																											
G - 7																											
H - 8																											
TOT	3	2	66.67%	1	33.33%	1	33.33%	1	33.33%	1	33.33%							1	33.33%								
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	N O.	%	NO.	%
A - 1																											
B - 2	7	5	71.43%	2	28.57%	2	28.57%	3	42.86%			2	28.57%					2	28.57%								
C - 3	2	2	100.00%	0	0.00%			1	50.00%			1	50.00%														
D - 4																											
E - 5																											
F - 6	1			1	100.00%													1	100.00%								
G - 7																											
H - 8																											
TOT	10	7	70.00%	3	30.00%	2	20.00%	4	40.00%			3	30.00%					3	30.00%								

Overall Minority Civilian LF for these units is 13.21% with a 8.83% Agency LF, and the Overall Women Civilian LF is 30.32% with a 30.65% Agency LF.

**Actual District One Hiring (CLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE													
		MALE		FEMALE		MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3	8	7	87.50%	1	12.50%			7	87.50%									1	12.50%								
D - 4																											
E - 5																											
F - 6																											
G - 7	35	34	97.14%	1	2.86%	4	11.43%	30	85.71%	2	5.71%	2	5.71%					1	2.86%								
H - 8	8	8	100.00%					8	100.00%																		
TOT	51	49	96.08%	2	3.92%	4	7.84%	45	88.24%	2	3.92%	2	3.92%					2	3.92%								
Real.	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	10	10	100.00%			1	10.00%	9	90.00%	1	10.00%																
H - 8																											
TOT	10	10	100.00%			1	10.00%	9	90.00%	1	10.00%																
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1	1	1	100.00%					1	100.00%																		
B - 2	1	1	100.00%					1	100.00%																		
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	4	4	100.00%					4	100.00%																		
H - 8																											
TOT	6	6	100.00%					6	100.00%																		

Overall Minority Civilian LF for this unit is 15.17% with a 9.26% Agency LF, and the Overall Women Civilian LF is 12.37% with a 5.46% Agency LF.

**Actual District Two Hiring (CLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE													
		MALE		FEMALE		MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO	%	NO.	%	NO.	%	NO	%	NO	%	NO.	%	NO	%	NO.	%	NO	%	NO	%	NO.	%	NO	%	NO.	%
A - 1																											
B - 2																											
C - 3	9	8	88.89%	1	11.11%			7	77.78%			1	11.11%					1	11.11%								
D - 4																											
E - 5																											
F - 6																											
G - 7	18	18	100.00%			1	5.56%	17	94.44%			1	5.56%														
H - 8																											
TOT	27	26	96.30%	1	3.70%	1	3.70%	24	88.89%			2	7.41%					1	3.70%								
Real.	NO.	NO.	%	NO.	%	NO.	%	NO	%	NO	%	NO.	%	NO	%	NO.	%	NO	%	NO	%	NO.	%	NO	%	NO.	%
A - 1																											
B - 2																											
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	23	23	100.00%			1	4.35%	22	95.65%			1	4.35%														
H - 8																											
TOT	23	23	100.00%			1	4.35%	22	95.65%			1	4.35%														
Promo	NO.	NO.	%	NO.	%	NO.	%	NO	%	NO	%	NO.	%	NO	%	NO.	%	NO	%	NO	%	NO.	%	NO	%	NO.	%
A - 1																											
B - 2																											
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	1	1	100.00%					1	100.00%																		
H - 8																											
TOT	1	1	100.00%					1	100.00%																		

Overall Minority Civilian LF for this unit is 14.88% with a 6.67% Agency LF, and the Overall Women Civilian LF is 12.10% with a 10.42% Agency LF.

**Actual District Three Hiring (CLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE									MINORITY TOTAL FEMALE										
		MALE		FEMALE		MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3	3	1	33.33%	2	66.67%			1	33.33%									2	66.67%								
D - 4																											
E - 5																											
F - 6																											
G - 7	16	15	93.75%	1	6.25%	0	0.00%	15	93.75%									1	6.25%								
H - 8	11	5	45.45%	6	54.55%	1	9.09%	4	36.36%			1	9.09%					5	45.45%								
TOT	30	21	70.00%	9	30.00%	1	3.33%	20	66.67%			1	3.33%					8	26.67%								
Real.	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	6	6	100.00%					6	100.00%																		
H - 8																											
TOT	6	6	100.00%					6	100.00%																		
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2	2	2	100.00%					2	100.00%																		
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	1	1	100.00%					1	100.00%																		
H - 8																											
TOT	3	3	100.00%					3	100.00%																		

**Overall Minority Civilian LF for this unit is 14.81% with a 1.97% Agency LF, and the Overall Women Civilian LF is 10.76% with a 12.32% Agency LF.**

**Actual District Four Hiring (CLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE													
		MALE		FEMALE		MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3	3	2	66.67%	1	33.33%			2	66.67%									1	33.33%								
D - 4																											
E - 5																											
F - 6																											
G - 7	24	22	91.67%	2	8.33%	2	8.33%	20	83.33%	1	4.17%	1	4.17%					2	8.33%								
H - 8	9	8	88.89%	1	11.11%	1	11.11%	7	77.78%	1	11.11%							1	11.11%								
TOT	36	32	88.89%	4	11.11%	3	8.33%	29	80.56%	2	5.56%	1	2.78%					4	11.11%								
Real.	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3	2	2	100.00%					2	100.00%																		
D - 4																											
E - 5																											
F - 6																											
G - 7	6	6	100.00%					6	100.00%																		
H - 8																											
TOT	8	8	100.00%					8	100.00%																		
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	3	3	100.00%					3	100.00%																		
H - 8																											
TOT	3	3	100.00%					3	100.00%																		

Overall Minority Civilian LF for this unit is 14.93% with a 5.10% Agency LF, and the Overall Women Civilian LF is 11.35% with an 8.63% Agency LF.

**Actual District Five Hiring (CLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE													
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.	AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.	AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2	1	1	100.00%					1	100.00%																		
C - 3	3	3	100.00%					3	100.00%																		
D - 4																											
E - 5																											
F - 6	2	1	50.00%	1	50.00%			1	50.00%									1	50.00%								
G - 7	28	26	92.86%	2	7.14%	2	7.14%	24	85.71%	1	3.57%	1	3.57%					2	7.14%								
H - 8	6	4	66.67%	2	33.33%	1	16.67%	3	50.00%			1	16.67%					2	33.33%								
TOT	40	35	87.50%	5	12.50%	3	7.50%	32	80.00%	1	2.50%	2	5.00%					5	12.50%								
Real.	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3	6	4	66.67%	2	33.33%	0	0.00%	4	66.67%									2	33.33%								
D - 4																											
E - 5																											
F - 6																											
G - 7	10	9	90.00%	1	10.00%	1	10.00%	8	80.00%							1	10.00%	1	10.00%								
H - 8																											
TOT	16	13	81.25%	3	18.75%	1	6.25%	12	75.00%							1	6.25%	3	18.75%								
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3																											
D - 4																											
E - 5																											
F - 6	1			1	100.00%													1	100.00%								
G - 7	6	5	83.33%	1	16.67%	1	16.67%	5	83.33%												1	16.67%					
H - 8																											
TOT	7	5	71.43%	2	28.57%	1	14.29%	5	71.43%									1	14.29%			1	14.29%				

Overall Minority Civilian LF for this unit is 14.52% with a 7.30% Agency LF, and the Overall Women Civilian LF is 11.95% with a 15.24% Agency LF.

**Actual District Six Hiring (CLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE										MINORITY TOTAL FEMALE										
		MALE		FEMALE		MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		
New-Hire	NO.	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	
A - 1																												
B - 2	2	2	100.00%					2	100.00%																			
C - 3	2	1	50.00%	1	50.00%	1	50.00%	1	50.00%												1	50.00%						
D - 4																												
E - 5																												
F - 6	2			2	100.00%													2	100.00%									
G - 7	18	18	100.00%			2	11.11%	16	88.89%			2	11.11%															
H - 8	2	2	100.00%			1	50.00%	1	50.00%			1	50.00%															
TOT	26	23	88.46%	3	11.54%	4	15.38%	20	76.92%			3	11.54%					2	7.69%			1	3.85%					
Real.	NO.	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	
A - 1																												
B - 2																												
C - 3																												
D - 4																												
E - 5																												
F - 6																												
G - 7	10	10	100.00%			2	20.00%	8	80.00%			2	20.00%															
H - 8																												
TOT	10	10	100.00%			2	20.00%	8	80.00%			2	20.00%															
Promo	NO.	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	
A - 1																												
B - 2																												
C - 3																												
D - 4																												
E - 5																												
F - 6																												
G - 7	1	1	100.00%					1	100.00%																			
H - 8																												
TOT	1	1	100.00%					1	100.00%																			

Overall Minority Civilian LF for this unit is 14.13% with 19.48% Agency LF, and the Overall Women Civilian LF is 12.27% with a 14.29% Agency LF.

**Actual Agency Hiring (UNCLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE															
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1	5	3	60.00%	2	40.00%	0	0.00%	3	60.00%									2	40.00%										
B - 2	41	27	65.85%	14	34.15%	3	7.32%	25	60.98%			1	2.44%	1	2.44%			13	31.71%			1	2.44%						
C - 3	1	1	100.00%	0	0.00%	0	0.00%	1	100.00%										0.00%			0.00%							
D - 4																													
E - 5																													
F - 6	7	0	0.00%	7	100.00%	0	0.00%											7	100.00%										
G - 7																													
H - 8																													
TOT	54	31	57.41%	23	42.59%	3	5.56%	29	53.70%			1	1.85%	1	1.85%			22	40.74%			1	1.85%						
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1	75	52	69.33%	23	30.67%	4	5.33%	49	65.33%			2	2.67%			1	1.33%	22	29.33%	1	1.33%								
B - 2	256	168	65.63%	88	34.38%	11	4.30%	163	63.67%	1	0.39%	3	1.17%	1	0.39%			82	32.03%	1	0.39%	2	0.78%	1	0.39%	2	0.78%		
C - 3	10	7	70.00%	3	30.00%	0	0.00%	7	70.00%									3	30.00%										
D - 4																													
E - 5																													
F - 6	6	0	0.00%	6	100.00%													6	100.00%										
G - 7	17	17	100.00%	0	0.00%	0	0.00%	17	100.00%													0.00%							
H - 8	100	100	100.00%	0	0.00%			99	99.00%			1	1.00%																
TOT	464	344	74.14%	120	25.86%	15	3.23%	335	72.20%	1	0.22%	6	1.29%	1	0.22%	1	0.22%	113	24.35%	2	0.43%	2	0.43%	1	0.22%	2	0.43%		

**Overall Minority Civilian LF for the Agency is 14.34% with a 3.89% Agency LF, and the Overall Women Civilian LF is 17.29% with a 27.26% Agency LF.**

**Actual Headquarters Hiring (UNCLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE													
		MALE		FEMALE		MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC . IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/P AC. IS.		AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	N O.	%	NO.	%
A -1	6	4	66.67%	2	33.33%			4	66.67%									2	33.33%								
B - 2	35	25	71.43%	10	28.57%	3	8.57%	23	65.71%			1	2.86%	1	2.86%			9	25.71%			1	2.86%				
C - 3	18	12	66.67%	6	33.33%			11	61.11%							1	5.56%	5	27.78%			1	5.56%				
D - 4																											
E -5																											
F - 6	11	3	27.27%	8	72.73%			3	27.27%									8	72.73%								
G - 7	1	1	100.00%					1	100.00%																		
H - 8																											
TOT	71	45	63.38%	26	36.62%	3	4.23%	42	59.15%			1	1.41%	1	1.41%	1	1.41%	24	33.80%			2	2.82%				
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	NO.	%	N O.	%	N O.	%	NO.	%
A -1	35	14	40.00%	21	60.00%	1	2.86%	14	40.00%									20	57.14%	1	2.86%						
B - 2	199	125	62.81%	74	37.19%	11	5.53%	119	59.80%	1	0.50%	5	2.51%					69	34.67%	1	0.50%	1	0.50%	1	0.50%	2	1.01%
C - 3	11	8	72.73%	3	27.27%			8	72.73%									3	27.27%								
D - 4																											
E -5																											
F - 6	5			5	100.00%													5	100.00%								
G - 7																											
H - 8																											
TOT	250	147	58.80%	103	41.20%	12	4.80%	141	56.40%	1	0.40%	5	2.00%					97	38.80%	2	0.80%	1	0.40%	1	0.40%	2	0.80%

Overall Minority Civilian LF for these units is 13.21% with a 4.69% Agency LF, and the Overall Women Civilian LF is 30.32% with a 40.00% Agency LF.

**Actual District One Hiring (UNCLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE															
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																													
B - 2	2	2	100.00%					2	100.00%																				
C - 3																													
D - 4																													
E - 5																													
F - 6																													
G - 7																													
H - 8																													
TOT	2	2	100.00%					2	100.00%																				
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1	6	6	100.00%					6	100.00%																				
B - 2	18	12	66.67%	6	33.33%	1	5.56%	11	61.11%					1	5.56%			6	33.33%										
C - 3																													
D - 4																													
E - 5																													
F - 6	2			2	100.00%													2	100.00%										
G - 7	6	6	100.00%					6	100.00%																				
H - 8	21	21	100.00%					21	100.00%																				
TOT	53	45	84.91%	8	15.09%	1	1.89%	44	83.02%					1	1.89%			8	15.09%										

**Overall Minority Civilian LF for this unit is 15.17% with a 3.33% Agency LF, and the Overall Women Civilian LF is 12.37% with a 13.33% Agency LF.**

**Actual District Two Hiring (UNCLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE													
		MALE		FEMALE		MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2																											
C - 3																											
D - 4																											
E - 5																											
F - 6	1			1	100.00%													1	100.00%								
G - 7																											
H - 8																											
TOT	1			1	100.00%													1	100.00%								
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1	7	7	100.00%	0	0.00%	1	14.29%	6	85.71%							1	14.29%										
B - 2	9	7	77.78%	2	22.22%	0	0.00%	7	77.78%									2	22.22%								
C - 3																											
D - 4																											
E - 5																											
F - 6	3	3	100.00%					3	100.00%										0.00%								
G - 7																											
H - 8	18	18	100.00%					18	100.00%																		
TOT	37	35	94.59%	2	5.41%	1	2.70%	34	91.89%							1	2.70%	2	5.41%								

**Overall Minority Civilian LF for this unit is 14.88% with a 2.63% Agency LF, and the Overall Women Civilian LF is 12.10% with a 7.89% Agency LF.**

**Actual District Three Hiring (UNCLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE													
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.	AM. INDIAN	WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.	AM. INDIAN		
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2	1	1	100.00%					1	100.00%																		
C - 3																											
D - 4																											
E - 5																											
F - 6	1			1	100.00%													1	100.00%								
G - 7																											
H - 8																											
TOT	2	1	50.00%	1	50.00%			1	50.00%									1	50.00%								
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1	6	6	100.00%			1	16.67%	5	83.33%			1	16.67%														
B - 2	8	7	87.50%	1	12.50%			7	87.50%									1	12.50%								
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	3	3	100.00%					3	100.00%										0.00%								
H - 8	15	15	100.00%					15	100.00%																		
TOT	32	31	96.88%	1	3.13%	1	3.13%	30	93.75%			1	3.13%					1	3.13%								

**Overall Minority Civilian LF for this unit is 14.81% with a 2.94% Agency LF, and the Overall Women Civilian LF is 10.76% with a 5.88% Agency LF.**

**Actual District Four Hiring (UNCLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE						MINORITY TOTAL FEMALE															
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																													
B - 2	3	1	33.33%	2	66.67%			1	33.33%									2	66.67%										
C - 3																													
D - 4																													
E - 5																													
F - 6																													
G - 7																													
H - 8																													
TOT	3	1	33.33%					1	33.33%									2	66.67%										
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1	5	4	80.00%	1	20.00%			4	80.00%									1	20.00%										
B - 2	12	8	66.67%	4	33.33%			8	66.67%									4	33.33%										
C - 3																													
D - 4																													
E - 5																													
F - 6																													
G - 7	2	2	100.00%					2	100.00%																				
H - 8	10	10	100.00%					10	100.00%																				
TOT	29	24	82.76%	5	17.24%			24	82.76%									5	17.24%										

Overall Minority Civilian LF for this unit is 14.93% with a 0.00% Agency LF, and the Overall Women Civilian LF is 11.35% with a 18.75% Agency LF.

