

To: COMPENSATION/HUMAN RESOURCES COMMITTEE

From: LEANNE P. REDDEN, EXECUTIVE DIRECTOR *Leanne P. Redden*

Date: September 5, 2024

Re: MONTHLY ACTIVITIES REPORT (EEO) August 2024

102 was the total workforce as of August 2024, and consisted of the following for each EEO category:

OFFICIALS & MANAGERS

20

White Males	Utilization: 25.0 % Availability: 39.6 %	White Females	Utilization: 25.0 % Availability: 27.8 %
Black Males	Utilization: 0.0 % Availability: 5.5 %	Black Females	Utilization: 10.0 % Availability: 8.9 %
Asian Males	Utilization: 15.0 % Availability: 4.5 %	Asian Females	Utilization: 5.0 % Availability: 2.8 %
Hispanic Males	Utilization: 15.0 % Availability: 5.4 %	Hispanic Females	Utilization: 5.0 % Availability: 4.6 %
American Indian Males	Utilization: 0.0 % Availability: 0.5 %	American Indian Females	Utilization: 0.0 % Availability: 0.5 %

PROFESSIONALS*

60

White Males	Utilization: 28.3 % Availability: 28.0 %	White Females	Utilization: 21.7 % Availability: 38.1 %
Black Males	Utilization: 1.7 % Availability: 5.6 %	Black Females	Utilization: 20.0 % Availability: 11.9 %
Asian Males	Utilization: 5.0 % Availability: 2.9 %	Asian Females	Utilization: 6.7 % Availability: 3.6 %
Hispanic Males	Utilization: 3.3 % Availability: 3.4 %	Hispanic Females	Utilization: 8.3 % Availability: 5.5 %
American Indian Males	Utilization: 0.0 % Availability: 0.5 %	American Indian Females	Utilization: 0.0 % Availability: 0.5 %

TECHNICIANS

7

White Males	Utilization: 28.6 % Availability: 24.1 %	White Females	Utilization: 0.0 % Availability: 23.7 %
Black Males	Utilization: 42.9 % Availability: 7.0 %	Black Females	Utilization: 0.0 % Availability: 17.6 %
Asian Males	Utilization: 0.0 % Availability: 7.9 %	Asian Females	Utilization: 14.3 % Availability: 7.4 %
Hispanic Males	Utilization: 14.3 % Availability: 6.0 %	Hispanic Females	Utilization: 0.0 % Availability: 5.4 %
American Indian Males	Utilization: 0.0 % Availability: 0.5 %	American Indian Females	Utilization: 0.0 % Availability: 0.5 %

ADMINISTRATIVE SUPPORT**

15

White Males	Utilization: 0.0 % Availability: 12.4 %	White Females	Utilization: 6.7 % Availability: 34.6 %
Black Males	Utilization: 6.7 % Availability: 7.2 %	Black Females	Utilization: 33.3 % Availability: 20.0 %
Asian Males	Utilization: 6.7 % Availability: 1.8 %	Asian Females	Utilization: 0.0 % Availability: 3.3 %
Hispanic Males	Utilization: 0.0 % Availability: 6.9 %	Hispanic Females	Utilization: 40.0 % Availability: 12.8 %
American Indian Males	Utilization: 0.0 % Availability: 0.5 %	American Indian Females	Utilization: 0.0 % Availability: 0.5 %

The following reflects the EEO group distribution and participation rates within the RTA's total workforce:

<u>Category</u>	<u>Males</u>	<u>Females</u>	<u>Undeclared</u>	<u>Total</u>	<u>Percent</u>
White	24	19	0	43	41%
Black	5	19	0	24	24%
Hispanic	6	12	0	18	19%
Asian	7	6	0	13	13%
Amer. Indian	0	0	0	0	0.0%
Undeclared	0	2	2	4	4.0%
Totals	42	58	2	102	100%

NEW HIRES

Two White Males

SEPARATIONS

None

PROMOTIONS

One Black Male

TRAINING & DEVELOPMENT

One Asian Female

UNDERUTILIZATION

The RTA's areas of underutilization are in the following categories:

OFFICIALS & MANAGERS

Black Males	5.5%
White Females	2.8%

PROFESSIONALS

Black Males	3.9%
White Females	16.4%

TECHNICIANS

Asian Males	7.9%
Black Females	17.6%
White Females	23.7%
Hispanic Females	5.4%

ADMINISTRATIVE SUPPORT

Asian Females	3.3%
White Females	27.9%
Hispanic Males	6.9%

* 3 undeclared employees represented in the Professionals category.

** 1 undeclared employee represented in the Administrative Support category.

Copies to: Managers and Supervisors






EEO Report_August 2024

Final Audit Report

2024-09-05

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