

**State of Rhode Island and Providence Plantations
Department of Transportation**



**Equal Employment Opportunity Program
Affirmative Action Plan Update
July 1, 2012 – June 30, 2013**

Lincoln D. Chafee
Governor

Michael P. Lewis
Director

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I. INTRODUCTION

A. Purpose of the Annual Update

The Rhode Island Department (RIDOT or the Department) receives federal funds under the Federal-aid highway program of the Federal Highway Administration (FHWA). As a condition for receiving Federal funds, the Federal-aid Highway Act of 1968, Section 22(a) requires the RIDOT (as a State Highway Agency) sign Equal Employment Opportunity (EEO) assurances that become the basis to develop and administer and EEO program in accordance with FHWA prescribed regulations under Title 23 Code of Federal Regulations (CFR), Part 230 – Subpart C. Under Subpart C, Appendix A, Part II, RIDOT must develop and implement and Affirmative Action Plan (AAP). And, to continue receiving Federal financial assistance for “programs and projects,” RIDOT must file an updated AAP for approval on an annual basis. The approval becomes documentation that RIDOT’s assurances are in compliance with 23 U.S.C. §140(a) “that employment in connection with [‘any programs for’] proposed projects will be provided without regard to race, color, creed, national origin, or sex.”

B. Department Reorganization & Policy Update

1. Department Reorganization

On October 21, 2013, RIDOT underwent a structural reorganization. As part of the reorganization, a new Office of Civil Rights (OCR) was established under the Executive Staff to oversee and coordinate the Department’s External EEO Programs, Title VI, the Internal EEO Program, ADA programs and other diversity initiatives. The OCR will coordinate its activities with the Human Resources Service Center to ensure compliance with applicable federal and state statutes. Ms. Kelly M. Caesar, Esq. started employment on September 22, 2013 as the new Chief of Program Development of the Internal EEO Program and is the Department’s designated full-time Affirmative Action Officer, as required by 23 C.F.R. 230, Subpart C Appendix A Part II, Section II A (2) and B (2). Ms. Caesar is assisted by Ms. Marie Joseph, a Sr. EEO Officer also hired during FY 2013. A search is underway to fill the position of Chief Civil Rights Officer. Administrative oversight of the Civil Rights office is conducted by Deputy Director Phillip Kydd. (See Appendix B)

2. Equal Employment Opportunity (EEO) Policy Update

The Department updated its EEO Policy on October 16, 2013 to reflect the hire of Ms. Kelly M. Caesar, Esq. as its newly-designated Affirmative Action Officer. (See Appendix B)

II. WORKFORCE UTILIZATION ANALYSIS

The purpose of the utilization analysis is to identify the existence of underutilization within the Equal Employment Opportunity-4 (EEO-4) job categories, broken down by gender and sub-racial categories benched against the workforce availability within the Civilian Labor Market (CLM). The analysis aids in establishing a framework for goals and timetables and other affirmative to address underutilization.

The 2010 US Census figures are used to determine underutilization in employment practices within the RIDOT. Underrepresentation is determined by comparing RIDOT’s

current workforce composition within each EEO-4 job category with the percent of availability found in the CLM. The State of Rhode Island's CLM reflects those individuals that are currently employed and unemployed.

A two-factor analysis was conducted in order to derive a weighted average for the percent of availability in the CLM for each EEO-4 job category. In order to arrive at a weighted factor both the percentage of minorities and women with requisite skills in the reasonable recruitment area (LOCAL) and the percentage of minorities or women among those promotable, transferable or trainable within the Department were considered.

While the Department has made great strides in minority and female hires, particularly in male minority hires, it needs to continue to improve its recruiting, hiring and retention practices of females and minority females, as well as place special emphasis on recruiting Hispanic employees.

A. Workforce Composition

At the end of FY 2013 (June 30, 2013), the Department's current total workforce was 713 full-time employees (FTEs), a decrease of 5 FTEs from the FY 2012 total of 718, or a decrease by .69%. Of the total 713 FTEs in FY 2013, 105 were minorities (representing an increase of 4 FTEs from FY 2012, or 3.96%), and 152 were females (representing an overall increase of 3 FTEs, or 2.01%, from FY 2012).

Overall, minorities represented 14.7% of the Department's workforce in FY 2013 and females represented 21.3% of its workforce. In comparison, Rhode Island's civilian labor market (CLM) percentages for FY 2013 were 49% females and 21.7% minorities.

B. Utilization Analysis

This section contains an analysis of RIDOT's FY 2013 internal workforce composition as compared to the civilian labor market workforce. The purpose of the analysis is to determine where, if anywhere, the Department is underrepresented as to minorities and/or females within the seven (7) EEO-4 job categories. With this information the Department is able to set reasonable hiring goals and to develop and/or enhance outreach efforts within affected populations with the overall goal of creating a departmental workforce that is reflective of Rhode Island's labor market and diversity. Next is the narrative analysis for each EEO-4 job category followed by a Utilization Analysis table that reflects the percentage of employees within RIDOT's workforce, the percentage of workforce availability within the CLM, the percentage of the CLM RIDOT is currently utilizing, identified areas of underutilization, and the number of employees needed to be hired to achieve parity with the CLM.

Official/Managers/Administrators – During FY 2013 the Department employed 59 individuals within this EEO-4 job category. The most predominant group was White males with 42 employees comprising 71.2 percent at varying positions. White females were underutilized at 13.4 percent with the need to hire 8 white females to reach parity with the CLM. The percentage of underutilization is statistically negligible in the following categories: American Indian/Alaskan Native males, Hispanic females, Asian

females, and American Indian/Alaskan Native females. The Department is leading in this EEO-4 job category in the following sub-racial groups: Black males, Hispanic males, Asian males, and Black females.

Professionals – During FY 2013 the Department employed 210 individuals within this EEO-4 job category. The most predominant group was White males comprising 59.0 percent of the category or 124 employees. Underutilized in this job category are Hispanic males with 1 hire needed to reach parity, Asian females with 2 hires needed to reach parity, and most significantly, White females with 25 hires needed to reach parity. There are statistically negligible percentages in the sub-racial groups of Asian males, American Indian/Alaskan Native males, Black females, and American Indian/Alaskan Native females. The Department is leading with the employment of Black males and Hispanic females in this job category.

Technicians – During FY 2013 the Department employed 140 individuals within this EEO-4 job category. The most predominant group was White males comprising 73.6 percent of the category with 103 employees. Underrepresented sub-racial groups include Hispanic males (with a hiring goal of 1 to reach parity), and females in each sub-racial category (with hiring goals of 2 Black females, 2 Hispanic females, 1 Asian female, and 1 American Indian/Alaskan Native female, to reach parity). In addition, the Department is most significantly underrepresented with respect to White females by 18.1 percent or 25 potential hires. It should be noted that the majority of positions held within this EEO-4 job category tend to attract males more often than females. Percentages for Asian males and American Indian/Alaskan Native males are statistically negligible while the Department leads in the category of Black males.

Para-Professionals – During FY 2013 the Department employed 102 individuals within this EEO-4 job category. The most predominant group was White males comprising 59.8 percent of the category or 61 employees. There is underutilization among White females at 15.9 percent, Black females at .8 percent, and Hispanic females at 1.6 percent. The group most significantly underutilized is White females. The Department would need to hire 16 White females, 1 Black female, and 2 Hispanic females to reach parity with the CLM. The majority of positions held within this EEO-4 job category tend to attract males more often than females. Statistically negligible percentages exist in the representation of Asian males and females, and American Indian/Alaskan Native males and females. The Department leads with Black males and Hispanic males in this job category.