**Actual District Five Hiring (UNCLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE								MINORITY TOTAL FEMALE											
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.	
New-Hire	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1																											
B - 2	1	1	100.00%					1	100.00%																		
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7																											
H - 8																											
TOT	1	1	100.00%					1	100.00%																		
Promo	NO.	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
A - 1	9	8	88.89%	1	11.11%			8	88.89%									1	11.11%								
B - 2	14	10	71.43%	4	28.57%	1	7.14%	10	71.43%									3	21.43%			1	7.14%				
C - 3																											
D - 4																											
E - 5																											
F - 6																											
G - 7	2	2	100.00%					2	100.00%																		
H - 8	21	21	100.00%					20	95.24%			1	4.76%														
TOT	46	41	89.13%	5	10.87%	1	2.17%	40	86.96%			1	2.17%					4	8.70%			1	2.17%				

**Overall Minority Civilian LF for this unit is 14.52% with a 4.26% Agency LF, and the Overall Women Civilian LF is 11.95% with a 10.64% Agency LF.**

**Actual District Six Hiring (UNCLASSIFIED)**

EEO CAT.	Total	ALL EMPLOYEES						MINORITY TOTAL MALE									MINORITY TOTAL FEMALE												
		MALE			FEMALE			MINORITY		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN		WHITE		BLACK		HISPANIC		ASIAN/PAC. IS.		AM. INDIAN	
New-Hire	NO.	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%
A - 1																													
B - 2	2			2	100.00%													2	100.00%										
C - 3																													
D - 4																													
E - 5																													
F - 6	1			1	100.00%													1	100.00%										
G - 7																													
H - 8																													
TOT	3			3	100.00%													3	100.00%										
Promo	NO.	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%	NO	%
A - 1	7	7	100.00%			1	14.29%	6	85.71%			1	14.29%																
B - 2	8	8	100.00%					8	100.00%																				
C - 3																													
D - 4																													
E - 5																													
F - 6																													
G - 7	1	1	100.00%					1	100.00%																				
H - 8	15	15	100.00%					15	100.00%																				
TOT	31	31	100.00%			1	3.23%	30	96.77%			1	3.23%																

**Overall Minority Civilian LF for this unit is 14.13% with 2.94% Agency LF, and the Overall Women Civilian LF is 12.27% with a 5.88% Agency LF.**

**Summary of AGENCY (Classified & Unclassified) Applicant flow data entered into the State Payroll system each quarter**

**First quarter data entered into SHaRP**

HEADINGS	Total #	WM	BM	HM	APIM	NAM	WF	BF	HF	APIF	NAF	%Minority	%Women
Applications*	724	56.91%	1.10%	4.56%	0.69%	1.52%	28.31%	2.07%	2.49%	0.97%	1.38%	14.78%	35.22%
		412	8	33	5	11	205	15	18	7	10	107	255
Hired	113	78.76%	1.77%	5.31%	0.00%	0.00%	12.39%	0.00%	1.77%	0.00%	0.00%	8.85%	14.16%
		89	2	6	0	0	14	0	2	0	0	10	16
Accepted Another Position	20	45.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	5.00%	5.00%	55.00%
		9	0	0	0	0	10	0	0	0	1	1	11
Offer Rejected	2	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
		1	0	0	1	0	0	0	0	0	0	1	0
Withdraw	27	48.15%	0.00%	3.70%	0.00%	3.70%	40.74%	0.00%	3.70%	0.00%	0.00%	11.11%	44.44%
		13	0	1	0	1	11	0	1	0	0	3	12
Lacked Minimum Qualifications	173	33.53%	1.73%	2.31%	0.00%	0.58%	46.82%	4.05%	5.20%	2.89%	2.89%	19.65%	61.85%
		58	3	4	0	1	81	7	9	5	5	34	107
No Show for Interview	17	88.24%	0.00%	0.00%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	5.88%	5.88%	11.76%
		15	0	0	0	0	1	0	0	0	1	1	2
Unable to Contact	7	71.43%	0.00%	0.00%	0.00%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%
		5	0	0	0	0	2	0	0	0	0	0	2
Lacks Basic Eligibility	20	45.00%	0.00%	10.00%	0.00%	0.00%	45.00%	0.00%	0.00%	0.00%	0.00%	10.00%	45.00%
		9	0	2	0	0	9	0	0	0	0	2	9
Received Phone Interview Only	18	61.11%	0.00%	0.00%	0.00%	11.11%	22.22%	0.00%	0.00%	0.00%	5.56%	16.67%	27.78%
		11	0	0	0	2	4	0	0	0	1	3	5
Not Selected	236	67.37%	1.27%	5.51%	1.27%	2.12%	18.64%	1.27%	1.27%	0.42%	0.85%	13.98%	22.46%
		159	3	13	3	5	44	3	3	1	2	33	53
Less Qualified	47	38.30%	0.00%	2.13%	0.00%	4.26%	42.55%	10.64%	0.00%	2.13%	0.00%	19.15%	55.32%
		18	0	1	0	2	20	5	0	1	0	9	26
Applied/Inactive Status	44	56.82%	0.00%	13.64%	2.27%	0.00%	20.45%	0.00%	6.82%	0.00%	0.00%	22.73%	27.27%
		25	0	6	1	0	9	0	3	0	0	10	12

WM – White Male  
 BM – Black Male  
 HM – Hispanic Male  
 APIM – Asian/Asian Pacific Islander Male  
 NAM – Native American Male

WF – White Female  
 BF – Black Female  
 HF – Hispanic Female  
 APIF – Asian/Asian Pacific Islander Female  
 NAF – Native American Female

**Second quarter data entered into SHaRP**

HEADINGS	Total #	WM	BM	HM	APIM	NAM	WF	BF	HF	APIF	NAF	%Minority	%Women
Applications*	529	69.19%	0.95%	3.97%	0.57%	1.32%	22.31%	0.00%	0.95%	0.38%	0.38%	8.51%	24.01%
		366	5	21	3	7	118	0	5	2	2	45	127
Hired	112	79.46%	0.89%	3.57%	0.00%	0.89%	14.29%	0.00%	0.00%	0.00%	0.89%	6.25%	15.18%
		89	1	4	0	1	16	0	0	0	1	7	17
Accepted Another Position	16	75.00%	0.00%	6.25%	0.00%	0.00%	18.75%	0.00%	0.00%	0.00%	0.00%	6.25%	18.75%
		12	0	1	0	0	3	0	0	0	0	1	3
Offer Rejected	4	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		4	0	0	0	0	0	0	0	0	0	0	0
Withdraw	26	50.00%	0.00%	11.54%	3.85%	0.00%	34.62%	0.00%	0.00%	0.00%	0.00%	15.38%	34.62%
		13	0	3	1	0	9	0	0	0	0	4	9
Lacked Minimum Qualifications	60	60.00%	0.00%	3.33%	0.00%	1.67%	30.00%	0.00%	3.33%	1.67%	0.00%	10.00%	35.00%
		36	0	2	0	1	18	0	2	1	0	6	21
No Show for Interview	13	61.54%	0.00%	7.69%	0.00%	7.69%	23.08%	0.00%	0.00%	0.00%	0.00%	15.38%	23.08%
		8	0	1	0	1	3	0	0	0	0	2	3
Unable to Contact	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		0	0	0	0	0	0	0	0	0	0	0	0
Lacks Basic Eligibility	26	73.08%	0.00%	0.00%	0.00%	0.00%	26.92%	0.00%	0.00%	0.00%	0.00%	0.00%	26.92%
		19	0	0	0	0	7	0	0	0	0	0	7
Received Phone Interview Only	10	70.00%	0.00%	0.00%	0.00%	0.00%	30.00%	0.00%	0.00%	0.00%	0.00%	0.00%	30.00%
		7	0	0	0	0	3	0	0	0	0	0	3
Not Selected	236	70.34%	1.69%	4.24%	0.85%	1.69%	19.49%	0.00%	0.85%	0.42%	0.42%	10.17%	21.19%
		166	4	10	2	4	46	0	2	1	1	24	50
Less Qualified	20	30.00%	0.00%	0.00%	0.00%	0.00%	65.00%	0.00%	5.00%	0.00%	0.00%	5.00%	70.00%
		6	0	0	0	0	13	0	1	0	0	1	14
Applied/Inactive Status	6	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		6	0	0	0	0	0	0	0	0	0	0	0

**Third quarter data entered into SHaRP**

HEADINGS	Total #	WM	BM	HM	APIM	NAM	WF	BF	HF	APIF	NAF	%Minority	%Women
Applications*	602	71.43%	1.66%	3.99%	1.16%	1.16%	18.27%	1.00%	0.83%	0.50%	0.00%	10.30%	20.60%
		430	10	24	7	7	110	6	5	3	0	62	124
Hired	110	80.91%	2.73%	2.73%	0.00%	0.00%	12.73%	0.00%	0.91%	0.00%	0.00%	6.36%	13.64%
		89	3	3	0	0	14	0	1	0	0	7	15
Accepted Another Position	44	72.73%	0.00%	4.55%	0.00%	2.27%	20.45%	0.00%	0.00%	0.00%	0.00%	6.82%	20.45%
		32	0	2	0	1	9	0	0	0	0	3	9
Offer Rejected	17	82.35%	5.88%	0.00%	0.00%	0.00%	11.76%	0.00%	0.00%	0.00%	0.00%	5.88%	11.76%
		14	1	0	0	0	2	0	0	0	0	1	2
Withdraw	8	62.50%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	12.50%	0.00%	12.50%	37.50%
		5	0	0	0	0	2	0	0	1	0	1	3
Lacked Minimum Qualifications	53	62.26%	0.00%	7.55%	0.00%	0.00%	26.42%	0.00%	1.89%	1.89%	0.00%	11.32%	30.19%
		33	0	4	0	0	14	0	1	1	0	6	16
No Show for Interview	19	52.63%	10.53%	15.79%	0.00%	0.00%	15.79%	0.00%	0.00%	5.26%	0.00%	31.58%	21.05%
		10	2	3	0	0	3	0	0	1	0	6	4
Unable to Contact	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		0	0	0	0	0	0	0	0	0	0	0	0
Lacks Basic Eligibility	37	78.38%	0.00%	2.70%	0.00%	0.00%	16.22%	0.00%	2.70%	0.00%	0.00%	5.41%	18.92%
		29	0	1	0	0	6	0	1	0	0	2	7
Received Phone Interview Only	1	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		1	0	0	0	0	0	0	0	0	0	0	0
Not Selected	247	76.11%	1.21%	3.24%	2.83%	1.62%	14.17%	0.40%	0.40%	0.00%	0.00%	9.72%	14.98%
		188	3	8	7	4	35	1	1	0	0	24	37
Less Qualified	38	26.32%	2.63%	2.63%	0.00%	0.00%	52.63%	13.16%	2.63%	0.00%	0.00%	21.05%	68.42%
		10	1	1	0	0	20	5	1	0	0	8	26
Applied/Inactive Status	28	67.86%	0.00%	7.14%	0.00%	7.14%	17.86%	0.00%	0.00%	0.00%	0.00%	14.29%	17.86%
		19	0	2	0	2	5	0	0	0	0	4	5

**Fourth quarter data entered into SHaRP**

HEADINGS	Total #	WM	BM	HM	APIM	NAM	WF	BF	HF	APIF	NAF	%Minority	%Women
Applications*	523	69.41%	1.53%	2.87%	0.38%	1.15%	21.41%	1.72%	1.34%	0.19%	0.00%	9.18%	24.67%
		363	8	15	2	6	112	9	7	1	0	48	129
Hired	73	76.71%	1.37%	2.74%	0.00%	2.74%	13.70%	0.00%	2.74%	0.00%	0.00%	9.59%	16.44%
		56	1	2	0	2	10	0	2	0	0	7	12
Accepted Another Position	22	81.82%	0.00%	4.55%	0.00%	0.00%	13.64%	0.00%	0.00%	0.00%	0.00%	4.55%	13.64%
		18	0	1	0	0	3	0	0	0	0	1	3
Offer Rejected	6	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		6	0	0	0	0	0	0	0	0	0	0	0
Withdrew	14	64.29%	0.00%	0.00%	0.00%	0.00%	35.71%	0.00%	0.00%	0.00%	0.00%	0.00%	35.71%
		9	0	0	0	0	5	0	0	0	0	0	5
Lacked Minimum Qualifications	44	63.64%	2.27%	0.00%	0.00%	0.00%	29.55%	4.55%	0.00%	0.00%	0.00%	6.82%	34.09%
		28	1	0	0	0	13	2	0	0	0	3	15
No Show for Interview	11	63.64%	9.09%	0.00%	0.00%	0.00%	18.18%	0.00%	0.00%	9.09%	0.00%	18.18%	27.27%
		7	1	0	0	0	2	0	0	1	0	2	3
Unable to Contact	1	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		1	0	0	0	0	0	0	0	0	0	0	0
Lacks Basic Eligibility	53	39.62%	0.00%	3.77%	0.00%	1.89%	49.06%	3.77%	1.89%	0.00%	0.00%	11.32%	54.72%
		21	0	2	0	1	26	2	1	0	0	6	29
Received Phone Interview Only	2	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
		2	0	0	0	0	0	0	0	0	0	0	0
Not Selected	176	78.41%	1.14%	2.27%	1.14%	0.57%	14.77%	1.70%	0.00%	0.00%	0.00%	6.82%	16.48%
		138	2	4	2	1	26	3	0	0	0	12	29
Less Qualified	13	38.46%	0.00%	7.69%	0.00%	0.00%	46.15%	7.69%	0.00%	0.00%	0.00%	15.38%	53.85%
		5	0	1	0	0	6	1	0	0	0	2	7
Applied/Inactive Status	108	66.67%	2.78%	4.63%	0.00%	1.85%	19.44%	0.93%	3.70%	0.00%	0.00%	13.89%	24.07%
		72	3	5	0	2	21	1	4	0	0	15	26

SECTION 4

---

**TOTAL AGENCY  
BUREAUS  
DISTRICTS**

**RESULTS FOR FY 2014**

**This page intentionally left blank**

### FY 2014 AAP Summary

The data indicates that of KDOT’s 2,538 employees, the parity fell below the female target by 13 women, and was under the minority target by 216 employees. KDOT continues to see minor fluctuations in minority population within specific work units. Hiring data collection processes have been refined to allow the agency to track where applicants exit the classified hiring processes.

KDOT began producing its own Civilian Labor Force (CLF) data for this Plan and used that opportunity to eliminate data errors that had been uncovered within the overall State process and previously identified in notes since KDOT had not had a way to make changes to the overall State process. The core CLF data used for the plan is derived from Census 2010.

### PRESENT WORK FORCE COMPARED TO CIVILIAN LABOR FORCE

**Changes in Representation.** The data used to create the FY 2015 AAP indicated that the number of minorities decreased by three. The number of women employed at KDOT increased by nine in the same time period while KDOT’s workforce overall increased by 34 people. The chart indicates that for the last four years KDOT has maintained a relatively steady increase with regard to the percent of minorities.

KDOT Classified /Unclassified Workforce in:	KDOT Total Filled Positions	Females		Total Minorities	
		Number	%	Number	%
2002	3,122.50	516.5	16.5	199.5	6.40
2003	3,098.00	515	16.6	188	6.10
2004	3,069.75	509.75	16.6	183.5	6.00
2005	3,030.25	514.75	17	178.5	5.90
2006	2,989.85	516.35	17.3	174	5.80
2007	2,921.10	504.1	17.3	167	5.70
2008	2,886.50	512.5	17.8	180	6.20
2009	2,881.41	515.41	17.9	168	5.80
2010	2,745.41	499.41	18.2	166	6.00
2011	2,786.66	499.66	17.9	170	6.10
2012	2,768	505	18.2	179	6.50
2013	2,504	444	17.73	168	6.71
2014	2,538	453	17.85	165	6.50

**Parity.** The Plan defines parity as “the employment of protected group persons in various job categories at rates approximating those employed in those job categories performing similar lines of work within the applicable Civilian Labor Force (CLF).” With regard to parity, this Plan utilizes the CLF and the data is obtained directly from SHaRP.

Total Agency Classified & Unclassified	Employees in KDOT's Workforce	Civilian Labor Force (CLF)	
		CLF Target	Relationship to Parity
<b>Total KDOT Workforce (2,539 Employees)</b>			
Females	455	466	-11
Minorities	167	381	-214
<b>Office of the Secretary (6 Employees)</b>			
Females	4	1	+3
Minorities	0	0	0
<b>Division of Partner Relations (108 Employees)</b>			
Females	46	56	-10
Minorities	8	19	-11
<b>Division of Fiscal &amp; Asset Mgmt (38 Employees)</b>			
Females	26	19	+7
Minorities	0	3	-3
<b>Office of Chief Counsel (23 Employees)</b>			
Females	16	15	+1
Minorities	3	2	+1
<b>Division of Planning and Development (108 Employees)</b>			
Females	46	33	+13
Minorities	8	18	-10
<b>Division of Engineering and Design (270 Employees)</b>			
Females	70	57	+13
Minorities	21	29	-8
<b>Division of Operations (1,982 Employees)</b>			
Females	250	270	-20
Minorities	127	306	-179
<b>Division of Aviation (4 Employees)</b>			
Females	1	1	0
Minorities	1	0	+1

A plus sign in the Relationship to Parity column indicates that KDOT's labor force is above parity. The above chart represents Classified and Unclassified employees.

Operations Classified & Unclassified	Employees in KDOT's Workforce	Civilian Labor Force (CLF)	
		CLF Target	Relationship to Parity
<b>Breakdown of Division of Operations (1,982 Employees)</b>			
Headquarters Units (154 Employees)			
Females	43	49	-6
Minorities	9	28	-19
District One (479 Employees)			
Females	47	63	-16
Minorities	25	78	-53
District Two (280 Employees)			
Females	28	33	-5
Minorities	18	41	-23
District Three (238 Employees)			
Females	27	25	+2
Minorities	5	35	-30
District Four (289 Employees)			
Females	28	30	-2
Minorities	13	40	-27
District Five (360 Employees)			
Females	53	44	+9
Minorities	26	54	-28
District Six (188 Employees)			
Females	24	25	-1
Minorities	31	29	+2

A plus sign in the Relationship to Parity column indicates that KDOT's labor force is above parity. The above chart represents Classified and Unclassified employees.

**CLASSIFIED**

Transfers						
	#	%		Female	Minority	W/M
<b>Total</b>	47			10	3	41
<b>Total Minority</b>	3	6.4%				
<b>Total Female</b>	10	21.3%	Average ALF*	42	42.1	41.9

Demotions						
	#	%		Female	Minority	W/M
<b>Total</b>	40			6	2	34
<b>Total Minority</b>	2	5.0%				
<b>Total Female</b>	6	15.0%	Average ALF*	46	42	41.4

Reallocations (Progression)						
	#	%		Female	Minority	W/M
<b>Total</b>	74			5	6	63
<b>Total Minority</b>	6	8.1%				
<b>Total Female</b>	5	6.8%	Average ALF	43.3	36.5	43.7

Terminations/Retirements						
	#	%		Female	Minority	W/M
<b>Total</b>	345			54	26	181
<b>Total Minority</b>	26	7.5%				
<b>Total Female</b>	54	15.7%	Average ALF*	42.8	43.2	44.2

\*ALF is Agency Labor Force. 100% of the reallocations shown above represent increases for people progressing through the equipment operator progression program.

**UNCLASSIFIED**

<b>Transfers</b>						
	#	%		Female	Minority	W/M
<b>Total</b>	10			10	1	6
<b>Total Minority</b>	1	10.0%				
<b>Total Female</b>	4	40.0%	Average ALF*	39.25	31	45.8

<b>Demotions</b>						
	#	%		Female	Minority	W/M
<b>Total</b>	1			0	0	1
<b>Total Minority</b>	0	0.0%				
<b>Total Female</b>	0	0.0%	Average ALF*	0	0	37

<b>Terminations/Retirements</b>						
	#	%		Female	Minority	W/M
<b>Total</b>	30			5	1	29
<b>Total Minority</b>	1	13.3%				
<b>Total Female</b>	5	16.7%	Average ALF*	49.8	66	54.7

\*ALF is Agency Labor Force.

### Training Received By CLASSIFIED KDOT Employees

Race & Gender breakdown of **TOTAL** training by individual classes taken and the percentage for each represented EEO Category. (Source-Learning Center Database)

	WM	BM	HM	APIM	NAM	WF	BF	HF	APIF	NAF
<b>Officials &amp; Managers</b>	59					37	1			
	60.82%					38.14%	1.03%			
<b>Professionals</b>	522	32	12	3		193	2		3	
	68.06%	4.17%	1.56%	0.39%		25.16%	0.26%		0.39%	
<b>Technicians</b>	1661	43	86	24		396		22		
	74.42%	1.93%	3.85%	1.08%		17.74%		0.99%		
<b>Admin Support</b>	16					253	3	3		3
	5.75%					91.00%	1.08%	1.08%		1.08%
<b>Skill Craft</b>	2769	33	176	5	16	92		2		
	89.52%	1.07%	5.69%	0.16%	0.52%	2.97%		0.06%		
<b>Service Maintenance</b>	213	5	22		3	4				
	87.17%	1.89%	8.30%		1.13%	1.51%				

Race & Gender breakdown of **SUPERVISORY** training by individual classes taken and percentage for each represented EEO Category. (Source-Learning Center Database)

	WM	BM	HM	APIM	NAM	WF	BF	HF	APIF	NAF
<b>Officials &amp; Managers</b>	58					28				
	67.44%					32.56%				
<b>Professionals</b>	285	23				94				
	70.90%	5.72%				23.38%				
<b>Technicians</b>	224					34				
	86.82%					13.18%				
<b>Admin Support</b>						134				
						100.00%				
<b>Skill Craft</b>	69									
	100.00%									
<b>Service Maintenance</b>	218	4	18		3					
	89.71%	1.65%	7.41%		1.23%					

### Training Received By UNCLASSIFIED KDOT Employees

Race & Gender breakdown of **TOTAL** training by individual classes taken and the percentage for each represented EEO Category. (Source-Learning Center Database)

	WM	BM	HM	APIM	NAM	WF	BF	HF	APIF	NAF
<b>Officials &amp; Managers</b>	346		11		5	94	2			
	75.55%		2.40%		1.09%	20.82%	0.44%			
<b>Professionals</b>	1020	1	14	11		375	12	26	6	
	69.62%	0.07%	0.96%	0.75%		25.60%	0.82%	1.77%	0.41%	
<b>Technicians</b>	6					3				
	66.67%					33.33%				
<b>Admin Support</b>	16					84				
	16.00%					84.00%				
<b>Skill Craft</b>	143									
	100.00%									
<b>Service Maintenance</b>	650		2		2					
	99.39%		0.31%		0.31%					

Race & Gender breakdown of **SUPERVISORY** training by individual classes taken and percentage for each represented EEO Category. (Source-Learning Center Database)

	WM	BM	HM	APIM	NAM	WF	BF	HF	APIF	NAF
<b>Officials &amp; Managers</b>	325		11		5	60	2			
	80.65%		2.73%		1.24%	14.89%	0.50%			
<b>Professionals</b>	776					216	12	18	6	
	75.49%					21.01%	1.17%	1.75%	0.58%	
<b>Technicians</b>	5					2				
	71.43%					28.57%				
<b>Admin Support</b>	4					51				
	7.00%					92.72%				
<b>Skill Craft</b>	143									
	100.00%									
<b>Service Maintenance</b>	650		2		2					
	99.39%		0.31%		0.31%					

## Present Workforce by EEO Category

**EEO Categories.** The following is the designation of EEO categories from Census 2010. Category breakdowns are driven by position title. These basic breakdowns were necessary because gross aggregation of EEO/AA statistics can hide significant characteristics of the workforce. For example, an organization that reported only total employment might appear to have appropriate representation while having many women and minority employees in low-paying jobs. Therefore, EEO/AA statistics are presented by race, sex, and EEO Category. This Plan has gone further to list indication of disparity in each EEO category or success by job family in a single demographic location while separate examinations can look at outcomes down to single job titles falling within a specific work unit.

The eight federal Equal Employment Opportunity Commission (EEOC) job categories facilitate analysis and comparisons. KDOT currently has no workers in the Protective Service categories.

### Officials and managers:

Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Includes: officials, executives, middle management, plant managers, department managers, and superintendents, salaried supervisors who are members of management, purchasing agents and buyers, railroad conductors and yardmasters, ship captains, mates and other officers, farm operators and managers, and kindred workers.

### Professionals:

Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Includes: accountants and auditors, airplane pilots and navigators, architects, artists, chemists, designers, dietitians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered professional nurses, personnel and labor relations specialists, physical scientists, physicians, social scientists, teachers, surveyors, and kindred workers.

### Technicians:

Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post-high school education, such as is offered in many technical institutes and junior colleges, or through equivalent on-the-job training. Includes: computer programmers, drafters, engineering aides, junior engineers, mathematical aides, licensed, practical or vocational nurses, photographers, radio operators, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and kindred workers.

### Administrative Support:

Includes all clerical-type work regardless of level of difficulty, where the activities are predominantly non-manual though some manual work not directly involved with altering or transporting the products is included. Includes: bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telegraph and telephone operators, legal assistants, and kindred workers.

Skilled Craft:

Manual workers of relatively high skill level having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgment and usually receive an extensive period of training. Includes: the building trades, hourly-paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, compositors and typesetters, electricians, engravers, painters (construction and maintenance), motion picture projectionists, pattern and model makers, stationary engineers, tailors and tailoresses, arts occupations, hand painters, coaters, bakers, decorating occupations, and kindred workers.

Service Maintenance:

Workers in manual occupations which generally require no special training who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Includes: garage laborers, car washers and greasers, groundskeepers and gardeners, farmworkers, stevedores, woodchoppers, laborers performing lifting, digging, mixing, loading and pulling operations, and kindred workers.

**CLASSIFIED**

EEO CATEGORIES	FILLED POSITIONS	PERCENT
A-1 Officials & Managers	19	0.96%
B-2 Professional	185	18.79%
C-3 Technicians	511	20.88%
D-4 Protective Service (Sworn)		
E-5 Protective Service (Non-Sworn)		
F-6 Administrative Support	124	6.36%
G-7 Skilled Craft	1048	49.46%
H-8 Service Maintenance	83	0.47%
Total	1970	96.92%

**UNCLASSIFIED**

EEO CATEGORIES	FILLED POSITIONS	PERCENT
A-1 Officials & Managers	106	18.73%
B-2 Professional	312	18.79%
C-3 Technicians	10	20.88%
D-4 Protective Service (Sworn)		
E-5 Protective Service (Non-Sworn)		
F-6 Administrative Support	17	6.36%
G-7 Skilled Craft	16	49.46%
H-8 Service Maintenance	105	0.47%
Total	566	*114.69%

\*More than 100% due to rounding.

**This page intentionally left blank**

**KDOT CLASSIFIED Totals**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	12	11	91.67%	1	8.33%	1	8.33%
B-2	185	128	69.19%	57	30.81%	13	7.03%
C-3	511	421	82.39%	90	17.61%	34	6.65%
D-4							
E-5							
F-6	132	16	12.12%	116	87.88%	8	6.06%
G-7	1048	1019	97.23%	29	2.77%	77	7.35%
H-8	83	74	89.16%	9	10.84%	10	12.05%
Totals	1971	1669	84.68%	302	15.32%	143	7.26%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		11	91.67%						
5	2.70%	118	63.78%	4	2.16%	1	0.54%		
12	2.35%	391	76.52%	10	1.96%	5	0.98%	3	0.59%
2	1.52%	14	10.61%						
51	4.87%	943	89.98%	17	1.62%	2	0.19%	6	0.57%
7	8.43%	64	77.11%	2	2.41%			1	1.20%
77	3.91%	1541	78.18%	33	1.67%	8	0.41%	10	0.51%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
				1	8.33%				
1	0.54%	54	29.19%	1	0.54%	1	0.54%		
4	0.78%	86	16.83%						
2	1.52%	110	83.33%	3	2.27%			1	0.76%
1	0.10%	28	2.67%						
		9	10.84%						
8	0.41%	287	14.56%	5	0.25%	1	0.05%	1	0.05%

The percentages reflect a comparison of the total number employed in each EEO Job Category

**Office of the Secretary  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	0	0	0.00%	0	0.00%	0	0.00%
B-2							
C-3							
D-4							
E-5							
F-6							
G-7							
H-8							
<b>Totals</b>	0	0	0.00%	0	0.00%	0	0.00%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
0	0%	0	0%	0	0%	0	0%	0	0%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
0	0%	0	0%	0	0%	0	0%	0	0%

**Partner Relations  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	5	4	80.00%	1	20.00%	1	20.00%
B-2	16	13	81.25%	3	18.75%	2	12.50%
C-3	3	2	66.67%	1	33.33%	1	33.33%
D-4							
E-5							
F-6	13	5	38.46%	8	61.54%	2	15.38%
G-7							
H-8							
<b>Totals</b>	<b>37</b>	<b>24</b>	<b>64.86%</b>	<b>13</b>	<b>35.14%</b>	<b>6</b>	<b>16.22%</b>

**MALES**

HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		4	80.00%						
1	6.25%	12	75.00%					1	33.33%
		1	33.33%						
2	15.38%	3	23.08%						
3	8.11%	20	54.05%					1	2.70%

**FEMALES**

HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
				1	20.00%				
		2	12.50%			1	6.25%		
		1	33.33%						
		8	61.54%						
		11	29.73%	1	2.70%	1	2.70%		

**Fiscal & Asset Management  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2	6	2	33.33%	4	66.67%		
C-3							
D-4							
E-5							
F-6	4	1	25.00%	3	75.00%		
G-7							
H-8							
<b>Totals</b>	<b>10</b>	<b>3</b>	<b>30.00%</b>	<b>7</b>	<b>70.00%</b>		

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	33.33%						
		1	25.00%						
		3	30.00%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		4	66.67%						
		3	75.00%						
		7	70.00%						

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1			1	100.00%		
B-2	1			1	100.00%		
C-3							
D-4							
E-5							
F-6	5	3	60.00%	2	40.00%		
G-7							
H-8							
<b>Totals</b>	<b>7</b>	<b>3</b>	<b>42.86%</b>	<b>4</b>	<b>76.92%</b>		

**Office of Chief Counsel  
(CLASSIFIED)**

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		3	60.00%						
		3	42.86%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	100.00%						
		1	100.00%						
		2	40.00%						
		4	57.14%						

**Planning & Development  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female			
		Number	%	Number	%	Number	%
A-1	2	1	50.00%	1	50.00%		
B-2	25	13	52.00%	12	48.00%	2	8.00%
C-3	27	21	77.78%	6	22.22%		
D-4							
E-5							
F-6	2			2	100.00%		
G-7	1	1	100.00%				
H-8							
<b>Totals</b>	57	36	63.16%	21	36.84%	2	3.51%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	50.00%						
1	4.00%	10	40.00%	1	4.00%	1	4.00%		
1	3.70%	20	74.07%						
		1	100.00%						
2	3.51%	32	56.14%	1	1.75%	1	1.75%		

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	50.00%						
		11	44.00%	1	4.00%				
		6	22.22%						
		2	100.00%						
		20	35.09%	1	1.75%				

**Engineering & Design  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	2			2	100.00%		
B-2	62	44	70.97%	18	29.03%	6	9.68%
C-3	89	78	87.64%	11	12.36%	7	7.87%
D-4							
E-5							
F-6	15			15	100.00%	2	13.33%
G-7	2	2	100.00%	0	0.00%	1	50.00%
H-8							
<b>Totals</b>	<b>170</b>	<b>124</b>	<b>72.94%</b>	<b>46</b>	<b>27.06%</b>	<b>16</b>	<b>9.41%</b>

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
3	4.84%	39	62.90%	2	3.23%				
1	1.12%	72	80.90%	3	3.37%	1	1.12%	1	1.12%
1	50.00%	1	50.00%						
5	2.94%	112	65.88%	5	2.94%	1	0.59%	1	0.59%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	100.00%						
1	1.61%	17	27.42%						
1	1.12%	10	11.24%						
		13	86.67%	1	6.67%			1	6.67%
			0.00%						
2	1.18%	42	24.71%	1	0.59%			1	0.59%

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1	1	100.00%				
B-2							
C-3							
D-4							
E-5							
F-6							
G-7							
H-8							
<b>Totals</b>	1	1	100.00%				

**Aviation  
(CLASSIFIED)**

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	100.00%						
		1	100.00%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2	25	18	72.00%	7	28.00%		
C-3	58	45	77.59%	13	22.41%	3	5.17%
D-4							
E-5							
F-6	9	1	11.11%	8	88.89%	1	11.11%
G-7	11	11	100.00%			2	18.18%
H-8							
<b>Totals</b>	<b>103</b>	<b>75</b>	<b>72.82%</b>	<b>28</b>	<b>27.18%</b>	<b>6</b>	<b>5.83%</b>

**Operations- Headquarters  
(CLASSIFIED)**

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		18	72.00%						
3	5.17%	42	72.41%						
		1	11.11%						
1	9.09%	9	81.82%			1	9.09%		
4	3.88%	70	67.96%			1	0.97%		

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		7	28.00%						
		13	22.41%						
		7	77.78%	1	11.11%				
		27	26.21%	1	0.97%				

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	3	2	66.67%	1	33.33%		
B-2	15	11	73.33%	4	26.67%		
C-3	112	93	83.04%	19	16.96%	8	7.14%
D-4							
E-5							
F-6	17	3	17.65%	14	82.35%		
G-7	255	253	99.22%	2	0.78%	14	5.49%
H-8	15	15	100.00%			1	6.67%
<b>Totals</b>	<b>417</b>	<b>377</b>	<b>90.41%</b>	<b>40</b>	<b>9.59%</b>	<b>23</b>	<b>5.52%</b>

**District One  
(CLASSIFIED)**

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	66.67%						
		11	73.33%						
		86	76.79%	4	3.57%	2	1.79%	1	0.89%
		3	17.65%						
4	1.57%	239	93.73%	7	2.75%			3	1.18%
		14	93.33%	1	6.67%				
4	0.96%	355	85.13%	12	2.88%	2	0.48%	4	0.96%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	33.33%						
		4	26.67%						
1	0.89%	18	16.07%						
		14	82.35%						
		2	0.78%						
1	0.24%	39	9.35%						

**District Two  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1			1	100.00%		
B-2	8	6	75.00%	2	25.00%		
C-3	51	42	82.35%	9	17.65%	6	11.76%
D-4							
E-5							
F-6	12	1	8.33%	11	91.67%		
G-7	163	161	98.77%	2	1.23%	9	5.52%
H-8	6	6	100.00%			1	16.67%
Totals	241	216	89.63%	25	10.37%	16	6.64%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		6	75.00%						
3	5.88%	36	70.59%	2	3.92%	1	1.96%		
		1	8.33%						
6	3.68%	152	93.25%	2	1.23%	1	0.61%		
1	16.67%	5	83.33%						
10	4.15%	200	82.99%	4	1.66%	2	0.83%		

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	100.00%						
		2	25.00%						
		9	17.65%						
		11	91.67%						
		2	1.23%						
		25	10.37%						

**District Three  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%				
A-1	1			1	100.00%		
B-2	6	6	100.00%				
C-3	27	23	85.19%	4	14.81%		
D-4							
E-5							
F-6	9			9	100.00%		
G-7	145	139	95.86%	6	4.14%	3	2.07%
H-8	16	11	68.75%	5	31.25%	1	6.25%
Totals	204	179	87.75%	25	12.25%	4	1.96%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		6	100.00%						
		23	85.19%						
2	1.38%	136	93.79%	1	0.69%				
1	6.25%	10	62.50%						
3	1.47%	175	85.78%	1	0.49%				

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	100.00%						
		4	14.81%						
		9	100.00%						
		6	4.14%						
		5	31.25%						
		25	12.25%						

**District Four  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1	1	100.00%				
B-2	6	4	66.67%	2	33.33%		
C-3	39	36	92.31%	3	7.69%		
D-4							
E-5							
F-6	13	1	7.69%	12	92.31%		
G-7	173	170	98.27%	3	1.73%	10	5.78%
H-8	23	21	91.30%	2	8.70%	3	13.04%
<b>Totals</b>	<b>255</b>	<b>233</b>	<b>91.37%</b>	<b>22</b>	<b>8.63%</b>	<b>13</b>	<b>5.10%</b>

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	100.00%						
		4	66.67%						
		36	92.31%						
		1	7.69%						
6	3.47%	160	92.49%	3	1.73%			1	0.58%
1	4.35%	18	78.26%	1	4.35%			1	4.35%
7	2.75%	220	86.27%	4	1.57%			2	0.78%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	33.33%						
		3	7.69%						
		12	92.31%						
		3	1.73%						
		2	8.70%						
		22	8.63%						

**District Five  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	2	2	100.00%				
B-2	9	7	77.78%	2	22.22%	1	11.11%
C-3	79	61	77.22%	18	22.78%	4	5.06%
D-4							
E-5							
F-6	14			14	100.00%	1	7.14%
G-7	196	184	93.88%	12	6.12%	16	8.16%
H-8	13	11	84.62%	2	15.38%	1	7.69%
<b>Totals</b>	<b>313</b>	<b>265</b>	<b>84.66%</b>	<b>48</b>	<b>15.34%</b>	<b>23</b>	<b>7.35%</b>

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	100.00%						
		6	66.67%	1	11.11%				
2	2.53%	58	73.42%			1	1.27%		
		1	7.14%						
10	5.10%	169	86.22%	4	2.04%			1	0.51%
1	7.69%	10	76.92%						
13	4.15%	246	78.59%	5	1.60%	1	0.32%	1	0.32%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	22.22%						
1	1.27%	17	21.52%						
		13	92.86%	1	7.14%				
1	0.51%	11	5.61%						
		2	15.38%						
2	0.64%	45	14.38%	1	0.32%				

**District Six  
(CLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2	6	4	66.67%	2	33.33%		
C-3	25	19	76.00%	6	24.00%	3	12.00%
D-4							
E-5							
F-6	10	0	0.00%	10	100.00%	2	20.00%
G-7	103	99	96.12%	4	3.88%	22	21.36%
H-8	10	10	100.00%			3	30.00%
<b>Totals</b>	<b>154</b>	<b>132</b>	<b>85.71%</b>	<b>22</b>	<b>14.29%</b>	<b>30</b>	<b>19.48%</b>

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		4	66.67%						
2	8.00%	17	68.00%						
21	20.39%	77	74.76%					1	0.97%
3	30.00%	7	70.00%						
26	16.88%	105	68.18%					1	0.65%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	33.33%						
1	4.00%	5	20.00%						
2	20.00%	8	80.00%						
		4	3.88%						
3	1.95%	19	12.34%						

**KDOT UNCLASSIFIED Totals**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	104	75	72.12%	29	27.88%	4	3.85%
B-2	314	207	65.92%	107	34.08%	15	4.78%
C-3	10	7	70.00%	3	30.00%	0	0.00%
D-4							
E-5							
F-6	17	3	17.65%	14	82.35%	0	0.00%
G-7	16	16	100.00%	0	0.00%	0	0.00%
H-8	105	105	100.00%	0	0.00%	2	1.90%
Totals	566	413	72.97%	153	27.03%	21	3.71%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
3	2.88%	71	68.27%					1	0.96%
3	0.96%	201	64.01%	1	0.32%	2	0.64%		0.00%
		7	70.00%						
		3	17.65%						
		16	100.00%						
1	0.95%	103	98.10%					1	0.95%
7	1.24%	401	70.85%	1	0.18%	2	0.35%	2	0.35%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		29	27.88%						
4	1.27%	98	31.21%	3	0.96%	1	0.32%	1	0.32%
		3	30.00%						
		14	82.35%						
4	0.71%	144	25.44%	3	0.53%	1	0.18%	1	0.18%

The percentages reflect a comparison of the total number employed in each EEO Job Category

**Office of the Secretary  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	5	2	40.00%	3	60.00%		
B-2							
C-3							
D-4							
E-5							
F-6	1			1	100.00%		
G-7							
H-8							
<b>Totals</b>	<b>6</b>	<b>2</b>	<b>33.33%</b>	<b>4</b>	<b>66.67%</b>		

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	40.00%						
		2	33.33%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		3	60.00%						
		1	100.00%						
		4	66.67%						

**Partner Relations  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	12	6	50.00%	6	50.00%		
B-2	52	30	57.69%	22	42.31%	2	3.85%
C-3	5	2	40.00%	3	60.00%		
D-4							
E-5							
F-6	2			2	100.00%		
G-7							
H-8							
<b>Totals</b>	<b>71</b>	<b>38</b>	<b>53.52%</b>	<b>33</b>	<b>46.48%</b>	<b>2</b>	<b>2.82%</b>

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		6	50.00%						
		29	55.77%			1	1.92%		
		2	40.00%						
		37	52.11%			1	1.41%		

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		6	50.00%						
1	1.92%	21	40.38%						
		3	60.00%						
		2	100.00%						
1	1.41%	32	45.07%						