Administrative Support – During FY 2013 the Department employed 41 individuals within this EEO-4 job category. The most predominant group was White females comprising 68.3 percent of the category with 28 employees. There are no underrepresented sub-racial groups within this job category and, except with White and

Black females (where the Department is leading), representation within the remaining groups is statistically negligible.

Skilled Craft – During FY 2013 the Department employed 122 individuals within this EEO-4 job category. The most predominant group was White males comprising 87.7 percent of the category or 107 employees. Males total comprised 97.5 percent of employees within this category. Underrepresentation exists among Hispanic males, Asian males, and Hispanic females; with hiring goals of 1 within each category needed to reach parity with the CLM. Statistically negligible percentages exist within the American Indian/Alaskan Native males and White females categories, while the Department leads in the category of Black males. Skilled Craft jobs tend to be held traditionally by males so increasing hiring among females is a notable goal.

Service Maintenance – During FY 2013 the Department employed 39 individuals within this EEO-4 job category. The most predominant group was White males comprising 84.6 percent of the category with 33 employees. Males represented 100 percent of the employees within this job category. There are several areas of underutilization among sub-racial groups including, Asian males and females, and American Indian/Alaskan Native males and females. To reach parity within these groups, the Department's hiring goals would need to meet hiring goals of 3 Hispanic males, 10 White females, 1 Black female, and 2 Hispanic females. The Department is above parity in the area of Black males. Even though these positions tend to be held traditionally by males (e.g., Highway Maintenance Operators, Bridge Maintenance Workers) the Department can adjust outreach efforts to hire more females within this job category.

RIDOT
Utilization Analysis by EEO-4 Job Category
July 1, 2012 - June 30, 2013

Raw Statistics											
Job Category	TOTAL WORKFORCE	Male					Female				
		W	B	H	A	AI	W	B	H	A	AI
Officials/ Managers & Administrators											
Current # Workforce	59	42	2	3	2	0	7	3	0	0	0
% in Category		71.2%	3.4%	5.1%	3.4%	0.0%	11.9%	5.1%	0.0%	0.0%	0.0%
% of Availability			2.5%	3.4%	2.0%	0.2%	25.3%	3.5%	0.8%	0.6%	0.3%
% Utilization			-0.9%	-1.7%	-1.4%	0.2%	13.4%	-1.6%	0.8%	0.6%	0.3%
Underutilized (Yes/No)			N	N	N	N/A*	Y	N	N/A*	N/A*	N/A*
# Needed to Reach Parity			-1	-1	-1	0	8	-1	0	0	0
Professionals											
Current # Workforce	210	124	12	2	4	0	57	5	6	0	0
% in Category		59.0%	5.7%	1.0%	1.9%	0.0%	27.1%	2.4%	2.9%	0.0%	0.0%
% of Availability			4.0%	1.2%	2.1%	0.1%	39.2%	2.3%	2.5%	0.8%	0.1%
% Utilization			-1.7%	0.2%	0.2%	0.1%	12.1%	-0.1%	-0.4%	0.8%	0.1%
Underutilized (Yes/No)			N	Y	N/A*	N/A*	Y	N/A*	N	Y	N/A*
# Needed to Reach Parity			-4	1	0	0	25	0	-1	2	0
Technicians											
Current # Workforce	140	103	16	1	1	1	17	0	0	1	0
% in Category		73.6%	11.4%	0.7%	1.0%	0.7%	12.1%	0.0%	0.0%	0.7%	0.0%
% of Availability			6.4%	1.5%	1.3%	0.5%	30.2%	1.5%	1.1%	1.6%	0.6%
% Utilization			-5.0%	0.8%	0.3%	-0.2%	18.1%	1.5%	1.1%	0.9%	0.6%
Underutilized (Yes/No)			N	Y	N/A*	N/A*	Y	Y	Y	Y	Y
# Needed to Reach Parity			-7	1	0	0	25	2	2	1	1
Para-Professionals											
Current # Workforce	102	61	15	3	3	0	19	1	0	0	0
% in Category		59.8%	14.7%	2.9%	2.9%	0.0%	18.6%	1.0%	0.0%	0.0%	0.0%
% of Availability			8.5%	2.4%	2.5%	0.1%	34.5%	1.8%	1.6%	1.0%	0.4%
% Utilization			-6.2%	-0.5%	-0.4%	0.1%	15.9%	0.8%	1.6%	1.0%	0.4%
Underutilized (Yes/No)			N	N	N/A*	N/A*	Y	Y	Y	N/A*	N/A*
# Needed to Reach Parity			-6	-1	0	0	16	1	2	1	0
Administrative Support											
Current # Workforce	41	7	1	0	0	0	28	4	0	1	0
% in Category		17.1%	2.4%	0.0%	0.0%	0.0%	68.3%	9.8%	0.0%	2.4%	0.0%
% of Availability			1.9%	1.1%	0.3%	0.2%	66.4%	6.6%	2.6%	1.8%	0.3%
% Utilization			-0.5%	1.1%	0.3%	0.2%	-1.9%	-3.2%	2.6%	-0.6%	0.3%
Underutilized (Yes/No)			N/A*	N/A*	N/A*	N/A*	N	N	N/A*	N/A*	N/A*
# Needed to Reach Parity			0	0	0	0	-1	-1	0	0	0
Skilled Craft											
Current # Workforce	122	107	6	5	0	1	3	0	0	0	0
% in Category		87.7%	4.9%	4.1%	0.0%	0.8%	2.5%	0.0%	0.0%	0.0%	0.0%
% of Availability			4.5%	5.2%	0.8%	1.2%	2.9%	0.1%	0.6%	0.2%	0.0%
% Utilization			-0.4%	1.1%	0.8%	0.4%	0.4%	0.1%	0.6%	0.2%	0.0%
Underutilized (Yes/No)			N	Y	Y	N/A*	N/A*	N/A*	Y	N/A*	N/A*
# Needed to Reach Parity			-1	1	1	0	0	0	1	0	0
Service Maintenance											
Current # Workforce	39	33	4	2	0	0	0	0	0	0	0
% in Category		84.6%	10.3%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% of Availability			8.7%	11.8%	1.0%	0.1%	26.0%	2.7%	4.7%	1.0%	0.3%
% Utilization			-1.6%	6.7%	1.0%	0.1%	26.0%	2.7%	4.7%	1.0%	0.3%
Underutilized (Yes/No)			N	Y	N/A*	N/A*	Y	Y	Y	N/A*	N/A*
# Needed to Reach Parity			-1	3	0	0	10	1	2	0	0

Red trailing

Green leading

Blue parity

N/A*: Underutilization is statistically negligible when less than 2% availability exists in the CLM; or the sample is statistically insignificant (less than 2).

C. HIRING GOALS

Hiring goals will be set when correction to underutilization of specific affected classes of persons are identified. Long-range goals will be designed to eliminate underutilization in job categories where identified. Goals may be affected by the availability of job openings, availability of persons whose employment could have resulted in goal(s) being achieved, adequacy of recruitment and other affirmative actions to change existing employment practices so that goals may be achieved.

The Department set FY 2013 hiring goals for total minorities and females in each of the EEO-4 job categories where underrepresentation was identified. One of the benchmarks the Department utilizes to measure success in the area of equal employment is the available workforce of Rhode Island. According to the 2010 US census data, approximately 49% of the Department's internal workforce should be comprised of females and about 21.7% of the overall workforce should be comprised of minorities. As reflected in the tables below, the Department did not exceed its hiring goals during FY 2013 (although it had 1 (White) female hire in Administrative Support; a job category with no hiring goals). In addition, the Department met hiring goals in 2 job categories, and did not meet hiring goals in 4 job categories. However, in the categories where hiring goals were not met, 1 category had zero applicants (Para-Professionals) and 3 had no female or minority applicants (Technicians, Skilled Craft, Service Maintenance).

The Department met hiring goals in the following EEO-4 job categories:

EEO-4 Job CATEGORY	MINORIY GOAL	MINORITY HIRE	% LEADING	FEMALE GOAL	FEMALE HIRE	% LEADING
Officials/ Administrators	-	-	-	2	2	100
Professionals	-	-	-	7	7	100

The Department trailed in its hiring goals in the following EEO-4 job categories:

EEO-4 Job CATEGORY	MINORITY GOAL	MINORITY HIRE	% TRAILING	FEMALE GOAL	FEMALE HIRE	% TRAILING
Technicians	3	1	66	10	0	100
Para-Professionals	-	-	-	7	0	100
Skilled Craft	1	0	100	2	0	100
Service Maintenance	2	0	100	1	0	100

The Department's overall workforce in fiscal year 2013 decreased by .69% from FY 2012. The Department hired a total of 16 FTEs. Of the new hires, 6 were minorities and 10 were females. Despite the overall decrease in FTEs from the prior fiscal year, the Department's total minority workforce increased by 3.96% percent and accounted for about 38% of the total new hires in FY 2013. The female composition increased by 2.01% and accounted for approximately 63% of newly hired employees in FY 2013.

The Department's EEO Program/AAP adjusted hiring goals for FY 2014 is depicted in the following table titled "Determining Underrepresentation and Goal Setting."

DETERMINING UNDERREPRESENTATION & GOAL SETTING

AGENCY: Transportation

DATE: FY 2013

EEO-4 Job Categories	CURRENT WORKFORCE				UNDERREPRESENTATION		AAP HIRING GOALS		
	TOTAL EMPLOYEES	MINORITY	FEMALE	DISABLED	MINORITY	FEMALE	MINORITY	FEMALE	DISABLED
Officials/ Managers Administrators	59	17	10	1	-5	19	1	3	
Professionals	210	86	68	1	-43	37	3	3	
Faculty	0	0	0	0	0	0			
Technicians	140	37	18	0	-9	52	5	2	
Protective Services	0	0	0	0	0	0			
Para-Professionals	103	42	21	2	-21	30		2	
Administrative Support	40	33	32	0	-25	-12	1		
Skilled Craft	122	15	3	0	10	58	4	1	
Service Maintenance	39	6	0	1	2	19	1	1	

III. HUMAN RESOURCES EMPLOYMENT PRACTICES

A. External New Hires

Officials/Managers/Administrators – Adverse impact was indicated against male applicants when compared to the selection rate of female applicants. The 4/5th comparison rate was 9.4%, the minimum selection rate needed to avoid an indication of adverse impact. Out of 30 total applicants in FY 2013, there were 13 males (43.3%) and 17 females (56.7%). There were only 2 external new hires in this job category: females (at a selection rate of 11.8% among women and 6.7% among all applicants). In other words, 0 male applicants were selected for hire, representing a 0% selection rate.

Adverse impact may be indicated against White females, and Black females, with a minimum selection rate of 80.0% needed to avoid an indication of adverse impact. Out of 12 White female applicants, 1 was hired at a selection rate of 8.33%. And out of 4 Black female applicants, none were hired (0%). Adverse impact in these groups is statistically indicated when compared to the group with the highest selection rate of 100%: Hispanic females. However, because there was only 1 Hispanic female (who was hired) the applicant pool in that group is too small to be statistically significant.

Professionals – Adverse impact is indicated against males when compared to female applicants, with a minimum selection rate of 12.17% needed. Out of 80 total applicants in FY 2013, there were 34 males (42.5%) and 46 females (57.5%). There were 8 total new hires in this job category: 1 male (12.5% of new hires) and 7 females (87.5% of new hires). Females were selected most often and males were selected at a rate of 19.33% the rate of females (i.e., less than the 12.1% needed).

Among sub-racial groups, adverse impact is indicated against White and Hispanic females, with a minimum selection rate of 32% needed. Black females represented the group most selected with 2 hired out of 5 applicants, a new hire rate of 40%. In comparison, 3 of 25 White females were selected at a rate of 12%, and 2 of 14 Hispanic female applicants were selected at a rate of 14.29%.

Technicians – No adverse impact existed between male and female overall because there were no female applicants in this job category. Out of 6 total applicants in FY 2013, all of them (100%) were male.

Among the sub-racial groups, potential adverse impact is *not* indicated against minorities or females in this job category. Of the 6 males who applied, 4 were White (66.7%) and 2 were Black (33.3%). The sole applicant hired was a Black male at the highest selection rate of 16.7% among males overall and at a rate of 50% among Black males. There were no other applicants in the remaining categories and so the selection rates in every other category was statistically insignificant.

Para Professionals – There was no data to analyze in this job category because there were zero applicants in FY 2013.

Administrative Support – Adverse impact existed against males, with a minimum selection rate of 26.7% needed. Of the 8 applicants in this job category, 5 were male (62.5%) and 3 were female (37.5%). None of the 5 male applicants were hired (a selection rate of 0%) in comparison to 1 of the 3 female applicants being hired, at a selection rate of 33.3%.

No adverse impact is indicated against any minorities or females. One (1) of the 3 White female applicants was hired (at the highest selection rate of 33.3%). No other minorities or females applied.

Skilled Craft – Adverse impact is indicated against female applicants, overall, in this job category, with a minimum selection rate of 5.9% needed. Of the 57 total applicants, 54 were male (94.7%) and 3 were female (5.3%). Four (4) of the 54 male applicants were hired at a selection rate of 7.4%, while none of the 3 female applicants were hired (0%).

Among sub-racial groups, adverse impact is indicated against White females, Black males, Hispanic males, and Asian males, with a minimum selection rate of 8.2% needed. White males were selected most often in this job category. Of the 54 male applicants, 39 were White males (72.2%), 3 were White females (5.5%), 3 were Black males (5.5%), 10 were Hispanic males (18.5%), and 2 were Asian males (3.7%). All of the 4 new hires were White males with the highest selection rate of 10.26%. In comparison, no minorities or females were hired (0%).

Service Maintenance – Statistically speaking, adverse impact is *not* indicated in *any* category because there were *no* new hires in Service Maintenance jobs in FY 2013. There were 9 total applicants, 8 White males (88.9%) and 1 Hispanic male (11.1%).