**Fiscal & Asset Management  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	4	2	50.00%	2	50.00%		
B-2	24	7	29.17%	17	70.83%		
C-3							
D-4							
E-5							
F-6							
G-7							
H-8							
<b>Totals</b>	<b>28</b>	<b>9</b>	<b>32.14%</b>	<b>19</b>	<b>67.86%</b>		

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	50.00%						
		7	29.17%						
		9	32.14%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	50.00%						
		17	70.83%						
		19	67.86%						

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	3	1	33.33%	2	66.67%	1	33.33%
B-2	8	3	37.50%	5	62.50%	2	25.00%
C-3							
D-4							
E-5							
F-6	5			5	100.00%		
G-7							
H-8							
<b>Totals</b>	16	4	25.00%	12	76.92%	3	18.75%

**Office of Chief Counsel  
(UNCLASSIFIED)**

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	33.33%						
		2	25.00%	1	12.50%				
		3	18.75%	1	6.25%				

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	33.33%	1	33.33%				
		4	50.00%	1	12.50%				
		5	100.00%						
		10	62.50%	2	12.50%				

**Planning & Development  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female			
		Number	%	Number	%	Number	%
A-1	13	8	61.54%	5	38.46%		
B-2	35	20	57.14%	15	42.86%	2	5.71%
C-3							
D-4							
E-5							
F-6	4	3	75.00%	1	25.00%		
G-7							
H-8							
<b>Totals</b>	52	31	59.62%	21	40.38%	2	3.85%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		8	61.54%						
		20	57.14%						
		3	75.00%						
		31	59.62%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		5	38.46%						
		13	37.14%	1	2.86%	1	2.86%		
		1	25.00%						
		19	36.54%	1	1.92%	1	1.92%		

**Engineering & Design  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	9	6	66.67%	3	33.33%		
B-2	89	69	77.53%	20	22.47%	4	4.49%
C-3	1	1	100.00%				
D-4							
E-5							
F-6							
G-7							
H-8							
<b>Totals</b>	99	76	76.77%	23	23.23%	4	4.04%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		6	66.67%						
		69	77.53%						
		1	100.00%						
		76	76.77%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		3	33.33%						
2	2.25%	16	17.98%	1	1.12%			1	1.12%
2	2.02%	19	19.19%	1	1.01%			1	1.01%

**Aviation  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	3	2	66.67%	1	33.33%	1	33.33%
B-2							
C-3							
D-4							
E-5							
F-6							
G-7							
H-8							
<b>Totals</b>	<b>3</b>	<b>2</b>	<b>66.67%</b>	<b>1</b>	<b>33.33%</b>	<b>1</b>	<b>33.33%</b>

MALES										
NO.	HISPANIC		WHITE		BLACK		API		NATAM	
		%	NO.	%	NO.	%	NO.	%	NO.	%
1		33.33%	1	33.33%						
1		33.33%	1	33.33%						

FEMALES										
NO.	HISPANIC		WHITE		BLACK		API		NATAM	
		%	NO.	%	NO.	%	NO.	%	NO.	%
			1	33.33%						
			1	33.33%						

**Operations- Headquarters  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	14	9	64.29%	5	35.71%		
B-2	29	19	65.52%	10	34.48%	3	10.34%
C-3	4	4	100.00%				
D-4							
E-5							
F-6							
G-7							
H-8							
<b>Totals</b>	<b>47</b>	<b>32</b>	<b>68.09%</b>	<b>15</b>	<b>31.91%</b>	<b>3</b>	<b>6.38%</b>

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		9	64.29%						
3	10.34%	16	55.17%						
		4	100.00%						
3	6.38%	29	61.70%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		5	35.71%						
		10	34.48%						
		15	31.91%						

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	7	7	100.00%				
B-2	5			5	100.00%		
C-3	15	15	100.00%			1	6.67%
D-4							
E-5							
F-6	2			2	100.00%		
G-7	5	5	100.00%				
H-8	25	25	100.00%			1	4.00%
<b>Totals</b>	<b>59</b>	<b>52</b>	<b>88.14%</b>	<b>7</b>	<b>11.86%</b>	<b>2</b>	<b>3.39%</b>

**District One  
(UNCLASSIFIED)**

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		7	100.00%						
		14	93.33%			1	6.67%		
		5	100.00%						
		24	96.00%					1	4.00%
		50	84.75%			1	1.69%	1	1.69%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		5	100.00%						
		2	100.00%						
		7	11.86%						

**District Two  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	7	7	100.00%			1	14.29%
B-2	9	7	77.78%	2	22.22%		
C-3							
D-4							
E-5							
F-6	1			1	100.00%		
G-7	3	3	100.00%				
H-8	18	18	100.00%				
Totals	38	35	92.11%	3	7.89%	1	2.63%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		6	85.71%					1	14.29%
		7	77.78%						
		3	100.00%						
		18	100.00%						
		34	89.47%					1	0.35%

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		2	22.22%						
		1	100.00%						
		3	7.89%						

**District Three  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%				
A-1	6	6	100.00%			1	16.67%
B-2	9	8	88.89%	1	11.11%		
C-3							
D-4							
E-5							
F-6	1			1	100.00%		
G-7	3	3	100.00%				
H-8	15	15	100.00%				
Totals	34	32	94.12%	2	5.88%	1	2.94%

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
1	16.67%	5	83.33%						
		8	88.89%						
		3	100.00%						
		15	100.00%						
1	2.94%	31	91.18%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	11.11%						
		1	100.00%						
		2	5.88%						

**District Four  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	6	5	83.33%	1	16.67%		
B-2	14	9	64.29%	5	35.71%		
C-3							
D-4							
E-5							
F-6							
G-7	2	2	100.00%				
H-8	10	10	100.00%				
<b>Totals</b>	<b>32</b>	<b>26</b>	<b>81.25%</b>	<b>6</b>	<b>18.75%</b>		

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		5	83.33%						
		9	64.29%						
		2	100.00%						
		10	100.00%						
		26	81.25%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	16.67%						
		5	35.71%						
		6	18.75%						

**District Five  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	7	6	85.71%	1	14.29%		
B-2	16	12	75.00%	4	25.00%	1	6.25%
C-3							
D-4							
E-5							
F-6							
G-7	2	2	100.00%				
H-8	22	22	100.00%			1	4.55%
<b>Totals</b>	<b>47</b>	<b>42</b>	<b>89.36%</b>	<b>5</b>	<b>10.64%</b>	<b>2</b>	<b>4.26%</b>

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		6	85.71%						
		12	75.00%						
		2	100.00%						
1	4.55%	21	95.45%						
1	2.13%	41	87.23%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	14.29%						
1	6.25%	3	18.75%						
1	2.13%	4	8.51%						

**District Six  
(UNCLASSIFIED)**

EEO Category	Total Number Employed	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	8	8	100.00%			1	12.50%
B-2	9	8	88.89%	1	11.11%		
C-3							
D-4							
E-5							
F-6	1			1	100.00%		
G-7	1	1	100.00%				
H-8	15	15	100.00%				
<b>Totals</b>	<b>34</b>	<b>32</b>	<b>94.12%</b>	<b>2</b>	<b>5.88%</b>	<b>1</b>	<b>2.94%</b>

MALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
1	12.50%	7	87.50%						
		8	88.89%						
		1	100.00%						
		15	100.00%						
1	2.94%	31	91.18%						

FEMALES									
HISPANIC		WHITE		BLACK		API		NATAM	
NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
		1	11.11%						
		1	100.00%						
		2	5.88%						

### Agency Relationship to Parity by EEO Category CLASSIFIED & UNCLASSIFIED

KDOT Workforce Statistics by EEO Category	Race and Gender	Classified Employees in KDOT's Workforce	Unclassified Employees in KDOT's Workforce	CLF Target	Relationship to Parity*
<b>Total Work Force (2537 Employees)</b>					
	Females	15.32% 302	27.03% 153	466	-11
	Minorities	7.26% 143	3.71% 21	381	-217
<b>A-1 Officials &amp; Managers (116 Employees)</b>					
	Females	8.33% 1	27.88% 29	40	-10
	Minorities	8.33% 1	3.85% 4	12	-7
<b>B-2 Professionals (499 Employees)</b>					
	Females	30.81% 57	34.08% 107	120	+44
	Minorities	7.03% 13	4.78% 15	61	-33
<b>C-3 Technicians (521 Employees)</b>					
	Females	17.61% 90	30.00% 3	111	-18
	Minorities	6.65% 34	0.00% 0	83	-49
<b>F-6 Administrative Support (149 Employees)</b>					
	Females	87.88% 116	82.35% 14	148	-18
	Minorities	6.06% 8	0.00% 0	22	-14
<b>G-7 Skilled Craft (1064 Employees)</b>					
	Females	2.77% 29	0.00% 0	43	-14
	Minorities	7.35% 77	0.00% 0	201	-124
<b>H-8 Service Maintenance (188 Employees)</b>					
	Females	10.84% 9	0.00% 0	0	+9
	Minorities	12.05% 10	1.90% 2	2	+10

\*Note that a plus symbol in the Relationship to Parity column indicates that KDOT's labor force is above parity.

**CLASSIFIED**

ENTER NAME OF STATE HERE:		Kansas										
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUM NS B-K)	MALE					FEMALE				
			NON- HISPANI C ORIGIN WHITE	BLAC K	HISPANIC	ASIAN OR PACIFIC ISLANDE R	AMERIC AN INDIAN OR ALASKAN NATIVE	NON- HISPANI C ORIGIN	BLAC K H	HISPANI C	ASIAN OR PACIFIC ISLANDE R	AMERIC AN INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	WHITE G	BLAC K H	I	J	K
<b>OFFICIALS AND MANAGERS</b>	1. \$0.1-15.9	0										
	2. 16.0-19.9	0										
	3. 20.0-24.9	0										
	4. 25.0-32.9	0										
	5. 33.0-42.9	5	2					2	1			
	6. 43.0-54.9	10	7					3				
	7. 55.0-69.9	4	2					2				
	8. 70.0 PLUS	0										
<b>TOTAL</b>		19	11	0	0	0	0	7	1	0	0	0
<b>PROFESSIONALS</b>	9. \$0.1-15.9	0										
	10. 16.0-19.9	0										
	11. 20.0-24.9	0										
	12. 25.0-32.9	1						1				
	13. 33.0-42.9	29	16		1			12				
	14. 43.0-54.9	93	59	3	2			26	1	1	1	
	15. 55.0-69.9	53	37		2	1		13				
	16. 70.0-PLUS	9	6	1				2				
<b>TOTAL</b>		185	118	4	5	1	0	54	1	1	1	0
<b>TECHNICIANS</b>	17. \$0.1-15.9	0										
	18. 16.0-19.9	0										
	19. 20.0-24.9	22	13		1		1	7				
	20. 25.0-32.9	149	114	1	4	2	1	25		3		
	21. 33.0-42.9	201	152	9	4	2	1	32		1		
	22. 43.0-54.9	127	101		2	1	1	22				
	23. 55.0-69.9	12	11		1							
	24. 70.0-PLUS	0										
<b>TOTAL</b>		511	391	10	12	5	3	86	0	4	0	0
<b>PROTECTIVE SERVICE (Sworn)</b>	25. \$0.1-15.9											
	26. 16.0-19.9											
	27. 20.0-24.9				None							
	28. 25.0-32.9				Of							
	29. 33.0-42.9				These							
	30. 43.0-54.9				Positions							
	31. 55.0-69.9											
	32. 70.0-PLUS											
<b>TOTAL</b>												
<b>PROTECTIVE SERV. (Unsworn)</b>	33. \$0.1-15.9											
	34. 16.0-19.9											
	35. 20.0-24.9				None							
	36. 25.0-32.9				Of							
	37. 33.0-42.9				These							
	38. 43.0-54.9				Positions							
	39. 55.0-69.9											
	40. 70.0-PLUS											

TOTAL												
-------	--	--	--	--	--	--	--	--	--	--	--	--

ADMINISTRATIVE SUPPORT	41. \$0.1-15.9	0										
	42. 16.0-19.9	0										
	43. 20.0-24.9	0										
	44. 25.0-32.9	94	13					77	2	1		1
	45. 33.0-42.9	30	1		2			25	1	1		
	46. 43.0-54.9	0										
	47. 55.0-69.9	0										
	48. 70.0- PLUS	0										
TOTAL		124	14	0	2	0	0	102	3	2	0	1
SKILLED CRAFT	49. \$0.1-15.9	0										
	50. 16.0-19.9	0										
	51. 20.0-24.9	1	1									
	52. 25.0-32.9	712	633	15	37	1	4	22				
	53. 33.0-42.9	295	271	2	12	1	2	6		1		
	54. 43.0-54.9	40	38		2							
	55. 55.0-69.9	0										
	56. 70.0- PLUS	0										
TOTAL		1048	943	17	51	2	6	28	0	1	0	0
SERVICE MAINTENANCE	57. \$0.1-15.9	0										
	58. 16.0-19.9	0										
	59. 20.0-24.9	39	25	1	4			9				
	60. 25.0-32.9	1	1									
	61. 33.0-42.9	30	27	1	1	1						
	62. 43.0-54.9	13	11		2							
	63. 55.0-69.9	0										
	64. 70.0- PLUS	0										
TOTAL		83	64	2	7	1	0	9	0	0	0	0
TOTAL FULL TIME (LINES 1-64)		2497	1970	1541	33	77	9	9	286	5	8	1

**UNCLASSIFIED**

ENTER NAME OF STATE HERE:		Kansas										
JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	TOTAL (COLUMNS B-K)	MALE					FEMALE				
			NON-HISPANIC ORIGIN WHITE	BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	NON-HISPANIC ORIGIN	BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	WHITE G	BLACK H	I	J	K
OFFICIALS AND MANAGERS	1. \$0.1-15.9	0										
	2. 16.0-19.9	0										
	3. 20.0-24.9	0										
	4. 25.0-32.9	0										
	5. 33.0-42.9	3						3				
	6. 43.0-54.9	40	25		2			13				
	7. 55.0-69.9	27	18		1		1	6	1			
	8. 70.0 PLUS	35	28					7				
<b>TOTAL</b>		105	71	0	3	0	1	29	1	0	0	0
PROFESSIONALS	9. \$0.1-15.9	0										
	10. 16.0-19.9	0										
	11. 20.0-24.9	0										
	12. 25.0-32.9	0										
	13. 33.0-42.9	49	19	1	3	1		23		2		
	14. 43.0-54.9	69	35			1		30		2		1
	15. 55.0-69.9	108	69					35	3		1	
	16. 70.0-PLUS	89	78					11				
<b>TOTAL</b>		315	201	1	3	2	0	99	3	4	1	1
TECHNICIANS	17. \$0.1-15.9	0										
	18. 16.0-19.9	0										
	19. 20.0-24.9	0										
	20. 25.0-32.9	0										
	21. 33.0-42.9	0										
	22. 43.0-54.9	4	3					1				
	23. 55.0-69.9	5	3					2				
	24. 70.0-PLUS	1	1									
<b>TOTAL</b>		10	7	0	0	0	0	3	0	0	0	0
PROTECTIVE SERVICE (Sworn)	25. \$0.1-15.9											
	26. 16.0-19.9											
	27. 20.0-24.9				None							
	28. 25.0-32.9				Of							
	29. 33.0-42.9				These							
	30. 43.0-54.9				Positions							
	31. 55.0-69.9											
	32. 70.0-PLUS											
<b>TOTAL</b>												
PROTECTIVE SERV. (Unsworn)	33. \$0.1-15.9											
	34. 16.0-19.9											
	35. 20.0-24.9				None							
	36. 25.0-32.9				Of							
	37. 33.0-42.9				These							
	38. 43.0-54.9				Positions							
	39. 55.0-69.9											
	40. 70.0-PLUS											

TOTAL												
-------	--	--	--	--	--	--	--	--	--	--	--	--

ADMINISTRATIVE SUPPORT	41. \$0.1-15.9	0										
	42. 16.0-19.9	0										
	43. 20.0-24.9	0										
	44. 25.0-32.9	9						9				
	45. 33.0-42.9	6	2					4				
	46. 43.0-54.9	1						1				
	47. 55.0-69.9	1	1									
	48. 70.0- PLUS	0										
TOTAL		17	3	0	0	0	0	14	0	0	0	0
SKILLED CRAFT	49. \$0.1-15.9	0										
	50. 16.0-19.9	0										
	51. 20.0-24.9	0										
	52. 25.0-32.9	0										
	53. 33.0-42.9	4	4									
	54. 43.0-54.9	12	12									
	55. 55.0-69.9	0										
	56. 70.0- PLUS	0										
TOTAL		16	16	0	0	0	0	0	0	0	0	0
SERVICE MAINTENANCE	57. \$0.1-15.9	0										
	58. 16.0-19.9	0										
	59. 20.0-24.9	0										
	60. 25.0-32.9	0										
	61. 33.0-42.9	40	39					1				
	62. 43.0-54.9	65	64		1							
	63. 55.0-69.9	0										
	64. 70.0- PLUS	0										
TOTAL		105	103	0	1	0	1	0	0	0	0	0
TOTAL FULL TIME (LINES 1-64)		568	401	1	7	2	2	145	4	4	1	1

### EEO Category Data

Job codes have been included this year for all jobs within each EEO category. The final two characters of the alphanumeric job codes appearing just before the job title represent the job family discussed in the Summary of Impact Analysis section of the plan. For instance, in the first classification shown below, a “1616P1 Information Systems Manager I” is in the P1 job family.

**A-1 Officials & Managers** - This category includes those employees that set broad policies, exercise overall responsibility for execution of those policies or direct individual departments, special phases of KDOT’s operations, or provide specialized consultation on a regional, district, or area basis. (A UNC means it is an unclassified position.)

1616P1 Information Systems Manager I  
 1617P1 Information Systems Manager II  
 1621P3 Information Tech Project Manager  
 4216K1 Procurement Officer IV  
 4269A4 Public Service Administrator I\*  
 4270A4 Public Service Administrator II\*  
 4271A4 Public Service Administrator III  
 4272A4 Public Service Executive I  
 4273A4 Public Service Executive II  
 4274A4 Public Service Executive III  
 4275A4 Public Service Executive IV  
 4188A5 Right-of-Way Property Appraiser I  
 4241A5 Right-of-Way Property Appraiser II/Reviewer  
 4193A5 Right-of-Way Property Appraiser Supervisor  
 4084A6 Human Resource Professional IV  
 2017C1 Research Analysts V  
 8031C3 Environmental Scientist V  
 UNC Assistant Director  
 UNC Bureau Chief  
 UNC Cabinet Secretary  
 UNC Deputy Sec for Eng/St Trnsp Eng.  
 UNC Director  
 UNC Director of Financial Services  
 UNC District Engineer  
 UNC Exec Office Administrator  
 UNC Information Systems Manager I  
 UNC Information Systems Manager II  
 UNC Manager/Administrator  
 UNC Office Chief  
 UNC Project Manager  
 UNC Public Information Officer  
 UNC Public Service Administrator  
 UNC Public Service Executive  
 UNC ROW Property Appraiser  
 UNC Special Assistant

**CLASSIFIED & UNCLASSIFIED**

A-1 OFFICIALS AND MANAGERS	Classified Employees in KDOT's Workforce	Unclassified Employees in KDOT's Workforce	Civilian Labor Force (CLF)	
			CLF Target	Relationship to Parity
<b>Total KDOT Work Force</b> (116 Employees)				
Females	1	29	40	-10
Minorities	1	4	12	-7
<b>Office of the Secretary</b> (5 Employees)				
Females	0	3	1	-2
Minorities	0	0	0	0
<b>Partner Relations</b> (17 Employees)				
Females	1	6	7	0
Minorities	0	0	2	-2
<b>Fiscal &amp; Asset Management</b> (4 Employees)				
Females	0	2	3	-1
Minorities	0	0	1	-1
<b>Office of Chief Counsel</b> (5 Employees)				
Females	1	2	1	+2
Minorities	0	1	0	0
<b>Division of Planning and Development</b> (15 Employees)				
Females	1	5	4	+2
Minorities	0	0	2	-2
<b>Division of Engineering and Design</b> (11 Employees)				
Females	2	3	11	-6
Minorities	0	0	4	-4
<b>Division of Operations</b> (63 Employees)				
Females	3	7	10	0
Minorities	0	3	2	+1
<b>Division of Aviation</b> (4 Employees)				
Females	0	1	1	0
Minorities	0	1	0	+1

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below. **The increase in Officials and Managers EEO category in the Division of Operations is from the previously noted reassignment of the Highway Maintenance and Mechanic Supervisory staff back into the appropriate EEO category.**

**B-2 Professionals** - This grouping includes occupations that require specialized and theoretical knowledge usually acquired through college training or work experience and other training that provides comparable knowledge. (A UNC means it is an unclassified position.)

- |  |  |
|--|--|
| 4265A1 Accountant I                      | 1636P2 Syst. Software Staff Consultant |
| 4000A1 Accountant II                     | 1637P2 System Software Supervisor      |
| 4001A1 Accountant III                    | 1638P1 Tech. Support Consultant I      |
| 4002A1 Accountant IV                     | 1639P1 Tech. Support Consultant II     |
| 4003A1 Accountant V                      | 1640P1 Tech. Support Consultant III    |
| 4004A1 Accounting Specialist             | 4225A6 Staff Development Specialist    |
| 4208A1 State Auditor I                   | 4097C1 Management Syst. Analyst I      |
| 4209A1 State Auditor II                  | 4098C1 Management Syst. Analyst II     |
| 4210A1 State Auditor III                 | 4149C1 Management Syst. Analyst III    |
| 8361P1 Graphic Designer Specialist       | 4213K1 Procurement Officer I           |
| 1600P2 Applications Developer I          | 4214K1 Procurement Officer II          |
| 1601P2 Applications Developer II         | 4215K1 Procurement Officer III         |
| 1602P2 Applications Developer III        | UNC Accountant                         |
| 1603P2 Applications Developer Supervisor | UNC Accounting Specialist              |
| 065700 Attorney D                        | UNC Applications Developer             |
| 4023D3 Attorney II                       | UNC Applications Developer Supervisor  |
| 4025D3 Attorney IV                       | UNC Attorney II                        |
| 8146C3 Chemist I                         | UNC Attorney IV                        |
| 8147C3 Chemist II                        | UNC Auditor                            |
| 8148C3 Chemist III                       | UNC Chemist                            |
| 8093C3 Chief Chemist/Sen. Lab. Sci.      | UNC Chief Counsel                      |
| 1611P2 Database Administrator II         | UNC Database Administrator             |
| 1612P2 Database Administrator III        | UNC Database Administration Supervisor |
| 8263B1 Engineering Associate I           | UNC Engineering Associate I            |
| 8257B1 Engineering Associate II          | UNC Engineering Associate II           |
| 8258B1 Engineering Associate III         | UNC Engineering Associate III          |
| 8158C3 Environmental Scientist II        | UNC Environmental Scientist            |
| 8159C3 Environmental Scientist III       | UNC Geology Associate                  |
| 1614P3 Equip Plan Tech. I/Net. Admin.    | UNC Graphic Designer                   |
| 4080A6 Human Resource Professional I     | UNC Human Resource Professional        |
| 4082A6 Human Resource Professional II    | UNC IT Security Analyst                |
| 4083A6 Human Resource Professional III   | UNC Land Surveyor                      |
| 8247A3 Industrial Safety Coordinator     | UNC Librarian                          |
| 1623P3 Information Tech Sec. Analyst II  | UNC Management Analyst I               |
| 8279B1 Land Surveyor I                   | UNC Management Analyst II              |
| 8280B1 Land Surveyor II/Spec/Coor        | UNC Management Analyst III             |
| 1995E1 Librarian I                       | UNC Manager (Res/Plan/Inform/Proj)     |
| 8135E2 Photographer Senior               | UNC Planner I                          |
| 8259B1 Professional Civil Engineer I     | UNC Procurement Officer                |
| 8260B1 Professional Civil Engineer II    | UNC Professional Civil Engineer        |
| 8261B1 Professional Civil Engineer III   | UNC Professional Geologist II          |
| 8373C3 Geology Trainee                   | UNC Professional Geologist III         |
| 8374C3 Geology Associate                 | UNC Professional Geologist IV          |
| 8375C3 Professional Geologist II         | UNC Program Consultant I               |
| 8376C3 Professional Geologist III        | UNC Program Consultant II              |
| 4041A4 Program Consultant I              | UNC Project Analyst                    |
| 4057A4 Program Consultant II             | UNC Publications Writer I              |
| 8187A2 Publications Writer I             | UNC Publications Writer II             |
| 2013C1 Research Analyst I                | UNC Research Analyst                   |
| 2014C1 Research Analyst II               | UNC Senior Scientist                   |
| 2015C1 Research Analyst III              | UNC Trainer                            |
| 1634P2 Syst. Software Analyst II         | UNC Sys Software Prog/Analyst          |
| 1635P2 Syst. Software Analyst III        | UNC Systems Software Staff Consultant  |

**CLASSIFIED & UNCLASSIFIED**

<b>B-2 Professionals</b>	Classified Employees in KDOT's Workforce	Unclassified Employees in KDOT's Workforce	Civilian Labor Force (CLF)	
			CLF Target	Relationship to Parity
<b>Total KDOT Work Force (499 Employees)</b>				
Females	57	107	120	+44
Minorities	13	15	61	-33
<b>Office of the Secretary (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Partner Relations (68 Employees)</b>				
Females	3	22	29	-4
Minorities	2	2	12	-8
<b>Fiscal &amp; Asset Management (30 Employees)</b>				
Females	4	17	12	+9
Minorities	0	0	2	-2
<b>Office of Chief Counsel (9 Employees)</b>				
Females	1	5	3	+3
Minorities	1	2	1	+2
<b>Division of Planning and Development (60 Employees)</b>				
Females	12	15	16	+11
Minorities	2	2	9	-5
<b>Division of Engineering and Design (151 Employees)</b>				
Females	18	20	16	+22
Minorities	6	4	13	-3
<b>Division of Operations (166 Employees)</b>				
Females	19	28	37	+10
Minorities	1	4	22	-17
<b>Division of Aviation (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**C-3 Technicians** - This category encompasses those service occupations that require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized post-secondary school education or equivalent on-the-job training. (A UNC means it is an unclassified position.)

- 8265B1 Engineering Technician
- 8264B1 Engineering Technician Associate
- 8266B1 Engineering Technician Senior
- 8267B1 Engineering Technician Specialist
- 8232A3 Industrial Hygienist
- 8247A3 Industrial Safety Coordinator
- 8192E2 Media Production Technician
- 8234A3 Safety & Health Specialist
- OB6800 District Construction Coordinators
- 3290N2 Building System Technician
- 8349N2 Electronics Technologist
- UNC Electronics Technician
- UNC Engineering Technician Specialist
- UNC Industrial Hygienist
- UNC Safety Specialist

**CLASSIFIED & UNCLASSIFIED**

<b>C-3 Technicians</b>	Classified Employees in KDOT's Workforce	Unclassified Employees in KDOT's Workforce	Civilian Labor Force (CLF)	
			CLF Target	Relationship to Parity
<b>Total KDOT Work Force (521 Employees)</b>				
Females	90	3	111	-18
Minorities	34	1	83	-48
<b>Office of the Secretary (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Partner Relations (8 Employees)</b>				
Females	1	3	1	+3
Minorities	1	0	1	0
<b>Fiscal &amp; Asset Management (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Office of Chief Counsel (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Division of Planning and Development (27 Employees)</b>				
Females	6	0	6	0
Minorities	0	0	5	-5
<b>Division of Engineering and Design (90 Employees)</b>				
Females	11	0	13	-2
Minorities	7	0	10	-3
<b>Division of Operations (410 Employees)</b>				
Females	72	0	91	-19
Minorities	24	1	67	-42
<b>Division of Aviation (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**F-6 Administrative Support** - Those occupations in which employees are responsible for communication, record keeping, right of way appraisal, and other paperwork. (A UNC means it is an unclassified position.)

- 1071K2 Administrative Assistant
- 1073K2 Administrative Specialist
- 4092D3 Law Clerk
- 4093D3 Legal Assistant
- 1072K2 Senior Administrative Assistant
- 1074K2 Senior Administrative Specialist
- 1317K2 Storekeeper Specialist
- 4217A2 Surplus Property Agent
- 1009M1 Seasonal Worker Senior
- 1606P2 Computer Operations Manager
- 1608P2 Computer Operator II
- UNC Administrative Assistant
- UNC Administrative Officer
- UNC Administrative Specialist
- UNC Law Clerk
- UNC Legal Assistant
- UNC Senior Administrative Assistant
- UNC Senior Administrative Specialist
- UNC Storekeeper

**CLASSIFIED & UNCLASSIFIED**

F-6 Administrative Support	Classified Employees in KDOT's Workforce	Unclassified Employees in KDOT's Workforce	Civilian Labor Force (CLF)	
			CLF Target	Relationship to Parity
<b>Total KDOT Work Force</b> (149 Employees)				
Females	116	14	148	-18
Minorities	8	0	22	-14
<b>Office of the Secretary</b> (1 Employee)				
Females	0	1	0	-1
Minorities	0	0	0	0
<b>Partner Relations</b> (15 Employees)				
Females	8	2	19	-9
Minorities	2	0	4	-2
<b>Fiscal &amp; Asset Management</b> (4 Employees)				
Females	3	0	4	-1
Minorities	0	0	0	0
<b>Office of Chief Counsel</b> (10 Employees)				
Females	2	5	11	-4
Minorities	0	0	1	-1
<b>Division of Planning and Development</b> (6 Employees)				
Females	2	1	6	-3
Minorities	0	0	1	-1
<b>Division of Engineering and Design</b> (15 Employees)				
Females	15	0	17	-2
Minorities	2	0	2	0
<b>Division of Operations</b> (89 Employees)				
Females	78	5	89	-6
Minorities	4	0	14	-10
<b>Division of Aviation</b> (0 Employees)				
Females	0	0	0	0
Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**G-7 Skilled Craft** - These workers perform jobs, which require special manual skill, and a thorough and comprehensive knowledge of the process involved in the work, which has been acquired through on-the-job training and experience, or through apprenticeship or other formal training programs. (A UNC means it is an unclassified position.)

4269A4 PSA I (Equip. Shop Sup./Highway Maint. Sup.)  
4270A4 PSA II (Equip. Shop Supt./Highway Maint. Supt.)  
3269N3 Equipment Body Mechanic  
3066N3 Equipment Mechanic  
3067N3 Equipment Mechanic Senior  
3068N3 Equipment Mechanic Specialist  
3070N3 Equipment Operator Trainee  
3071N3 Equipment Operator  
3072N3 Equipment Operator Senior  
3073N3 Equipment Operator Specialist  
3269N2 Facilities Maintenance Sup.  
3271N2 Facilities Specialist  
3262N2 General Maintenance/Repair Tech  
3263N2 General Maintenance/Repair Tech. Senior  
3283N2 Machinist  
3057N3 Mechanic  
1629P3 Network Services Technician I  
1630P3 Network Services Technician II  
1631P3 Network Services Technician II  
1632P1 Network Service Supervisor  
3294N2 Refrigerator & A/C Service Tech. Senior  
8097N2 Sign Shop Worker  
8099N2 Sign Shop Supervisor  
UNC Equipment Mechanic Specialist  
UNC Equipment Planning Technician  
UNC Equipment Shop Supervisor  
UNC Highway Maintenance Supervisor  
UNC Highway Maintenance Superintendent  
UNC Highway Shop Superintendent  
UNC Network Specialist

**CLASSIFIED & UNCLASSIFIED**

G-7 Skilled Craft	Classified Employees in KDOT's Workforce	Unclassified Employees in KDOT's Workforce	Civilian Labor Force (CLF)	
			CLF Target	Relationship to Parity
<b>Total KDOT Work Force</b> (1064 Employees)				
Females	29	0	43	-14
Minorities	77	0	201	-124
<b>Office of the Secretary</b> (0 Employees)				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Partner Relations</b> (0 Employees)				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Fiscal &amp; Asset Management</b> (0 Employees)				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Office of Chief Counsel</b> (0 Employees)				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Division of Planning and Development</b> (1 Employee)				
Females	0	0	1	-1
Minorities	0	0	1	-1
<b>Division of Engineering and Design</b> (2 Employees)				
Females	0	0	0	0
Minorities	1	0	0	+1
<b>Division of Operations</b> (1062 Employees)				
Females	29	0	42	-13
Minorities	74	0	200	-126
<b>Division of Aviation</b> (0 Employees)				
Females	0	0	0	0
Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below. **The decrease in skilled craft workers in the Division of Operations is from the previously noted reassignment of the Highway Maintenance and Mechanic Supervisory staff back into this appropriate EEO category.**

**H-8 Service Maintenance** - These workers perform duties that result in or contribute to the comfort, convenience, hygiene, or safety of the general public or contribute to the upkeep and care of buildings, facilities, or groups of public property. Workers in this group may operate machinery. (A UNC means it is an unclassified position.)

4520R2 Custodial Specialist  
3266M1 Laborer Supervisor  
3261N2 Utility Worker  
3286N2 Welder  
UNC Labor Supervisor

**CLASSIFIED & UNCLASSIFIED**

<b>H-8 Service Maintenance</b>	Classified Employees in KDOT's Workforce	Unclassified Employees in KDOT's Workforce	Civilian Labor Force (CLF)	
			CLF Target	Relationship to Parity
<b>Total KDOT Work Force (188 Employees)</b>				
Females	9	0	0	+9
Minorities	10	2	2	+10
<b>Office of the Secretary (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Partner Relations (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Fiscal &amp; Asset Management (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Office of Chief Counsel (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Division of Planning and Development (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Division of Engineering and Design (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0
<b>Division of Operations (188 Employees)</b>				
Females	9	0	0	+9
Minorities	10	2	2	+10
<b>Division of Aviation (0 Employees)</b>				
Females	0	0	0	0
Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

KDOT Report by Race and Sex: **CLASSIFIED Terminations**  
 State Agency or Organization Unit: **AGENCY - KDOT**  
 Date: **July 1, 2013 to June 30, 2014**

- The definition of **Terminations** for the AAP represents any person leaving the agency for any reason, which includes voluntary and involuntary resignations, promotions, or transfers to other agencies, retirements, and deaths.

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	6	4	66.67%	2	33.33%	1	16.67%
B-2	33	22	66.67%	11	33.33%	4	12.12%
C-3	55	46	83.64%	9	16.36%	4	7.27%
D-4							
E-5							
F-6	24	6	25.00%	18	75.00%	4	16.67%
G-7	185	177	95.68%	8	4.32%	16	8.65%
H-8	42	36	85.71%	6	14.29%	5	11.90%
Totals	345	291	84.35%	54	15.65%	34	9.86%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			3	50.00%	1	16.67%				
B-2	1	3.03%	19	57.58%			1	3.03%	1	3.03%
C-3	1	1.82%	42	76.36%	1	1.82%	1	1.82%	1	1.82%
D-4										
E-5										
F-6	1	4.17%	4	16.67%	1	4.17%				
G-7	8	4.32%	162	87.57%	3	1.62%			4	2.16%
H-8	4	9.52%	31	73.81%		0.00%			1	2.38%
Totals	15	4.35%	261	75.65%	6	1.74%	2	0.58%	7	2.03%

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			2	33.33%						
B-2	1	3.03%	10	30.30%						
C-3			9	16.36%						
D-4										
E-5										
F-6	2	8.33%	16	66.67%						
G-7			7	3.78%	1	0.54%				
H-8			6	14.29%						
Totals	3	0.87%	50	14.49%	1	0.29%				

**KDOT Report by Race and Sex: CLASSIFIED Terminations**  
**State Agency or Organization Unit: Headquarters Units**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	3	2	66.67%	1	33.33%	1	33.33%
B-2	19	11	57.89%	8	42.11%	3	15.79%
C-3	16	12	75.00%	4	25.00%	1	6.25%
D-4							
E-5							
F-6	9	4	44.44%	5	55.56%	2	22.22%
G-7	12	10	83.33%	2	16.67%		
H-8							
Totals	59	39	66.10%	20	33.90%	7	11.86%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	33.33%	1	33.33%				
B-2			9	47.37%			1	5.26%	1	5.26%
C-3			11	68.75%			1	6.25%		
D-4										
E-5										
F-6			3	33.33%	1	11.11%				
G-7			10	83.33%						
H-8										
Totals			34	57.63%	2	3.39%	2	3.39%	1	1.69%

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	33.33%						
B-2	1	5.26%	7	36.84%						
C-3			4	25.00%						
D-4										
E-5										
F-6	1	11.11%	4	44.44%						
G-7			2	16.67%						
H-8										
Totals	2	3.39%	18	30.51%						

**KDOT Report by Race and Sex: CLASSIFIED Terminations**  
**State Agency or Organization Unit: District One**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2	2	2	100.00%			1	50.00%
C-3	26	23	88.46%	3	11.54%	2	7.69%
D-4							
E-5							
F-6	3	1	33.33%	2	66.67%	1	33.33%
G-7	30	28	93.33%	2	6.67%	2	6.67%
H-8	4	4	100.00%				
Totals	65	58	89.23%	7	10.77%	6	9.23%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2	1	50.00%	1	50.00%						
C-3			21	80.77%	1	3.85%			1	3.85%
D-4										
E-5										
F-6			1	33.33%						
G-7			27	90.00%					1	3.33%
H-8			4	100.00%						
Totals	1	1.54%	54	83.08%	1	1.54%			2	3.08%

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3			3	11.54%						
D-4										
E-5										
F-6	1	33.33%	1	33.33%						
G-7			1	3.33%	1	3.33%				
H-8										
Totals	1	1.54%	5	7.69%	1	1.54%				

**KDOT Report by Race and Sex: CLASSIFIED Terminations**  
**State Agency or Organization Unit: District Two**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2	2	2	100.00%				
C-3	3	3	100.00%				
D-4							
E-5							
F-6	3			3	100.00%		
G-7	15	15	100.00%			1	6.67%
H-8	4	4	100.00%			1	25.00%
<b>Totals</b>	<b>27</b>	<b>24</b>	<b>88.89%</b>	<b>3</b>	<b>11.11%</b>	<b>2</b>	<b>7.41%</b>