**External New Hires--Four-Fifths Rule Application - Officials/Managers/Administrators
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	13	17	11	12	1	4	1	1	0	0	0	0
Total External Hires at the Interview Phase	0	2	0	1	0	0	0	1	0	0	0	0
Selection Rate	0.00%	11.76%	0.00%	8.33%	0.00%	0.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	9.41%	0.00%	6.67%	0.00%	0.00%	0.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	0.00%	100.00%	0.00%	8.33%	0.00%	0.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	NA*	YES	NA*	NO	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

External New Hires--Four-Fifths Rule Application - Professionals
July 1, 2012 - June 30, 2013

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	34	46	33	25	0	5	1	14	0	1	0	1
Total External Hires at the Interview Phase	1	7	1	3	0	2	0	2	0	0	0	0
Selection Rate	2.94%	15.22%	3.03%	12.00%	#DIV/0!	40.00%	0.00%	14.29%	#DIV/0!	0.00%	#DIV/0!	0.00%
4/5th Comparison Rate	2.35%	12.17%	2.42%	9.60%	#DIV/0!	32.00%	0.00%	11.43%	#DIV/0!	0.00%	#DIV/0!	0.00%
Ratio to Highest Rate	19.33%	100.00%	7.58%	30.00%	#DIV/0!	100.00%	0.00%	35.71%	#DIV/0!	0.00%	#DIV/0!	0.00%
Potential Adverse Impact (Yes/No)	YES	NO	NO	YES	NA*	NO	NA*	YES	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

External New Hires--Four-Fifths Rule Application - Technicians
July 1, 2012 - June 30, 2013

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	6	0	4	0	2	0	0	0	0	0	0	0
Total External Hires at the Interview Phase	1	0	0	0	1	0	0	0	0	0	0	0
Selection Rate	16.67%	#DIV/0!	0.00%	#DIV/0!	50.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	13.33%	#DIV/0!	0.00%	#DIV/0!	40.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	0.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	N/A*	NO	N/A*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Para-Professionals
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Para-Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	0	0	0	0	0	0	0	0	0	0	0	0
Total External Hires at the Interview Phase	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
4/5th Comparison Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NA*	NA*	NA*	NA*	NA*						

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Administrative Support
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	5	3	5	3	0	0	0	0	0	0	0	0
Total External Hires at the Interview Phase	0	1	0	1	0	0	0	0	0	0	0	0
Selection Rate	0.00%	33.33%	0.00%	33.33%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	26.67%	0.00%	26.67%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	0.00%	100.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Skilled Craft
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	54	3	39	3	3	0	10	0	2	0	0	0
Total External Hires at the Interview Phase	4	0	4	0	0	0	0	0	0	0	0	0
Selection Rate	7.41%	0.00%	10.26%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	5.93%	0.00%	8.21%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	0.00%	100.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	YES	NA*	YES	NA*	YES	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Service Maintenance
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	9	0	8	0	0	0	1	0	0	0	0	0
Total External Hires at the Interview Phase	0	0	0	0	0	0	0	0	0	0	0	0
Selection Rate	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

B. Promotions

The table below illustrates the difference in promotions from FY 2012 to FY 2013 within each job category by gender and by racial/ethnic group, and the total increase or decrease by number and percentage. Following the table is a 4/5th analysis for each EEO-4 job category to determine whether adverse impact is indicated.

**FY 2012-2013 Comparison of Minority and Female Promotions by
EEO-4 Job Category**

JOB CATEGORY	TOTAL	MALE	FEMALE	White Male	White Female	Black Male	Black Female	Hispanic Male	Hispanic Female	Asian Male	Asian Female	AI/AN Male	AI/AN Female
Officials/Administrators													
Previous FY 2012	11	10	1	8	1	1	0	1	0	0	0	0	0
Current FY 2013	7	5	2	3	1	1	1	1	0	0	0	0	0
Professionals													
Previous FY 2012	18	10	8	9	7	1	1	0	0	0	0	0	0
Current FY 2013	13	8	5	7	4	0	0	1	1	0	0	0	0
Technicians													
Previous FY 2012	13	9	4	9	4	0	0	0	0	0	0	0	0
Current FY 2013	4	4	0	3	0	1	0	0	0	0	0	0	0
Para Professional													
Previous FY 2012	2	2	0	1	0	0	0	0	0	1	0	0	0
Current FY 2013	2	1	1	1	1	0	0	0	0	0	0	0	0
Administrative Support													
Previous FY 2012	3	0	3	0	3	0	0	0	0	0	0	0	0
Current FY 2013	2	0	2	0	2	0	0	0	0	0	0	0	0
Skilled Craft Workers													
Previous FY 2012	3	3	0	3	0	0	0	0	0	0	0	0	0
Current FY 2013	5	5	0	5	0	0	0	0	0	0	0	0	0
Service Maintenance													
Previous FY 2012	1	1	0	1	0	0	0	0	0	0	0	0	0
Current FY 2013	1	1	0	1	0	0	0	0	0	0	0	0	0
Total Previous FY 2012	51	35	16	31	15	2	1	1	0	1	0	0	0
Total Current FY 2013	34	24	10	20	8	2	1	2	1	0	0	0	0

Movement +/-	-17	-11	-6	-11	-7	0	0	1	1	-1	0	0	0
Movement +/- in %	-33.33	-31.43	-37.5	-35.48	-46.67	0	0	100		-100			

* Mathematically Computes as Infinity

Four-Fifths Analysis

Officials/Managers/Administrators – Potential adverse impact is indicated against females within this EEO-4 job category, with a minimum selection rate of 30.8% needed. Of the 30 total applicants, 13 were males (43.3%) and 17 were females (56.7%). Males were most often selected for hire at a rate of 38.5% (5 out of 13 males). In comparison, 2 out of 17 females were selected at a rate of 11.8%.

Among sub-racial groups, adverse impact is indicated against White females, and Black females, with a minimum selection rate of 80% needed. One (1) out of 12 White females were promoted at a rate of 8.3%, and 1 out of 4 Hispanic female was selected (25%). Black males and Hispanic males were most often promoted at rates of 100% with 1 applicant and 1 promotion in each category. However, applicants in each of those groups comprised less than 2%. There were no applicants in the remaining sub-racial groups to compare.

Professionals – Adverse impact is indicated against females, with a minimum selection rate of 18.8% needed. Of the total 80 applicants considered for promotion, 34 were males (42.5%) and 46 were females (57.5%). Males were promoted more often at a selection rate of 23.53% (8 promotions) and females were promoted at a rate of 10.87% (5 promotions).

Among sub-racial groups, Hispanic males were promoted most often at a rate of 100%. However, there was only 1 Hispanic male applicant, a statistically insignificant number. Still, the promotion rates of other racial/ethnic groups were compared to that of Hispanic males for statistical purposes.

Adverse impact is indicated against White females, Black females, and Hispanic females, with a minimum selection rate of 80% needed. Four (4) out of 25 White females received promotions at a rate of 16%. And none of the 5 Black females considered for promotion were selected (a 0% selection rate). And 1 out of 14 Hispanic female applicants received promotions (a selection rate of 7.14%).

Technicians – Adverse impact is not indicated between males and females, with a minimum selection rate of 53.3% needed. Out of 6 total applicants, none were females. Of the 6 males who applied for promotion, 4 were selected at a rate of 66.7%.

Among sub-racial groups, White males were selected for promotion most often (75% of the time with 3 out of 4 applicants selected). Adverse impact is indicated against Black males in this category when compared to the selection rate of White males, with a minimum selection rate of 60% needed. Out of 2 Black male applicants, 1 was selected

for promotion at a rate of 50%. No other minorities or females applied to jobs in this category.

Para Professionals – No racial/ethnic group contained at least 2% applicants in this job category (i.e., statistically significant). And although 1 White male and 1 White female was selected for promoted, both promotions were the result of reallocations initiated through job classification study requests, and not through traditional job postings (and, therefore, not defined as “applicants”). No other minority or female received promotions in this job category.

Administrative Support – Adverse impact is indicated against males, with a minimum selection rate of 53.3% needed. Out of 8 total applicants for promotion, 5 were males (62.5%) and 3 were females (37.5%). Two (2) of the 3 females who applied were selected for promotion (66.7%) compared to 0 of the 5 male applicants (0%).