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2			2	100.00%						
C-3			3	100.00%						
D-4										
E-5										
F-6										
G-7	1	6.67%	14	93.33%						
H-8	1	25.00%	3	75.00%						
<b>Totals</b>	<b>2</b>	<b>7.41%</b>	<b>22</b>	<b>81.48%</b>						

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6			3	100.00%						
G-7										
H-8										
<b>Totals</b>			<b>3</b>	<b>11.11%</b>						

**KDOT Report by Race and Sex: CLASSIFIED Terminations**  
**State Agency or Organization Unit: District Three**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2	2	1	50.00%	1	50.00%		
C-3	4	2	50.00%	2	50.00%		
D-4							
E-5							
F-6	1			1	100.00%		
G-7	17	15	88.24%	2	11.76%	2	11.76%
H-8	8	4	50.00%	4	50.00%	1	12.50%
Totals	32	22	68.75%	10	31.25%	3	9.38%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2			1	50.00%						
C-3	1	25.00%	1	25.00%						
D-4										
E-5										
F-6										
G-7	1	5.88%	13	76.47%	1	5.88%				
H-8	1	12.50%	3	37.50%						
Totals	3	9.38%	18	56.25%	1	3.13%				

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2			1	50.00%						
C-3			2	50.00%						
D-4										
E-5										
F-6			1	100.00%						
G-7			2	11.76%						
H-8			4	50.00%						
Totals			10	31.25%						

KDOT Report by Race and Sex: **CLASSIFIED Terminations**  
 State Agency or Organization Unit: **District Four**  
 Date: **July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2	1	1	100.00%				
C-3							
D-4							
E-5							
F-6							
G-7	26	26	100.00%			3	11.54%
H-8	13	13	100.00%			1	7.69%
Totals	40	40	100.00%			4	10.00%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2			1	100.00%						
C-3										
D-4										
E-5										
F-6										
G-7	1	3.85%	23	88.46%	1	3.85%			1	3.85%
H-8			12	92.31%					1	7.69%
Totals	1	2.50%	36	90.00%	1	2.50%			2	5.00%

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals										

**KDOT Report by Race and Sex: CLASSIFIED Terminations**  
**State Agency or Organization Unit: District Five**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1	1	100.00%				
B-2	5	4	80.00%	1	20.00%		
C-3	1	1	100.00%				
D-4							
E-5							
F-6	2			2	100.00%		
G-7	52	50	96.15%	2	3.85%	4	7.69%
H-8	10	8	80.00%	2	20.00%	2	20.00%
Totals	71	64	90.14%	7	9.86%	6	8.45%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	100.00%						
B-2			4	80.00%						
C-3			1	100.00%						
D-4										
E-5										
F-6										
G-7	2	3.85%	46	88.46%	1	1.92%			1	1.92%
H-8	2	20.00%	6	60.00%						
Totals	4	5.63%	58	81.69%	1	1.41%			1	1.41%

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2			1	20.00%						
C-3										
D-4										
E-5										
F-6			2	100.00%						
G-7			2	3.85%						
H-8			2	20.00%						
Totals			7	9.86%						

**KDOT Report by Race and Sex: CLASSIFIED Terminations**  
**State Agency or Organization Unit: District Six**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2	2	1	50.00%	1	50.00%		
C-3	5	5	100.00%				
D-4							
E-5							
F-6	6	1	16.67%	5	83.33%	1	16.67%
G-7	33	33	100.00%			4	12.12%
H-8	3	3	100.00%				
Totals	49	43	87.76%	6	12.24%	5	10.20%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2			1	50.00%						
C-3			5	100.00%						
D-4										
E-5										
F-6	1	16.67%								
G-7	3	9.09%	29	87.88%					1	3.03%
H-8			3	100.00%						
Totals	4	8.16%	38	77.55%					1	2.04%

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2			1	50.00%						
C-3										
D-4										
E-5										
F-6			5	83.33%						
G-7										
H-8										
Totals			6	12.24%						

KDOT Report by Race and Sex: **UNCLASSIFIED Terminations**  
 State Agency or Organization Unit: **AGENCY - KDOT**  
 Date: **July 1, 2013 to June 30, 2014**

- The definition of **Terminations** for the AAP represents any person leaving the agency for any reason, which includes voluntary and involuntary resignations, promotions, or transfers to other agencies, retirements, and deaths.

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	8	7	87.50%	1	12.50%		
B-2	9	5	55.56%	4	44.44%		
C-3	2	2	100.00%				
D-4							
E-5							
F-6							
G-7	1	1	100.00%				
H-8	10	10	100.00%			1	10.00%
Totals	30	25	83.33%	5	16.67%	1	3.33%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			7	87.50%						
B-2			5	55.56%						
C-3			2	100.00%						
D-4										
E-5										
F-6										
G-7			1	100.00%						
H-8	1	10.00%	9	90.00%						
Totals	1	3.33%	24	80.00%						

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	12.50%						
B-2			4	44.44%						
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals			5	16.67%						

**KDOT Report by Race and Sex: UNCLASSIFIED Terminations**  
**State Agency or Organization Unit: Headquarters Units**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	4	3	75.00%	1	25.00%		
B-2	7	5	71.43%	2	28.57%		
C-3	2	2	100.00%				
D-4							
E-5							
F-6							
G-7							
H-8							
Totals	13	10	76.92%	3	23.08%		

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			3	75.00%						
B-2			5	71.43%						
C-3			2	100.00%						
D-4										
E-5										
F-6										
G-7										
H-8										
Totals			10	76.92%						

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	25.00%						
B-2			2	28.57%						
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals			3	23.08%						

**KDOT Report by Race and Sex: UNCLASSIFIED Terminations**  
**State Agency or Organization Unit: District One**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1	1	100.00%				
B-2	2			2	100.00%		
C-3							
D-4							
E-5							
F-6							
G-7	1	1	100.00%				
H-8	6	6	100.00%			1	16.67%
Totals	10	8	80.00%	2	20.00%	1	10.00%

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	100.00%						
B-2										
C-3										
D-4										
E-5										
F-6										
G-7			1	100.00%						
H-8	1	16.67%	5	83.33%						
Totals	1	10.00%	7	70.00%						

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2			2	100.00%						
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals			2	20.00%						

**KDOT Report by Race and Sex: UNCLASSIFIED Terminations**  
**State Agency or Organization Unit: District Two**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1	1	100.00%				
B-2							
C-3							
D-4							
E-5							
F-6							
G-7							
H-8	1	1	100.00%				
Totals	2	2	100.00%				

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	100.00%						
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8			1	100.00%						
Totals			2	100.00%						

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals										

KDOT Report by Race and Sex: **UNCLASSIFIED Terminations**  
 State Agency or Organization Unit: **District Three**  
 Date: **July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1	1	100.00%				
B-2							
C-3							
D-4							
E-5							
F-6							
G-7							
H-8	1	1	100.00%				
Totals	2	2	100.00%				

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	100.00%						
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8			1	100.00%						
Totals			2	100.00%						

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals										

**KDOT Report by Race and Sex: UNCLASSIFIED Terminations**  
**State Agency or Organization Unit: District Four**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	1	1	100.00%				
B-2							
C-3							
D-4							
E-5							
F-6							
G-7							
H-8							
Totals	1	1	100.00%				

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1			1	100.00%						
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals			1	100.00%						

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals										

**KDOT Report by Race and Sex: UNCLASSIFIED Terminations**  
**State Agency or Organization Unit: District Five**  
**Date: July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1							
B-2							
C-3							
D-4							
E-5							
F-6							
G-7							
H-8	2	2	100.00%				
Totals	2	2	100.00%				

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8			2	100.00%						
Totals			2	100.00%						

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals										

KDOT Report by Race and Sex: **UNCLASSIFIED Terminations**  
 State Agency or Organization Unit: **District Six**  
 Date: **July 1, 2013 to June 30, 2014**

EEO Category	Total Number Leaving	All Employees				Total Minority	
		Male		Female		Number	%
		Number	%	Number	%		
A-1	0	0	0.00%	0	0	0	0.00%
B-2							
C-3							
D-4							
E-5							
F-6							
G-7							
H-8							
Totals							

EEO Category	Ethnic Total Male									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals										

EEO Category	Ethnic Total Female									
	Hispanic		White		Black		Asian/Pac. Island		Native American	
	Number	%	Number	%	Number	%	Number	%	Number	%
A-1										
B-2										
C-3										
D-4										
E-5										
F-6										
G-7										
H-8										
Totals										

## **AGENCY Data**

### **PREVIOUS YEAR AAP GOAL ATTAINMENT**

**Summary and Follow-up from the FY 2014 AAP data:** The data is now separated into Classified and Unclassified.

**A comparison of the relationship for Classified and Unclassified in the FY 2015 AAP indicates the following about the all agency work units:**

- Classified: Females, 302 or 15.32% ~ Minorities, 143 or 7.26%.
- Unclassified: Females, 153 or 27.03% ~ Minorities, 21 or 3.71%.

**CLASSIFIED & UNCLASSIFIED**

<b>Office of the Secretary Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(6 Employees)	Females	0	4	1	+3
	Minorities	0	0	0	0
<b>A-1 Officials &amp; Managers</b>					
(5 Employees)	Females	0	3	1	+2
	Minorities	0	0	0	0
<b>B-2 Professionals</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0
<b>C-3 Technicians</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0
<b>F-6 Admin. Support</b>					
(1 Employee)	Females	0	1	1	0
	Minorities	0	0	0	0
<b>G-7 Skilled Craft</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0
<b>H-8 Service Maintenance</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**CLASSIFIED & UNCLASSIFIED**

<b>Partner Relations Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(108 Employees)	Females	13	33	56	-10
	Minorities	6	2	19	-11
<b>A-1 Officials &amp; Managers</b>					
(17 Employees)	Females	1	6	7	0
	Minorities	1	0	2	-1
<b>B-2 Professionals</b>					
(68 Employees)	Females	3	22	29	-4
	Minorities	2	2	12	-8
<b>C-3 Technicians</b>					
(8 Employees)	Females	1	3	1	+3
	Minorities	1	0	1	0
<b>F-6 Admin. Support</b>					
(15 Employees)	Females	8	2	19	-9
	Minorities	2	0	4	-2
<b>G-7 Skilled Craft</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0
<b>H-8 Service Maintenance</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**CLASSIFIED & UNCLASSIFIED**

<b>Fiscal &amp; Asset Management Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(10 Employees)	Females	7	19	19	+7
	Minorities	0	0	3	-11
<b>A-1 Officials &amp; Managers</b>					
(0 Employees)	Females	0	2	3	-1
	Minorities	0	0	1	-1
<b>B-2 Professionals</b>					
(6 Employees)	Females	4	17	12	+9
	Minorities	0	0	2	-2
<b>C-3 Technicians</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0
<b>F-6 Admin. Support</b>					
(4 Employees)	Females	3	0	4	-1
	Minorities	0	0	0	0
<b>G-7 Skilled Craft</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0
<b>H-8 Service Maintenance</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0

Note that a “0” in the Relationship to Parity column indicates that KDOT’s labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**CLASSIFIED & UNCLASSIFIED**

<b>Office of Chief Counsel Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b> (23 Employees)					
	Females	4	12	15	+1
	Minorities	0	3	2	+1
<b>A-1 Officials &amp; Managers</b> (4 Employees)					
	Females	1	2	1	+2
	Minorities	0	1	0	-1
<b>B-2 Professionals</b> (9 Employees)					
	Females	1	5	3	+3
	Minorities	0	2	1	+1
<b>C-3 Technicians</b> (0 Employees)					
	Females	0	0	0	0
	Minorities	0	0	0	0
<b>F-6 Admin. Support</b> (10 Employees)					
	Females	2	5	11	-4
	Minorities	0	0	1	-1
<b>G-7 Skilled Craft</b> (0 Employees)					
	Females	0	0	0	0
	Minorities	0	0	0	0
<b>H-8 Service Maintenance</b> (0 Employees)					
	Females	0	0	0	0
	Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Planning and Development Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(109 Employees)	Females	21	21	33	+9
	Minorities	2	2	18	-14
<b>A-1 Officials &amp; Managers</b>					
(15 Employees)	Females	1	5	4	+2
	Minorities	0	0	2	-2
<b>B-2 Professionals</b>					
(60 Employees)	Females	12	15	16	+11
	Minorities	2	2	9	-5
<b>C-3 Technicians</b>					
(27 Employees)	Females	6	0	6	0
	Minorities	0	0	5	-5
<b>F-6 Admin. Support</b>					
(6 Employees)	Females	2	1	6	-3
	Minorities	0	0	1	-1
<b>G-7 Skilled Craft</b>					
(1 Employee)	Females	0	0	1	-1
	Minorities	0	0	1	-1
<b>H-8 Service Maintenance</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**CLASSIFIED & UNCLASSIFIED**

<b>Division Of Engineering and Design Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(170 Employees)	Females	46	23	57	+12
	Minorities	16	4	29	-9
<b>A-1 Officials &amp; Managers</b>					
(2 Employees)	Females	2	3	11	-6
	Minorities	0	0	4	-4
<b>B-2 Professionals</b>					
(62 Employees)	Females	18	20	16	+22
	Minorities	6	4	13	-3
<b>C-3 Technicians</b>					
(89 Employees)	Females	11	0	13	-2
	Minorities	7	0	10	-3
<b>F-6 Admin. Support</b>					
(15 Employees)	Females	15	0	17	-2
	Minorities	2	0	2	0
<b>G-7 Skilled Craft</b>					
(2 Employees)	Females	0	0	0	0
	Minorities	1	0	0	+1
<b>H-8 Service Maintenance</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Operations Headquarters Units Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(103 Employees)	Females	28	23	49	+2
	Minorities	6	4	28	-18
<b>A-1 Officials &amp; Managers</b>					
(0 Employees)	Females	0	3	5	-2
	Minorities	0	0	2	-2
<b>B-2 Professionals</b>					
(25 Employees)	Females	7	20	12	+15
	Minorities	0	4	8	-4
<b>C-3 Technicians</b>					
(58 Employees)	Females	13	0	20	-7
	Minorities	3	0	13	-10
<b>F-6 Admin. Support</b>					
(9 Employees)	Females	8	0	9	-1
	Minorities	1	0	1	0
<b>G-7 Skilled Craft</b>					
(11 Employees)	Females	0	0	3	-3
	Minorities	2	0	4	-2
<b>H-8 Service Maintenance</b>					
(0 Employees)	Females	0	0	0	0
	Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Aviation Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b> (4 Employees)					
	Females	0	1	1	0
	Minorities	0	1	0	+1
<b>A-1 Officials &amp; Managers</b> (4 Employees)					
	Females	0	1	1	0
	Minorities	0	1	0	+1
<b>B-2 Professionals</b> (0 Employees)					
	Females	0	0	0	0
	Minorities	0	0	0	0
<b>C-3 Technicians</b> (0 Employees)					
	Females	0	0	0	0
	Minorities	0	0	0	0
<b>F-6 Admin. Support</b> (0 Employees)					
	Females	0	0	0	0
	Minorities	0	0	0	0
<b>G-7 Skilled Craft</b> (0 Employees)					
	Females	0	0	0	0
	Minorities	0	0	0	0
<b>H-8 Service Maintenance</b> (0 Employees)					
	Females	0	0	0	0
	Minorities	0	0	0	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**District  
One  
Data**

**PREVIOUS YEAR AAP GOAL ATTAINMENT**

**Summary and Follow-up from the FY 2014 AAP data:** The data is now separated into Classified and Unclassified.

**A comparison of the relationship for Classified and Unclassified in the FY 2015 AAP indicates the following about District One:**

- Classified: Females, 40 or 9.59% ~ Minorities, 23 or 5.52%.
- Unclassified: Females, 7 or 11.86% ~ Minorities, 2 or 3.39%.

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Operations District One Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b> (476 Employees)					
	Females	40	7	63	-16
	Minorities	23	2	78	-53
<b>A-1 Officials &amp; Managers</b> (10 Employees)					
	Females	1	0	1	0
	Minorities	0	0	0	0
<b>B-2 Professionals</b> (20 Employees)					
	Females	4	0	6	-2
	Minorities	0	0	4	-4
<b>C-3 Technicians</b> (127 Employees)					
	Females	16	0	28	-22
	Minorities	8	1	22	-13
<b>F-6 Admin. Support</b> (19 Employees)					
	Females	14	2	18	-2
	Minorities	0	0	3	-3
<b>G-7 Skilled Craft</b> (260 Employees)					
	Females	2	0	10	-8
	Minorities	14	0	48	-34
<b>H-8 Service Maintenance</b> (40 Employees)					
	Females	0	0	0	0
	Minorities	0	1	1	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**District  
Two  
Data**

**PREVIOUS YEAR AAP GOAL ATTAINMENT**

**Summary and Follow-up from the FY 2014 AAP data:** The data is now separated into Classified and Unclassified.

**A comparison of the relationship for Classified and Unclassified in the FY 2015 AAP indicates the following about District Two:**

- Classified: Females, 25 or 10.37% ~ Minorities, 16 or 6.64%.
- Unclassified: Females, 3 or 7.89% ~ Minorities, 1 or 2.63%

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Operations District Two Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(279 Employees)	Females	25	3	33	-5
	Minorities	16	1	41	-24
<b>A-1 Officials &amp; Managers</b>					
(8 Employees)	Females	1	0	0	+1
	Minorities	0	1	0	+1
<b>B-2 Professionals</b>					
(17 Employees)	Females	2	2	4	0
	Minorities	0	0	2	-2
<b>C-3 Technicians</b>					
(51 Employees)	Females	9	0	9	0
	Minorities	6	0	7	-1
<b>F-6 Admin. Support</b>					
(13 Employees)	Females	11	1	14	-2
	Minorities	0	0	2	-2
<b>G-7 Skilled Craft</b>					
(166 Employees)	Females	2	0	6	-4
	Minorities	9	0	30	-21
<b>H-8 Service Maintenance</b>					
(14 Employees)	Females	0	0	0	0
	Minorities	1	0	0	+1

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

## **District Three Data**

### **PREVIOUS YEAR AAP GOAL ATTAINMENT**

**Summary and Follow-up from the FY 2014 AAP data:** The data is now separated into Classified and Unclassified.

**A comparison of the relationship for Classified and Unclassified in the FY 2015 AAP indicates the following about District Three:**

- Classified: Females, 25 or 12.25% ~ Minorities, 1 or 1.96%.
- Unclassified: Females, 2 or 5.88% ~ Minorities, 1 or 2.94%

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Operations District Three Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(204 Employees)	Females	25	2	25	+2
	Minorities	4	1	35	-30
<b>A-1 Officials &amp; Managers</b>					
(1 Employee)	Females	1	0	1	0
	Minorities	0	1	0	+1
<b>B-2 Professionals</b>					
(6 Employees)	Females	0	1	3	-2
	Minorities	0	0	2	-2
<b>C-3 Technicians</b>					
(27 Employees)	Females	4	0	5	-1
	Minorities	0	0	4	-4
<b>F-6 Admin. Support</b>					
(9 Employees)	Females	9	1	11	-1
	Minorities	0	0	2	-2
<b>G-7 Skilled Craft</b>					
(145 Employees)	Females	6	0	5	+1
	Minorities	3	0	26	-23
<b>H-8 Service Maintenance</b>					
(16 Employees)	Females	5	0	0	+5
	Minorities	1	0	1	0

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

## **District Four Data**

### **PREVIOUS YEAR AAP GOAL ATTAINMENT**

**Summary and Follow-up from the FY 2014 AAP data:** The data is now separated into Classified and Unclassified.

**A comparison of the relationship for Classified and Unclassified in the FY 2015 AAP indicates the following about District Four:**

- Classified: Females, 22 or 8.63% ~ Minorities, 13 or 5.10%.
- Unclassified: Females, 6 or 18.75% ~ Minorities, 0 or 0.00%

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Operations District Four Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(255 Employees)	Females	22	6	30	-2
	Minorities	13	0	40	-27
<b>A-1 Officials &amp; Managers</b>					
(1 Employee)	Females	0	1	1	0
	Minorities	0	0	0	0
<b>B-2 Professionals</b>					
(6 Employees)	Females	2	5	4	+3
	Minorities	0	0	2	-2
<b>C-3 Technicians</b>					
(39 Employees)	Females	3	0	8	-5
	Minorities	0	0	6	-6
<b>F-6 Admin. Support</b>					
(13 Employees)	Females	12	0	11	+1
	Minorities	0	0	2	-2
<b>G-7 Skilled Craft</b>					
(173 Employees)	Females	3	0	6	-3
	Minorities	10	0	30	-20
<b>H-8 Service Maintenance</b>					
(23 Employees)	Females	2	0	0	+2
	Minorities	3	0	0	+3

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**District  
Five  
Data**

**PREVIOUS YEAR AAP GOAL ATTAINMENT**

**Summary and Follow-up from the FY 2014 AAP data:** The data is now separated into Classified and Unclassified.

**A comparison of the relationship for Classified and Unclassified in the FY 2015 AAP indicates the following about District Five:**

- Classified: Females, 48 or 15.34% ~ Minorities, 23 or 7.35%.
- Unclassified: Females, 5 or 10.64% ~ Minorities, 2 or 4.26%

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Operations District Five Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(313 Employees)	Females	48	5	44	+9
	Minorities	23	2	54	-29
<b>A-1 Officials &amp; Managers</b>					
(2 Employees)	Females	0	1	1	0
	Minorities	0	0	0	0
<b>B-2 Professionals</b>					
(9 Employees)	Females	2	4	5	+1
	Minorities	1	1	3	-1
<b>C-3 Technicians</b>					
(79 Employees)	Females	18	0	15	+3
	Minorities	4	0	11	-7
<b>F-6 Admin. Support</b>					
(14 Employees)	Females	16	0	15	+1
	Minorities	1	0	2	-1
<b>G-7 Skilled Craft</b>					
(196 Employees)	Females	12	0	8	+4
	Minorities	16	0	38	-22
<b>H-8 Service Maintenance</b>					
(13 Employees)	Females	2	0	0	+2
	Minorities	1	1	0	+2

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.

**District  
Six  
Data**

**PREVIOUS YEAR AAP GOAL ATTAINMENT**

**Summary and Follow-up from the FY 2014 AAP data:** The data is now separated into Classified and Unclassified.

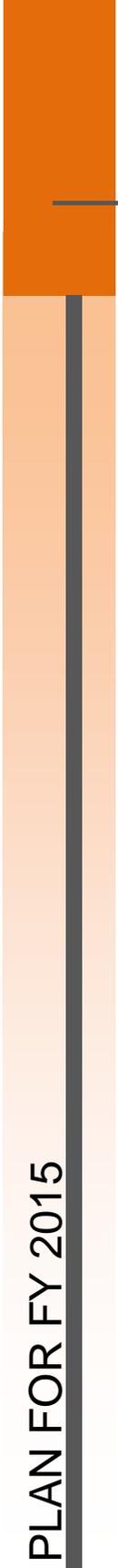
**A comparison of the relationship for Classified and Unclassified in the FY 2015 AAP indicates the following about District Six:**

- Classified: Females, 22 or 14.29% ~ Minorities, 30 or 19.48%.
- Unclassified: Females, 2 or 5.88% ~ Minorities, 1 or 2.94%

**CLASSIFIED & UNCLASSIFIED**

<b>Division of Operations District Six Workforce</b>	<b>Race and Gender</b>	<b>Classified Employees in KDOT's Workforce</b>	<b>Unclassified Employees in KDOT's Workforce</b>	<b>CLF Target</b>	<b>Relationship to Parity</b>
<b>Total Work Force</b>					
(154 Employees)	Females	22	2	25	-1
	Minorities	30	1	29	+2
<b>A-1 Officials &amp; Managers</b>					
(0 Employees)	Females	0	0	1	-1
	Minorities	0	1	0	+1
<b>B-2 Professionals</b>					
(6 Employees)	Females	2	1	3	0
	Minorities	0	0	1	-1
<b>C-3 Technicians</b>					
(25 Employees)	Females	6	0	6	0
	Minorities	3	0	4	-1
<b>F-6 Admin. Support</b>					
(10 Employees)	Females	10	1	11	0
	Minorities	2	0	2	0
<b>G-7 Skilled Craft</b>					
(103 Employees)	Females	4	0	4	0
	Minorities	22	0	22	0
<b>H-8 Service Maintenance</b>					
(10 Employees)	Females	0	0	0	0
	Minorities	3	0	0	+3

Note that a "0" in the Relationship to Parity column indicates that KDOT's labor force is at parity with the CLF. A plus symbol in that column indicates above parity and a minus below.



SECTION 5

---

**AFFIRMATIVE ACTION  
EFFORTS AND GOALS**

PLAN FOR FY 2015

This page intentionally left blank

## Summary of Impact Analysis with Goals and Follow-Up

**FY 2015 KDOT-Wide AA Goals:** Hiring opportunities are anticipated to increase within certain classifications and locations for FY 2015. Each Senior and Executive Manager continues to establish individual plans based upon business needs. Their efforts are outlined in detail below. In all units, the following KDOT-wide hiring notes will apply:

- Where percentages were not provided by the unit due to a lack of anticipated hiring, it will be assumed that if positions do open that the individual goals to improve diversity will be equivalent to the appropriate adjusted CLF for the position, rounded up to the nearest full percentage. Any questions regarding the appropriate percentage will be directed to the EEO Officer.
- Whenever there is a tie in interview scoring, consistent with state law, the Senior Manager will first look to see if a tied member is a veteran. If there is no tied veteran and one of the applicants tied for the position is from an under-represented EEO group, that applicant will be offered the position.
- Unit efforts will include interviewing all qualified applicants for each advertised position. The use of screening interviews continues to be an acceptable process. Units will continue to document where in the hiring process each applicant is lost and utilize EEO Representatives on each interview team.
- The Employment Officer/Diversity Recruiter will verify that interview documentation is maintained with regard to good faith effort aimed at addressing the underutilization of women and minorities. Where percentages are not provided by the unit due to a lack of anticipated hiring, it will be assumed that when positions become available the individual goals to improve diversity will be equivalent to the appropriate adjusted civilian labor force for the position, rounded up to the nearest full percentage. Any questions regarding the appropriate percentage will be directed to the EEO Officer.

**Applicant EEO Data:** This year better data became available and all unseen applicants of unknown race have been eliminated from the flow statistics consistent with generally held practice. KDOT undertook efforts to identify the race and sex of seen applicants consistent with AAP monitoring requirements. In a few instances, data was omitted or race was reported as “other” on those seen applicants. With a couple noted exceptions, those applicants have been reported as white for this plan.

**Applicant Flow and Success:** The following applicant flow and success notes are for each District or Bureau where one or more hires occurred during the time frame encompassed by this plan and the data was entered into SHaRP. When examining the various job families in a particular work unit, the data for each family looks back to all recorded previous years when a posting occurred due to the relatively small numbers involved annually. When looking for indications of problems with the hiring practices of a particular segment of KDOT, it is appropriate to consider all attempts to hire, including those that show as “hired,” “other offer accepted” (for instance when an applicant had applied for multiple positions and was tendered an offer for more than one), and “declined position.”

**Civilian Labor Force (CLF):** There were changes in the CLF data and the Labor Force (LF) data, which is no longer provided by the Department of Administration. KDOT’s production of its own data results in additional time to produce the Plan, but allows KDOT to eliminate data errors that resulted from aggregated EEO category data and errors caused by CLF figures associated to changed official classification titles which created disjointed lines of progression.

**Comparison of FY 2014 and FY 2015 Plans:** The Plan includes all KDOT staff, both classified and unclassified employees. Overall, white males made up 76.83% of KDOT in the data used for the FY 2015 Plan, which is up from 76.64% of KDOT for the FY 2014 AAP. Women made up 17.85% of the KDOT labor force, which is up from the 17.69% of the KDOT labor force posted last year. Finally, women represented 14.86% of all selections, as opposed to 13.56% posted last year, which resulted in a slight increase of 1.30%. Women made up 26.13% of all known race applicants, up from 17.74% last year.

**KDOT Overall Workforce:** 76.83% white male, 17.85% female, and 6.5% minority.

**Goals and Good Faith Effort:** Information for goals and good faith efforts is obtained on an annual basis from Senior/Executive Managers. Targets are developed based upon availability from the raw CLF figures. Information from various subject matter experts is also sought from the various programs they are responsible for that indicate good faith effort to recruit, hire, and retain a diverse workforce.

**Impact of Progression Program on Promotions:** When looking at the breakdown of all selected applicants who accepted (race is known after hiring), as opposed to job offers tendered based on data from DOT Form 20, women made up 17.12% of all people brought into KDOT as opposed to 10.20% last year. Minorities made up 10.96% as opposed to 11.37% of all selections indicated last year. Consistent with EEOC and OFCCP direction, all unseen applicants who do not voluntarily provide data have been eliminated from the statistics this year consistent with the plan notes from last year. Women made up 12.50% of those receiving promotions while minorities represented 11.69% of all those receiving promotions. Minorities made up 22.45% of all those receiving relocations. Those recorded promotions and relocations were both primarily progression program related. The data is consistent with the labor pool made up of those holding positions in those automatic progression programs where time in grade plays a major factor in advancement.

## Office of the Secretary

During FY 2014, there was one white male Secretary of Transportation, one white male Deputy Secretary, one white female Executive Office Administrator, and one white female Administrative Specialist during this reporting year.

**LF** – 50.00% female, and 16.67% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section. The Deputy Secretary/State Transportation Engineer has been involved in Diversity & Inclusion Network meetings and to ensure its initiatives are carried out. The previous KDOT Secretary and Acting Secretary each attended the EEO Advisory Board meetings. No hiring is expected in this unit.

**Follow-Up on Efforts:** No hiring opportunities during this reporting period.

## Office of Chief Counsel (OCC)

In FY 2013, one black male attorney and one white male attorney retired. One white female attorney left the agency for a position in the private sector. The functions and responsibilities of the three positions were re-structured and replaced with two unclassified attorney positions. White males were hired into these two positions.

In FY 2014, a female legal assistant left the agency for a position in the private sector. That position was combined with another legal assistant position vacated in FY 2013, and reclassified as an administrative assistant position. A white female was hired into that position. In FY 2014, a white female was hired into a litigation paralegal position vacated by a retirement in FY 2013.

KDOT's Office of Contract Compliance (formerly the Office of Civil Rights) reports to the Chief Counsel. During FY 2014, a white female in an administrative position was re-classified as a Program Consultant. The bulk of her prior administrative duties were assumed by an administrative support person in the Office of Chief Counsel.

During FY 2014, two white male attorneys were hired. The Chief Counsel's office undertook two separate efforts to fill its two vacant unclassified attorney positions. The first effort conducted through a posting on the state's employment website, resulted in a small pool of candidates. Although all qualified candidates

were interviewed, none were found to be suitable for the position. A second effort conducted several months later utilized multiple avenues for recruitment, including local and regional newspaper advertisements, announcements through the two state law school placement offices, and job postings through attorney organizations, which in turn resulted in postings on professional job recruitment websites. The number, quality, and diversity of applicants were significantly improved as a result although there was a higher number of male than female applicants. After screening of application materials by all attorneys in the Chief Counsel's office, the applicants who best matched the requirements of the position were interviewed. All staff attorneys, including women and minorities, participated in the interview and selection process for the successful candidates, as well as the minority female Civil Rights Administrator for the Office of Contract Compliance.

**LF** – 69.57% female, and 13.04% minority.

**Affirmative Action Efforts and Goals:** Chief Counsel will advertise vacant positions in ways that maximize exposure to minority populations and take all reasonable steps to make sure any qualified minority applicants are interviewed and considered for hire within the context of hiring the most qualified applicant. Their recruiting is technical in nature and often seeks candidates with specific experience to meet the needs of the office. For attorney positions filled in FY 2014, all attorneys in the Office of Chief Counsel reviewed the applications of all candidates, assisted in the selection of candidates to interview, and participated in the interview and selection process. Minority and women attorneys in the office participate in career fairs at both state law schools and encourage the application of minorities and women for law clerk positions. During FY 2014, the office employed one black male and one white male in law clerk positions on a part-time permanent basis. The office encourages minority staff members, including minority staff members of the Office of Contract Compliance, to serve on interview teams both within and outside our office to assist other offices in their recruitment and selection of additional minority staff, and to assist with outreach to potential minority applicants for positions throughout the agency. The Chief Counsel's office also reviews and assists with the preparation of the agency's annual EEO Report and Affirmative Action Plan.

**Follow-Up on Efforts:** This unit will continue to utilize efforts to advertise and recruit for vacant positions in ways to maximize exposure to minority populations and take reasonable steps to ensure qualified minority applicants are considered for hire.

## Division of Partner Relations

Under the Director of Partner Relations, there is one white male, the Director, one black female, Administrative Officer, three white females, Public Service Administrator II, Staff Development Special I, and a Trainer. The Office of Support Services, Office of Public Affairs, Office of Information Technology Services, Office of Policy and Legislative Affairs, and the Bureau of Personnel Services are a part of the Division of Partner Relations.

**LF** – 43.52% female, and 6.48% minority is used for all units that reported to the Director of Partner Relations for this plan year.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** No hiring opportunities during this reporting period. The change in the number of employees was due to three employees transferring out of the Director's area to Office of Support Services and one employee transferring in from the Office of the Secretary.

**Bureau of Personnel Services (BPS)**

Three employees left the bureau in FY 2014, a HF (A6), and two WF (A6).  
Three employees were hired into the bureau, a WM (A6), a WF (A6) and a WF (K2)

**LF** – For this plan, Bureau of Personnel Services was a part of the Division of Partner Relations, for data reporting purposes.

Although the Bureau of Personnel Services remains a part of the Department of Administration, there is a direct reporting line to KDOT's Division of Partner Relations.

**CLF** – Information indicates that the following job families are represented in the Bureau of Personnel Services:

- A6, Human Resource Professionals
- A6, Staff Development
- K2, Administrative Support

**Affirmative Action Efforts and Goals:** See notes on pages 36 through 41 regarding current recruitment and retention initiatives being undertaken by the Bureau for itself and the Agency.

**Follow-Up on Efforts:** BPS continues to be involved with the Office of Contract Compliance and other Bureaus as outreach programs such as the Construction Career Expos continue and other EEO opportunities present themselves. We continue to train and support the use of EEO representatives for hiring processes and have two active members on the Diversity & Inclusion Network. Articles encouraging diversity and inclusion continue to be included in our monthly newsletters as well as the development and enhancement of training on topics related to diversity. Exit interviews have been redeployed which allows immediate attention to EEO issues and correction to other workplace problems in a confidential manner.

**Bureau of Computer Services (BCS) has changed to the Office of IT Services**

Those leaving during this reporting period included two white males and one native american.

**LF** –This function and the associated staff into the Office of Technology and Information Systems report to the Governor. Like the Bureau of Personnel Services, staff in direct support of agency functions rolled up under the Division of Partner Relations for data reporting purposes. Those staff will roll up under the Director of Partner Relations for data purposes during this reporting period.

**Affirmative Action Efforts and Goals:** KDOT's Office of IT Services continues to use EEO Representatives as voting members on all interview panels. A broad group of people teamed to provide the training, including KDOT's Office of Chief Counsel, the Bureau of Personnel Services unit assigned responsibility over the recruitment and selection processes, and one or more senior managers.

**Follow-Up on Efforts:** This office participates in agency-wide recruiting and awareness efforts such as the annual Construction Career Expo. In addition to this outreach effort, we work closely with the agency's Employment Officer/Diversity Recruiter in reaching out to underrepresented populations as positions become available within the bureau.

### **Office of Support Services (OSS)**

The office lost three white males and one white female

**LF** – The office is part of the Division of Partner Relations for this data-reporting period.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** No hiring opportunities during this reporting period.

### **Division of Fiscal & Asset Management**

No employees were reported to have left the division office in the time period included in the data.

No hiring was recorded in the Office of the Director.

**LF** – 68.42% female, and 0.00% minority is used for all units reporting to the Director. **The following Division/Offices now report under the Division of Fiscal and Asset Management: the Division of Bureau of Finance and Budget, Bureau of Fiscal Services, and the Office of the Inspector General.**

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** No hiring opportunities during this reporting period.

### **Bureau of Fiscal Services (BFS)**

One white female lost during this reporting period.

**LF** – The Bureau of Fiscal Services is part of the Division of Fiscal and Asset Management for data reporting purposes.

**Affirmative Action Efforts and Goals:** There are no current vacancies in Fiscal Services.

When positions open, Fiscal Services will continue to select the applicant who appears in the interview to have the best skill set that fits the job including applicable college coursework if relevant, good references, good work habits, attention to detail, and appropriate people skills. The Bureau of Fiscal Services will continue to strive for a work environment that is open to diversity.

Ron McMurry will continue to represent the Division as an EEO Advisory Board representative.

One employee mentors weekly at Williams Magnet school and the bureau had six employees volunteer at the Career Expo last year. Similar activities away from work will be supported when work volumes permit.

Because the minority percent under-utilization exists, the unit has set a goal of 12%.

**Follow-Up on Efforts:** The bureau took advantage of training opportunities through various professional organizations, through KDOT/State training programs, as well as both local and national organizations. Examples of the organizations include the National Institute of Governmental Purchasing (NIGP), Agency SMART Rapport Association (ASTRA), Association of Government Accountants (AGA), Government Finance Officers Association (GFOA), and Midwest Audit Forum. The bureau will participate in these sessions as the budget permits.

## Office of Public Affairs

**LF** – This office falls under the Division of Partner Relations for data reporting purposes.

The Office of Public Affairs comprises of one white male office Chief, a white female Public Information Officer, and two white female Program Consultants.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** There were no hires in the past fiscal year.

## Office of Policy and Legislative Affairs

Two white females left the agency during this reporting period.

**LF** – This office rolls up under the Office of the Secretary for data reporting purposes.

**Affirmative Action Efforts and Goals:** While we do not anticipate any hiring to occur, the Office of Policy and Legislative Affairs staff participated in KDOT's Construction Career Expo that was hosted by the KDOT Office of Civil Rights. We will continue to follow the agency-wide efforts if we happen to have a vacancy that we are allowed to fill.