Among the sub-racial groups, White females were selected most often with 2 out of 3 applicants promoted at a rate of 66.7%. No minorities or other females applied for promotions in this job category.

Skilled Craft – Adverse impact is indicated against females, with a minimum selection rate of 7.4% needed. Out of 57 total applicants for promotion, 54 were male (94.7%) and 3 were female (5.3%). Five (5) of the 54 male applicants were selected for promotion (9.3%) compared to 0 out of 3 female applicants (0%).

Among sub-racial groups, adverse impact is indicated in several areas. The most often promoted group is White males with 5 out of 39 applicants promoted at a selection rate of 12.82%. Adverse impact is indicated against White females (0 out of 3 applicants promoted with a rate of 0%), Black males (also with 0 out of 3 applicants promoted with a rate of 0%), Hispanic males (0 out of 10 applicants promoted with a rate of 0%), and Asian males (0 out of 2 promoted with a rate of 0%). The 4/5th comparison rate in this category was 10.3%, the minimum selection rate needed to avoid an indication of adverse impact.

Service Maintenance – No adverse impact is indicated against either males or females, overall. Out of 9 total applicants for promotion, all 9 were male (100%). One (1) of the 9 male applicants was selected for promotion (11.1%).

There also is no adverse impact indicated against any sub-racial group with any statistical significance (e.g., there was only 1 Hispanic male applicant). Out of 8 White males who applied for promotion, 1 was selected at a rate of 12.5%. The remaining racial/ethnic groups (including Hispanic males) had 0 applicants and, which comprised less than 2% of applicants in each group and, thus, were statistically insignificant.

Promotions--Four-Fifths Rule Application - Officials/Managers/Administrators
July 1, 2012 - June 30, 2013

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	13	17	11	12	1	4	1	1	0	0	0	0
Total Promotions (Interview Phase)	5	2	3	1	1	1	1	0	0	0	0	0
Selection Rate	38.46%	11.76%	27.27%	8.33%	100.00%	25.00%	100.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	30.77%	9.41%	21.82%	6.67%	80.00%	20.00%	80.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	30.59%	27.27%	8.33%	100.00%	25.00%	100.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	NO	YES	NO	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Promotions--Four-Fifths Rule Application - Professionals
July 1, 2012 - June 30, 2013

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	34	46	33	25	0	5	1	14	0	1	0	1
Total Promotions (Interview Phase)	8	5	7	4	0	0	1	1	0	0	0	0
Selection Rate	23.53%	10.87%	21.21%	16.00%	#DIV/0!	0.00%	100.00%	7.14%	#DIV/0!	0.00%	#DIV/0!	0.00%
4/5th Comparison Rate	18.82%	8.70%	16.97%	12.80%	#DIV/0!	0.00%	80.00%	5.71%	#DIV/0!	0.00%	#DIV/0!	0.00%
Ratio to Highest Rate	100.00%	46.20%	21.21%	16.00%	#DIV/0!	0.00%	100.00%	7.14%	#DIV/0!	0.00%	#DIV/0!	0.00%
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	NA*	YES	NO	YES	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Technicians
July 1, 2012 - June 30, 2013**

RIDOT
JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	6	0	4	0	2	0	0	0	0	0	0	0
Total Promotions (Interview Phase)	4	0	3	0	1	0	0	0	0	0	0	0
Selection Rate	66.67%	#DIV/0!	75.00%	#DIV/0!	50.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	53.33%	#DIV/0!	60.00%	#DIV/0!	40.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	66.67%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	YES	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Para Professionals
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Para Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	0	0	0	0	0	0	0	0	0	0	0	0
Total Promotions (Interview Phase)	0	0	1	1	0	0	0	0	0	0	0	0
Selection Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
4/5th Comparison Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NA*	NA*	NA*	NA*	NA*						

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Administrative Support
July 1, 2012 - June 30, 2013**

RIDOT
JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	5	3	5	3	0	0	0	0	0	0	0	0
Total Promotions (Interview Phase)	0	2	0	2	0	0	0	0	0	0	0	0
Selection Rate	0.00%	66.67%	0.00%	66.67%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	53.33%	0.00%	53.33%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	0.00%	100.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Skilled Craft
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	54	3	39	3	3	0	10	0	2	0	0	0
Total Promotions (Interview Phase)	5	0	5	0	0	0	0	0	0	0	0	0
Selection Rate	9.26%	0.00%	12.82%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	7.41%	0.00%	10.26%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	0.00%	100.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	YES	NA*	YES	NA*	YES	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Service Maintenance
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	9	0	8	0	0	0	1	0	0	0	0	0
Total Promotions (Interview Phase)	1	0	1	0	0	0	0	0	0	0	0	0
Selection Rate	11.11%	#DIV/0!	12.50%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	8.89%	#DIV/0!	10.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions Through Reallocation
July 1, 2012 - June 30, 2013**

RIDOT

EEO-4 Job Categories

	Total Employees Promoted	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Officials/ Managers Administrators	2	1	1	1	1	0	0	0	0	0	0	0	0
Professionals	8	6	2	6	1	0	0	0	1	0	0	0	0
Technicians	3	2	1	2	1	0	0	0	0	0	0	0	0
Para-Professionals	2	1	1	1	1	0	0	0	0	0	0	0	0
Administrative Support	2	1	1	1	1	0	0	0	0	0	0	0	0
Skilled Craft	1	1	0	1	0	0	0	0	0	0	0	0	0
Service Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	18	12	6	12	5	0	0	0	1	0	0	0	0

Employees in these categories were promoted through the Desk Audit process

C. Composite Analysis of New Hires and Promotions (Composite Hiring)

Four-Fifths Analysis

In this section the Department analyzed the overall hiring for FY 2013 as it pertained to new hires and promotions (composite hiring of total hires). The tables that follow illustrate a ratio of total hires to total qualified applicants at the interview phase of the hiring process broken down by EEO-4 job categories, gender and sub-racial group. The analysis was performed utilizing EEO data gathered at the interview phase. During FY 2013 EEO data was collected and reported by the Human Resources Service Center at this stage in the hiring process.

Officials/Managers/Administrators – Adverse impact is indicated between males and females overall. The minimum selection rate needed to avoid an indication of adverse impact against females is 30.8% (4/5th the selection rate of males). Out of 30 total applicants, 13 were males (43.3%) and 17 were females (56.7%). Five (5) out of 13 male applicants were selected at a rate of 38.46% and 4 out of 17 females were selected at a rate of 23.53%.

Among minorities and females, Black males, Hispanic males, and Hispanic females were selected most often with a selection rate of 100% in each category. However, there was only 1 applicant in each category, a statistically insignificant number. Still, these categories provided the comparison rate of 80%, the minimum needed in the other groups to avoid an indication of adverse impact, statistically speaking.

Adverse impact is indicated against White females and Black females. 2 out of 12 White females were selected at a rate of 16.7%, and 1 out of 4 Black females were selected at a rate of 25%. The remaining minority and female groups contained less than 2% applicants in each group and, therefore, were not comparatively analyzed.

Professionals – No adverse impact exists between males and females, with the minimum comparison rate of 21.2% need to avoid an indication of adverse impact. Out of 80 total applicants, 34 were males (42.5%) and 46 were females (57.5%). Nine (9) males were selected (26.5%) and 12 females were selected (26.1%).

Adverse impact potentially is indicated among minorities and females (sub-racially), with a minimum selection rate of 80% needed. Although there was only 1 Hispanic male applicant, that applicant was selected with a 100% selection rate. In comparison, 7 of 25 White females were selected at a rate of 28%, 2 out of 5 Black females were selected at a rate of 40% and 3 out of 14 Hispanic females were selected at a rate of 21.43%.

However, the Department contends that no adverse impact truly exists with respect to these groups as the highest selection rate utilized for comparison had only one individual interviewed and hired resulting in a 100 percent selection rate. If the Department were to disregard the fact that the highest selection rate belongs to Hispanic males because it is an

anomaly, then the most often selected group would be Black females. Therefore, adverse impact would still exist for all of the groups mentioned expect Black females.

Technicians – No adverse impact is indicated between males and females overall because there were no female applicants in this job category.

And there was no adverse impact indicated against minorities and females, sub-racially. The only applicants in this job category were Black males (2 out of 2 selected; a 100% rate), and White males (3 out of 4 selected; a 75% rate).

Para Professionals – No adverse impact is indicated between males and females overall or among minorities and females, sub-racially, because there were no applicants for promotions through external job postings. The only promotions in this job category (1 White male and 1 White female) were the result of reallocations through job classification requests.

Administrative Support – Potential adverse impact is indicated between males and females overall, with a minimum comparison selection rate of 80% needed to avoid an indication of adverse impact. Out of 8 total applicants, 5 were males (62.5%) and 3 were females (37.5%). All 3 female applicants were selected at a rate of 100%. In comparison, no male applicants were selected (0%).

No adverse impact is indicated against minorities or females, sub-racially, with a minimum selection rate of 80% needed. White females had the highest selection rate (100%; with 3 of 3 applicants selected). The only other group with applicants in this job category was White males, with 5 applicants (and, as previously mentioned, 0 selections).

Skilled Craft – Adverse impact is indicated between males and females overall, with a minimum comparison selection rate of 13.3% needed to avoid an indication of adverse impact. Out of 57 total applicants, 54 were males (94.7%) and 3 were females (5.3%). Nine (9) males were selected at a rate of 16.7% and none of the 3 female applicants were selected (0%).

Adverse impact is indicated against White females, Black males, Hispanic males, and Asian males. White males were selected most often at a rate of 23.1% (9 out of 39 applicants). The 4/5th comparison rate in this job category is 18.5%. In comparison, White females were selected 0% of the time (out of 3 applicants), Black males were selected 0% of the time (3 applicants), Hispanic males were selected 0% of the time (10 applicants), and Asian males were selected 0% of the time (2 applicants).

Service Maintenance – No adverse impact is indicated between males and females overall, because there were no female applicants to compare. There were a total of 9 male applicants in this job category.

No adverse impact is indicated against minorities or females, sub-racially. Other than the 1 Hispanic male applicant, the only other group with applicants was White males, with 1 out of 9 White males selected (12.5%).

**Composite Hiring--Four-Fifths Rule Application - Officials/Managers/Administrators
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	13	17	11	12	1	4	1	1	0	0	0	0
Total Hires (Promotions and New Hires (Interview Phase))	5	4	3	2	1	1	1	1	0	0	0	0
Selection Rate	38.46%	23.53%	27.27%	16.67%	100.00%	25.00%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	30.77%	18.82%	21.82%	13.33%	80.00%	20.00%	80.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	61.18%	27.27%	16.67%	100.00%	25.00%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	NO	YES	NO	NO	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Professionals
July 1, 2012 - June 30, 2013

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	34	46	33	25	0	5	1	14	0	1	0	1
Total Hires (Promotions and New Hires (Interview Phase))	9	12	8	7	0	2	1	3	0	0	0	0
Selection Rate	26.47%	26.09%	24.24%	28.00%	#DIV/0!	40.00%	100.00%	21.43%	#DIV/0!	0.00%	#DIV/0!	0.00%
4/5th Comparison Rate	21.18%	20.87%	19.39%	22.40%	#DIV/0!	32.00%	80.00%	17.14%	#DIV/0!	0.00%	#DIV/0!	0.00%
Ratio to Highest Rate	100.00%	98.55%	24.24%	28.00%	#DIV/0!	40.00%	100.00%	21.43%	#DIV/0!	0.00%	#DIV/0!	0.00%
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	NA*	YES	NO	YES	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Composite Hiring--Four-Fifths Rule Application - Technicians
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	6	0	4	0	2	0	0	0	0	0	0	0
Total Hires (Promotions and New Hires (Interview Phase))	5	0	3	0	2	0	0	0	0	0	0	0
Selection Rate	83.33%	#DIV/0!	75.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	66.67%	#DIV/0!	60.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	75.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	N/A*	NO	N/A	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Para-Professionals
July 1, 2012 - June 30, 2013

RIDOT

JOB GROUP: Para-Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	0	0	0	0	0	0	0	0	0	0	0	0
Total Hires (Promotions and New Hires (Interview Phase))	1	1	1	1	0	0	0	0	0	0	0	0
Selection Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
4/5th Comparison Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NA*	NA*	NA*	NA*	NA*						

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Administrative Support
July 1, 2012 - June 30, 2013

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	5	3	5	3	0	0	0	0	0	0	0	0
Total Hires (Promotions and New Hires (Interview Phase))	0	3	0	3	0	0	0	0	0	0	0	0
Selection Rate	0.00%	100.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	80.00%	0.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	0.00%	100.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Composite Hiring--Four-Fifths Rule Application - Skilled Craft
July 1, 2012 - June 30, 2013**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	54	3	39	3	3	0	10	0	2	0	0	0
Total Hires {Promotions and New Hires (Interview Phase)}	9	0	9	0	0	0	0	0	0	0	0	0
Selection Rate	16.67%	0.00%	23.08%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	13.33%	0.00%	18.46%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	0.00%	100.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	YES	NA*	YES	NA*	YES	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Service Maintenance
July 1, 2012 - June 30, 2013

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	9	0	8	0	0	0	1	0	0	0	0	0
Total Hires {Promotions and New Hires (Interview Phase)}	1	0	1	0	0	0	0	0	0	0	0	0
Selection Rate	11.11%	#DIV/0!	12.50%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	8.89%	#DIV/0!	10.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

D. Trainings

Four-Fifths Analysis

Officials/Managers/Administrators – Adverse impact is indicated between males and females overall, with a minimum comparison participation rate of 40.8% needed to avoid an indication of adverse impact against females. Out of 59 total employees in this job category, 49 were males (83.1%) and 3 were females (5.1%). Twenty-five (25) males participated at a rate of 51% and 4 of the 10 female applicants participated (40%).

Adverse impact is indicated against White females, Black males and females, and Hispanic males. Asian males participated most often at a rate of 100% (2 out of 2 employees). The 4/5th comparison rate in this job category is 80%. In comparison, White females participated 57.1% of the time (4 out of 7 employees), Black males participated 0% of the time (0 out of 2 employees), Black females participated 0% of the time (0 out of 3 employees), and Hispanic males participated 33.3% of the time (1 out of 3 employees).

The position is very high level so availability to participate in trainings is a consideration. In every other sub-racial category that is potentially adversely affected there is not enough data to support statistical relevance.

Professionals – No adverse impact is indicated between males and females overall, with a minimum comparison participation rate of 53% needed to avoid an indication of adverse impact against females. Out of 210 employees, males participated in training most often at a rate of 66.2% (94 out of 142 male employees). In comparison, 39 out of 68 females participated in training (57.4%).