**Follow-Up on Efforts:** As is consistent with other agency offices, in the past we have required EEO involvement in the hiring process for all individuals being considered for employment. If we should have a hiring opportunity, an EEO representative will be involved in every aspect of the civil service hiring process.

## Division of Planning and Development

The Division of Planning and Development has set goals to ensure EEO and AA efforts are a priority when staffing the Division. To reflect this, the division currently has three individuals trained as EEO representatives available to serve on interview teams. The demographics for this group consist of two minority females and one white female. The minority and female representation in this group accounts for 100%.

As a whole, in FY 2014 the division suffered losses due to retirement, promotions, and/or voluntary terminations. The current goals for the Division will continue to be retention of current workforce and/or filling available openings with 25% minority candidates while continuing to hire the best-qualified candidates.

Due to agency reorganization, two female employees were added to the Office of the Director.

**LF** – 38.89% female, and 6.48% minority.

**Affirmative Action Efforts and Goals:** Division's Management System Analyst II (Budget Manager) continues to be heavily involved with coordination of a Construction Career Expo for Topeka Area middle school and high school students.

**Follow-Up on Efforts:** The primary goal for the Division office will continue to be retention of current workforce and/or filling available openings with minority candidates while continuing to hire the best-qualified candidates.

## **Bureau of Transportation Planning**

Data for the FY 2015 AAP indicates that this unit lost 2 employees during this reporting period. Losses occurred; one white male due to retirement and one white male due to promotion within KDOT agency.

**LF** – This bureau rolls up under the Division of Planning and Development for data reporting purposes.

**Affirmative Action Efforts and Goals:** During FY 2014, five employees were promoted due to bureau reorganization and one white male was hired in an unclassified Planner position. In an effort to achieve continued EEO/AA activities, the bureau will continue to advertise the majority of approved vacant positions to the public. Participation will continue in programs or activities that give minority individuals an opportunity to evaluate KDOT as a potential employer in the future depending on available funding, such as providing internships and mentor assistance during the school year. During FY 2014, two employees participated as Engineering Mentors for St. Matthews Catholic School for the National Society of Professional Engineers' Future City Competition. Several employees in the bureau also helped with judging for the Future City competition and volunteered at the Construction Expo for Topeka middle and high school students held October 2013.

**Follow-Up on Efforts:** Special effort will be made to identify and encourage training opportunities for minority employees that may lead to increased responsibility and promotion.

## **Bureau of Program and Project Management**

Data for the FY 2015 AAP indicates that this unit lost no staff during this reporting period.

**LF** – This bureau rolls up under the Division of Planning and Development for data reporting purposes.

**Affirmative Action Efforts and Goals:** During FY 2014, a white female was hired in an unclassified Systems Management Analyst I position. In an effort to achieve continued EEO/AA activities, should a position become vacant within the bureau, all approved vacant positions will be advertised to the public. During FY 2014, a white male employee participated as an officer of the American Society of Civil Engineer (ASCE) group and the Construction Career Expo and Future City program. The ASCE group participated in multiple events to promote education and awareness of opportunities for minorities possible pursuing careers in engineering; Construction Career Expo, the Future City competition, and the Egg Drop contest at Children's Discovery Center during engineer week.

## **Bureau of Transportation Safety and Technology**

Data for the FY 2015 AAP indicates that this unit lost 4 employees during this reporting period. The loss consisted of two white males and one white female due to voluntary termination and one white female due to promotion.

**LF** – This bureau rolls up under the Division of Planning and Development for data reporting purposes.

**Affirmative Action Efforts and Goals:** During FY 2014, one white male was hired as an Engineering Associate III, one white male was hired as a Research Analyst, one white male as a Public Service Executive, and one white male was promoted as an Engineer Technician Specialist. In an effort to achieve continued EEO/AA activities, the Bureau of Transportation Safety and Technology continued to participate in programs or activities that gave minority individuals an opportunity to evaluate KDOT as a potential employer in the future, such as helping with the Construction Career Expo, and staff provided outreach to elementary school students through American Society of Civil Engineering.

**Follow-Up on Efforts:** Efforts will be made to seek out institutions that have significant numbers of minority students and will visit with schools and other groups to encourage them that transportation is a good career. Finally, a special effort will be made to identify and encourage training opportunities for

minority employees that have the potential to lead to increased responsibility and promotion and we will announce promotion opportunities within KDOT with an emphasis on encouraging existing minority staff to apply.

## **Division of Engineering and Design**

Data for the FY 2015 AAP indicates that this unit lost no staff during this reporting period.

**LF** – 26.02% female, and 7.81% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** No hiring opportunities during this reporting period.

## **Bureau of Road Design**

The Division lost four white males and two white females.

**LF** – This Bureau rolls up under the Division of Engineering and Design for data reporting purposes.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** No hiring opportunities during this reporting period.

## **Bureau of Structures and Geotechnical Services**

The Division lost nine white males and one white female.

**LF** – This Bureau rolls up under the Division of Engineering and Design for data reporting purposes.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** During FY 2014, two white males were hired into unclassified Geology Associate positions.

## **Bureau of Right of Way**

The Bureau of Right of Way entered FY 2014 with 11 vacancies. These 11 vacancies represent the total revised vacancies resulting from the bureau's reorganization, which now includes Environmental Services and Surveys. All 11 vacancies were filled in FY 2014.

These 11 vacancies were formerly held by six white males, one Native American female and four white females. These 11 positions were filled as follows:

- Three external hires consisting of two white females and one white male.
- Six promotions within the bureau consisting of five white males and one white female.
- One white female who transferred within the bureau.

Five bureau staff employees left the agency in 2014. Two white males and one white female retired from the bureau. Two of the retired positions were filled by two white males via appointments and one retired position remains unfilled. Additionally, one white female and one white male resigned to take positions with private companies. These two resignations were filled by one white female who was promoted within the bureau and one white male who transferred from District 1.

In addition to the actions noted above, one white female was promoted filling a vacancy created by another position vacancy/opening due to a promotion.

**LF** – This bureau rolls up under the Division of Engineering and Design for data reporting purposes.

**Affirmative Action Efforts and Goals:** The Bureau of Right of Way advertised 12 of the 14 vacated positions filled in FY 2014 taking reasonable steps to make sure qualified minority applicants were interviewed and selected applicants on the basis of most qualified. EEO representatives served on interview teams and had full input on the applicant selections.

**Follow-Up on Efforts:** Two positions are vacant within the bureau going into FY 2015. The Bureau of Right of Way will continue to use KDOT-wide affirmative action procedures when filling positions in FY 2015. The bureau has one employee who wants to attend EEO training when a class is available.

### **Bureau of Local Projects**

Data for the FY 2015 AAP indicates that this unit lost no staff during this reporting period.

**LF** – This bureau rolls up under the Division of Engineering and Design for data reporting purposes.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** This unit used the KDOT-wide procedures for the limited hiring opportunities that occurred during this reporting period.

### **Division of Operations (Headquarters)**

There were 15 white males, eight white females, and one asian male lost during the FY 2014 AAP reporting period.

The Division of Operations now encompasses Bureau of Research, Bureau of Construction and Materials, and Bureau of Maintenance.

**LF** – 27.70% female, and 5.41% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** No hiring opportunities during this reporting period.

### **Division of Aviation**

One white male employee hired, unclassified Public Service Executive II, during FY 2014. Administrative support was consolidated to one female minority that is shared with another Division, which is counted here as 1/3 employee.

**LF** – 25.00% female, and 25.00% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** One additional hiring effort is underway for the Division that is using the KDOT-wide procedures.

## District One

The 72 employees lost in District One during the FY 2014 reporting period included: 61 white males, two hispanic males, one black male, one native american male, and five white females, one hispanic female and one black female.

**LF** – 9.81% female, and 4.80% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** This unit used the KDOT-wide procedures for the limited hiring opportunities that occurred during this reporting period. The District again heavily participated in the I-Build event in the Kansas City area providing equipment, equipment operators, and support staff for this event and for the Construction Career Expo. The District Engineer continues to serve on the agency's Diversity and Inclusion Network, which is a group of employees committed to promoting and recognizing the value of diversity in the workplace. At the request of District One, the agency is further exploring the use of local radio to advertise job opportunities.

## District Two

The 104 employees lost in District Two during the FY 2014 reporting period included: 93 white males, four hispanic males, one native american male, and six white females.

**LF** – 10.07% female, and 6.12% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** This unit used the KDOT-wide procedures for the limited hiring opportunities that occurred during this reporting period. These recruiting procedures included:

- Utilizing the State of Kansas website for advertising job openings
- Utilizing the local newspapers in our smaller communities
- Utilizing radio announcements
- Placing diversity posters in rest areas combined with email information
- Placing flyers in local businesses to advertise job openings in the community
- Personal contact with minorities, females, and the local communities

The District continues to require EEO involvement in the hiring process for all individuals. An EEO representative is a member of every interview team.

## District Three

The 81 employees lost in District Three during the FY 2014 reporting period included: 65 white males, four hispanic males, one black male, and 11 white females.

**LF** – 11.20% female, and 2.07% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** This unit continued to use the KDOT-wide procedures for the limited hiring opportunities that occurred during this reporting period and both women and minority selections occurred. The district continues to use its Diversity & Inclusion Network member for all interviews to sit in as its representative. Recruiting efforts were made by several people from within the district by making personal contact with minorities and females in several communities to seek out possible minority/female applicants.

**District Four** – The 41 employees lost in District Four during the FY 2014 reporting period included: 37 white males, one hispanic male, two native american male, and one black male.

**LF** – 9.72% female, and 4.86% minority.

**Affirmative Action Efforts and Goals:** This unit used the KDOT-wide procedures for the limited hiring opportunities that occurred during this reporting period and both women and minority selections occurred. The district has two employees serving on KDOT's recently formed Diversity Inclusion Network, which was established to carry on the mission of the former EEO Advisory Board. The district has been reaching out to colleges and universities in SE Kansas in an effort to gain and share knowledge about diversity efforts and programs.

**Follow-Up on Efforts:** We will continue to follow the agency-wide EEO efforts for filling all vacancies. Our goal is to retain our current work force, which has increased in minority candidates during this last fiscal year while continuing to hire the best-qualified candidates. District Four is currently working with the Kansas Works program to improve our candidate pool numbers and to help reach a wider variety of applicants. We have placed diversity posters at all rest areas, clearly displaying with the Kansas job works email to help increase our recruiting efforts. To help advertise job openings in our small communities, our District has been placing flyers in local businesses to encourage females and minorities to apply. For our harder to reach markets, we have been using our variable message boards to advertise vacancies. EEO representatives are involved with every interview team.

## District Five

The 69 employees lost in District Five during the FY 2014 reporting period included: 56 white males, four hispanic males, one native american male, one black male, and seven white females.

**LF** – 6.41% female, and 6.13% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** We will continue to follow the agency-wide EEO efforts for all vacancies that we are allowed to fill. The primary goal for the District will be retention of current workforce and/or filling available openings with minority candidates while continuing to hire the best-qualified candidates. District Five will continue to perform the below listed efforts in order to maintain or improve the utilization of minorities in our work force:

1. Require EEO involvement in the hiring process for all individuals being considered for employment, have an EEO representative involved with every interview team, emphasize continuing internal diverse interview teams.
2. Continue to actively recruit minorities through recruitment advertisements in local publications and social groups.
3. Continue to distribute flyers in local businesses and minority areas to advertise vacancies in smaller communities to encourage females and minorities to apply.
4. District Five has worked frequently with on-line publications for little or no charge, such as Rural Messenger and NexTech Classified. This is reaching the rural communities and is less costly than newspaper advertising.
5. Continue emphasis on diverse media outlets, radio spots, and weekly distributed newspaper that reach out to the surrounding counties. Focus is with weekly flyers that are received with no cost to the recipient.

6. Working closely with KDOT Diversity Recruiter to introduce minorities from the KANSEL program, a Wichita Workforce Alliance program, to the Wichita KDOT maintenance workforce by teaching them job skills, which should be advantageous to them when applying for future vacancies.
7. Work with local workforce development agencies to advertise positions within each county.
8. Feedback with interview teams to discuss the realm of minority recruitment. Find out what worked and how we could improve getting minority applicants. Develop our own roundtable discussion of Affirmative Action within District Five.

## **District Six**

The 46 employees lost in District Six during the FY 2014 reporting period included: 36 white males, three hispanic males, two native american male, and five white females.

**LF** – 12.77% female, and 16.49% minority.

**Affirmative Action Efforts and Goals:** See KDOT-wide actions at the beginning of this section.

**Follow-Up on Efforts:** Some of the recruitment efforts during this reporting period included: Help wanted flyers are printed and sent to each Subarea Supervisor requesting them to print off and hang at every feasible place including: Grain Elevators, Convenience Stores, Parts Stores, Laundry mats, and Post Offices.

KDOT message boards stating we were taking applications. Have received some applications from this effort as they have mentioned seeing it on the message board.

Use the local cable TV stations placing a classified ad.

Also use local newspapers including minority papers.

## Federal Comments to the FY 2014 Affirmative Action Program

1. In the past, this Plan has been referred to as the Affirmative Action Plan (EEO/AA), but this year it has been changed to the Equal Employment Opportunity Program Plan (EEO/PP). CFR 23 Part 230.305(b) allows for agencies to make this change, which includes the total State highway agency program, including the affirmative action plans.
2. Within the last year, the Secretary of Transportation changed the name of the Office of Civil Rights to the Office of Contract Compliance. It is not clear as to why this change was made, as contract compliance is only one aspect of the civil rights program. We believe this name change has caused a misunderstanding within the KDOT workforce that this office's role with civil rights compliance has changed. Although we are not requiring KDOT to change the name back to the Office of Civil Rights, we recommend that option to be explored.
3. As addressed in previous reviews, starting in 2002 KDOT began prorating the anticipated increase in minorities into the 2000 census base figures on an annual basis. The prorated increase was one-tenth of the overall increase from 1990 to 2000 or  $(10.86-7.08)/10=0.378\%$ . When checked against the actual 2010 census data, it was found that the prorated increase did closely approximate the actual minority increase in Civilian Labor Force (CLF) between 2000 and 2010. The actual minority population in the CLF increased from 10.86% in 2000 to 14.09% in 2010, an increase of 3.23%. Based on this information and the belief that the minority representation in the CLF will continue to increase, it is felt that KDOT should continue using the proration method to estimate the minority increase between census years. Based on the increase between 2000 and 2010, it appears the new proration rate should be  $3.23/10=0.323\%$ , which should be added annually to the 2010 base rate of 14.09%.
4. KDOT's Secretary of Transportation has demonstrated support of diversity, nondiscrimination, and equal employment opportunity in the workplace during staff meetings, discussions with employees, and articles on the topic in KDOT publications such as Translines. We encourage the articles in Translines due to the fact they reach most, if not all KDOT employees more efficiently.
5. Currently, the number of women in the overall KDOT workforce is slightly above parity with the CLF (KDOT-17.69%, CLF-16.97%). The women hiring percentage for the past year was at 17.12%, which is just above the CLF percentage. This increased amount is due in part to KDOT including the H-8 Service Maintenance Category in their count this year. In the past, this category was not included in their calculation. KDOT should continue to monitor female hiring to ensure that women are being hired at a rate, which will continue parity in the overall KDOT workforce.
6. Minority representation in KDOT's workforce had been on a slow increase over a three-year span from a low of 166 minorities employed in 2010 up to 179 employed in 2012, but then that number dropped down to 168 in 2013. However, this remains significantly below the number required for parity with the CLF. Based on a KDOT workforce of 2,504 employees, which is down from 2768 in 2012, and a minority representation in the CLF of 14%, KDOT should have 350 minorities in its workforce for parity. This means KDOT is 182 minority employees below parity. KDOT is commended for increasing its minority representation from 6.5% in 2012 up to 6.7% 2013, but that increase is all attributed to the fact the overall KDOT workforce was reduced at this time. However, much work still needs to be done to bring minority representation up to parity with the CLF. KDOT should continue to review its recruiting and hiring practices to identify additional opportunities for minorities. In addition, employment practices should continue to be reviewed to identify and eliminate practices that may be hindering minority employment and retention. One item noted in a review of employment data is that the minority promotion percentage is low compared to agency average.

7. As expected, the number of unclassified positions within KDOT has been increasing and is expected to continue to increase over the next few years. Since these positions have fewer restrictions and protections related to employee actions such as hiring, promotion, and termination, these positions should be monitored for effect on diversity in the workplace. It is suggested that KDOT look at overall agency employment data, but also split the data between unclassified and classified positions to evaluate if there are any employment action discrepancies within either type of employment classification.
8. It is recommended that a State's EEO/PP and its implementation be proactive. The state should not wait for discrimination to occur and then try to correct the problem. It is expected that the State will have ongoing training and evaluations of processes, which would allow identification, and correction of potentially discriminatory practices. Tammy Torrez in her first year as EEO Officer has been proactive in her role as EEO Officer. With any new responsibilities, there is a learning curve, and we believe Ms. Torrez has done an outstanding job and we encourage her to remain proactive. In addition, KDOT should continue providing training to managers and employees encouraging the identification and correction of potentially discriminatory practices in all processes.
9. Over the years, we have been working with KDOT's EEO Officer to try to coordinate the EEO/PP update with the beginning of KDOT's fiscal year. We will continue to work towards that goal for all future reviews and approvals.
10. EEO Officer duties/expectations. Although the EEO Officer is assigned to the Kansas Department of Administration, we want to make sure that the EEO Officer's sole customer is the Kansas Department of Transportation. During this year's review and interview with the EEO Officer, there are some concerns that access to the Secretary must go through the Senior Manager of Personnel Services. After an additional meeting with the Senior Manager, we have been assured that the EEO Officer does have direct access to the Secretary.
11. EEO Officer Location. Although the decision was made a few years ago to move this position out of the Office of Civil Rights to the Bureau of Personnel Services, we would like to see if KDOT would consider moving the EEO Officer position back to the Office of Contract Compliance. Another option to be considered would be to have the EEO Officer report directly to the Director of the Division of Planning and Development and allow for this position to remain housed in the Office of Personnel Services.
12. EEO Officer's involvement in investigations. The EEO Officer must be involved in all internal investigations in a timely manner, which does not involve issues directly tied to the EEO Officer. Currently, complaints requiring internal investigations have been submitted to the Senior Manager of Personnel Services, and then the Senior Manager has delegated who will perform the investigations. KDOT staff needs to be made aware that internal EEO complaints are to be submitted directly to the EEO Officer and not the Senior Manager of Personnel Services. It is the responsibility of the EEO Officer to then personally investigate the complaints or delegate those investigations to be conducted by other qualified staff members.
13. EEO Officer's travel budget needs to be sufficient for training, investigations, ADA reviews, and face-to-face training. Along with this, the current EEO training plan for KDOT personnel is set up in a three-year rotation with all KDOT employees to receive EEO training each year. The most recent training has been conducted by video. Although we recognize the cost savings associated with video training, we recommend a mix of face-to-face training sessions as a way to allow employees to place a face with the name of the EEO Officer. We suggest that the EEO Officer attend and be introduced at all of the annual District Construction/Maintenance meetings. Time should be set aside in these meetings allowing the EEO Officer time to be introduced and to give a brief overview on the internal EEO complaint process.