Adverse impact is indicated against White females, Black males, and Hispanic males and females. Asian males participated most often at a rate of 100% (4 out of 4 employees). The 4/5th comparison rate in this job category is 80%. In comparison, White females participated 56.1% of the time (32 out of 57 employees), Black males participated 58.3% of the time (7 out of 12 employees), Hispanic males participated 50% of the time (1 out of 2 employees), and Hispanic females participated 50% of the time (3 out of 6 employees).

Technicians – No adverse impact is indicated between females and males overall, with a minimum comparison participation rate of 34.8% needed to avoid an indication of adverse impact against females. Out of 140 employees, males participated in training most often at a rate of 43.4% (53 out of 122 male employees). In comparison, 7 out of 18 females participated in training (38.9%).

Adverse impact is indicated against White females and Black males. Asian males participated most often at a rate of 100% (1 out of 1 employee). Despite the statistically low sample, the 4/5th comparison rate in this job category is 80%. In comparison, White

females participated 41.2% of the time (7 out of 17 employees), and Black males participated 43.8% of the time (7 out of 16 employees).

Para Professionals – Potential adverse impact is indicated between females and males overall, with a minimum comparison participation rate of 46.8% needed to avoid an indication of adverse impact against females. Out of 102 employees, males participated in training most often at a rate of 58.5% (48 out of 82 male employees). In comparison, 9 out of 20 females participated in training (45%).

Adverse impact is indicated against White females and Black males. Black females (1 out of 1 employee) and Hispanic males (3 out of 3 employees) participated most often at a rate of 100%. The 4/5th comparison rate in this job category is 80%. In comparison, White females participated 42.1% of the time (8 out of 19 employees), and Black males participated 46.7% of the time (7 out of 15 employees).

Administrative Support – Potential adverse impact is indicated between females and males overall, with a minimum comparison participation rate of 70% needed to avoid an indication of adverse impact against females. Out of 41 employees, males participated in training most often at a rate of 87.5% (7 out of 8 male employees). In comparison, 11 out of 33 females participated in training (33.3%).

Adverse impact is indicated against White females and Black females. White males participated most often at a rate of 100% (7 out of 7 employees). Despite the statistically low sample, the 4/5th comparison rate in this job category is 80%. In comparison, White females participated 39.3% of the time (11 out of 28 employees), and Black females participated 0% of the time (0 out of 4 employees). The participation samples in the remaining groups were statistically negligible.

Skilled Craft – Potential adverse impact is indicated between females and males overall, with a minimum comparison participation rate of 75.3% needed to avoid an indication of adverse impact against females. Out of 122 employees, males participated in training most often at a rate of 94.1% (112 out of 119 male employees). In comparison, 2 out of 3 females participated in training (66.7%).

Adverse impact is indicated against White females. Black males (6 out of 6 employees), Hispanic males (5 out of 5 employees), and AI/AN males (1 out of 1 employee; a statistically insignificant sample) participated most often at a rate of 100%. Therefore, the 4/5th comparison rate in this job category is 80%. In comparison, White females participated 66.7% of the time (2 out of 3 employees). The participation samples in the remaining groups were statistically negligible.

Service Maintenance – No adverse impact is indicated between females and males overall because there was no group of female employees within this job category. So, out of 39 employees, all were males who participated in training at a rate of 100%.

No adverse impact is indicated against any minority group (all male employees). All of the sub-racial groups represented in this job category participated in training at a rate of 100% (White males with 33 out of 33, Black males with 4 out of 4, and Hispanic males with 2 out of 2).

Note: In several instances the 4/5th analysis demonstrates that adverse impact exists when the Department would contend that it does not due to the small number of participants in any given sub racial category. For example, when reviewing the Technicians EEO-4 job category the 4/5th comparison rate or impact rate that is the highest exists among Asian males at 100% participation. However, there is only one Asian male within this EEO-4 job category. According to the data, adverse impact is indicated against White females and Black males. However, when Asian males are removed from the equation, no adverse impact is indicated against the two groups because the highest participating group would be White males (43.7% with 45 out of 103 employees participating). The minimum comparison rate to avoid adverse impact would be 35% in that scenario. And because training participation rates in that job category for White females and Black females are 41.2% and 43.8%, respectively, potential adverse impact would not be indicated against either group.

**Training--Four-Fifths Rule Application - Officials/Managers/Administrators
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	49	10	42	7	2	3	3	0	2	0	0	0
Total # participated in training	25	4	22	4	0	0	1	0	2	0	0	0
Training Participation Rate	51.02%	40.00%	52.38%	57.14%	0.00%	0.00%	33.33%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	80.00%	32.00%	41.90%	45.71%	0.00%	0.00%	26.67%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	78.40%	52.38%	57.14%	0.00%	0.00%	33.33%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	NA*	NA*	YES	NA*	NO	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees, or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Professionals
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	142	68	124	57	12	5	2	6	4	0	0	0
Total # participated in training	94	39	82	32	7	4	1	3	4	0	0	0
Training Participation Rate	66.20%	57.35%	66.13%	56.14%	58.33%	80.00%	50.00%	50.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	52.96%	45.88%	52.90%	44.91%	46.67%	64.00%	40.00%	40.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	86.64%	66.13%	56.14%	58.33%	80.00%	50.00%	50.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	YES	NO	YES	YES	NO	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees, or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.
Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Technicians
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	122	18	103	17	16	0	1	0	1	1	1	0
Total # participated in training	53	7	45	7	7	0	0	0	1	0	0	0
Training Participation Rate	43.44%	38.89%	43.69%	41.18%	43.75%	#DIV/0!	0.00%	#DIV/0!	100.00%	0.00%	0.00%	#DIV/0!
4/5 Comparison Rate	34.75%	31.11%	34.95%	32.94%	35.00%	#DIV/0!	0.00%	#DIV/0!	80.00%	0.00%	0.00%	#DIV/0!
Ratio to Highest Rate	100.00%	89.52%	43.69%	41.18%	43.75%	#DIV/0!	0.00%	#DIV/0!	100.00%	0.00%	0.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	YES	NA*	NA*	NA*	NO	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees, or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Para Professionals
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Para-Professionals

	Total		White		Black		Hispanic		Asian /Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	82	20	61	19	15	1	3	0	3	0	0	0
Total # participated in training	48	9	36	8	7	1	3	0	2	0	0	0
Training Participation Rate	58.54%	45.00%	59.02%	42.11%	46.67%	100.00%	100.00%	#DIV/0!	66.67%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	46.83%	36.00%	47.21%	33.68%	37.33%	80.00%	80.00%	#DIV/0!	53.33%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	76.88%	59.02%	42.11%	46.67%	100.00%	100.00%	#DIV/0!	66.67%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	YES	NO	NO	NA*	YES	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees, or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Administrative Support
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	8	33	7	28	1	4	0	0	0	1	0	0
Total # participated in training	7	11	7	11	0	0	0	0	0	0	0	0
Training Participation Rate	87.50%	33.33%	100.00%	39.29%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	80.00%	26.67%	80.00%	31.43%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	38.10%	100.00%	39.29%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	NA*	NA*	NA*	NA*	NA*	N/A*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.
Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Skilled Craft
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	119	3	107	3	6	0	5	0	0	0	1	0
Total # participated in training	112	2	100	2	6	0	5	0	0	0	1	0
Training Participation Rate	94.12%	66.67%	93.46%	66.67%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
4/5 Comparison Rate	75.29%	53.33%	74.77%	53.33%	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	80.00%	#DIV/0!
Ratio to Highest Rate	100.00%	70.83%	93.46%	66.67%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	NO	NA*	NO	NA*	NA*	NA*	NO	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Service Maintenance
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	39	0	33	0	4	0	2	0	0	0	0	0
Total # participated in training	39	0	33	0	4	0	2	0	0	0	0	0
Training Participation Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	80.00%	#DIV/0!	80.00%	#DIV/0!	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NO	NO	NA*	NA*	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees, or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.
Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

E. Seniority Practices

1. Collective Bargaining Agreements

The Department currently adheres to all Collective Bargaining Agreements (CBAs) unit language as it pertains to seniority practices. In accordance with the CBAs, seniority lists are generated and updated biannually by the Department's HRSC. The seniority lists and practices are utilized, when appropriate, during the following employment actions: hiring, promotions, transfers, layoffs, and recalls. If any employee believes the process is not working appropriately, they may initiate the grievance procedure contained within their particular CBA.

Four-Fifths Analysis

No violations of the CBAs as they relate to seniority practices have been reported. As such, no data exists to conduct a Four-Fifth analysis.

2. Transfers

The Department ensures that all transfers are performed in accordance with State Personnel Rules and Regulations, and any language that has been negotiated within the various union contracts that affect the RIDOT employees.

Very few transfers occur within a fiscal year. FY 2013 was no exception with only 6 employee transfers. When transfers occur, the Department makes every effort to ensure current employees, especially those working at the maintenance facilities, or those needing to travel to offsite locations, are assigned as close in proximity to their residence as possible.

Four-Fifths Analysis

During FY 2013, transfers only occurred in the Skilled Craft EEO-4 job category. Because there is no data to analyze (and, therefore, no adverse impact indicated in the other job categories), Skilled Craft is the only job category analyzed below.

Skilled Craft

Adverse impact is indicated against females, overall, with a minimum comparison transfer rate of 8.89% needed to avoid an indication of adverse impact. Out of 57 employees who applied for transfers at the Interview Phase, 54 were male (94.7%) and 3 were female (5.3%). Six males were selected for transfers (11.1%) compared to zero transfers for females (0%).

Adverse impact is indicated against White females and Hispanic males. Black males received transfers most often with a rate of 33.33% (1 out of 3 Black applicants). Therefore, the 4/5th comparison rate in this category is 26.67%. Of the applicants with statistically significant samples (i.e., at least 20% or 2 applicants), White females

**Transfers--Four-Fifths Rule Application - Skilled Craft
07/01/2012 - 06/30/2013**

RIDOT
JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants at the Interview Phase	54	3	39	3	3	0	10	0	2	0	0	0
Total Employees Transferred Within	6	0	4	0	1	0	1	0	0	0	0	0
Transfer Rate	11.11%	0.00%	10.26%	0.00%	33.33%	#DIV/0!	10.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	8.89%	0.00%	8.21%	0.00%	26.67%	#DIV/0!	8.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	0.00%	30.77%	0.00%	100.00%	#DIV/0!	30.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	NO	NA*	YES	NA*	YES	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total transferees, or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Transfer Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

received transfers 0% of the time (0 out of 3 applicants) and Hispanic males received transfers at a 4/5 comparison rate of 8% (1 out of 10 applicants).

The remaining sub-racial groups had statistically insignificant applicant sample sizes to determine whether adverse impact is indicated.

3. Layoffs and Recalls

Four-Fifths Analysis

The Department had no layoffs or recalls during FY 2013. As such no adverse impact exists within these two areas.

4. Compensation and Benefits

The Department determines salaries for all positions in accordance with the 1988 State Personnel Rules. Section 2.022 of the Personnel Rules states:

“... for the classified and unclassified service together with the pay plan established for the classified and unclassified service with the intermediate rates established within the several salary ranges shall apply to all positions within said services with the exception of all positions the salaries for which are so irrevocably fixed by specific statute that they can only be changed by additional legislation”.

The RIDOA Office of Personnel conducts salary surveys to determine the fair market rate for a position. If it is determined that a salary level is not in parity with the study a request is made to the RIDOA Budget Office for approval. The Department participates yearly in the AASHTO salary survey study. The report enables the Department to benchmark its salary levels against all State Transportation Agencies that participate.

Additionally, all employees dependant upon the pay-grade associated with his or her job classification are compensated at the same rate within each job title. Each pay-grade has steps associated with it. An employee generally moves from one pay-grade to the next in the following manner: Receive first step upon hire. Six months from employee's base entry date they proceed to step II. Twelve months from the date of the step II award the employee moves to step III. Twelve months from the date of receipt of the step III increase, the employee moves to the final step. Please note some pay-grades have five steps. If that is the case, the employee receives the fifth step twelve months from the date of receipt of step IV.

Four-Fifths Analysis

As there is no room for adverse impact to occur within this employment practice no 4/5th analysis was conducted. However, a salary comparison was.

5. Salary Comparison by EEO-4 Job Category

Between FY 2012 and FY 2013, the Department saw a net increase of salary classifications across job categories in female employees by 2.7%, in minorities by 3.8%, in Black males by 1.8%, in Black females by 20%, in Hispanic females by 75%. Specifically, increases were realized in the following EEO-4 job categories:

- Official/Administrator – An overall increase in minorities by 25% with an increase in Hispanic males by 50%, an increase in Hispanic females by 100%.
- Professionals – An overall increase in females by 13.3%, in White females by 7.6%, and in minorities by 11.5% with an increase in Black females by 66.7%, and Hispanic females by 100%.
- Technicians – An overall increase in minorities by 11.11% and in Black males by 14.3%.

Rhode Island Department of Transportation Salary Comparison by EEO-4 Category

EEO-4 JOB CATEGORY	TOTAL	MALE	FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/PI MALE	ASIAN/PI FEMALE	A/I/N MALE	A/I/N FEMALE
Officials/Administrators													
Previous FY 2012	59	48	11	42	9	2	2	2	0	2	0	0	0
Current FY 2013	59	49	10	42	7	2	2	3	1	2	0	0	0
Movement +/- in %	0.00	2.08	-9.09	0.00	-22.22	0.00	0.00	50.00	#DIV/0!	0.00	#DIV/0!	#DIV/0!	#DIV/0!
Professionals													
Previous FY 2012	199	139	60	120	53	12	3	3	3	4	1	0	0
Current FY 2013	210	142	68	124	57	12	5	2	6	4	0	0	0
Movement +/- in %	5.53	2.16	13.33	3.33	7.55	0.00	66.67	-33.33	100.00	0.00	-100.00	#DIV/0!	#DIV/0!
Technicians													
Previous FY 2012	144	125	19	108	18	14	0	1	0	1	1	1	0
Current FY 2013	140	122	18	103	17	16	0	1	0	1	1	1	0
Movement +/- in %	-2.78	-2.40	-5.26	-4.63	-5.56	14.29	#DIV/0!	0.00	#DIV/0!	0.00	0.00	0.00	#DIV/0!
Para Professionals													
Previous FY 2012	109	89	20	67	18	16	1	3	1	3	0	0	0
Current FY 2013	102	82	20	61	19	15	1	3	0	3	0	0	0
Movement +/- in %	-6.42	-7.87	0.00	-8.96	5.56	-6.25	0.00	0.00	-100.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!
Administrative Support													
Previous FY 2012	43	8	35	7	30	1	4	0	0	0	1	0	0
Current FY 2013	41	8	33	7	28	1	4	0	0	0	1	0	0
Movement +/- in %	-4.65	0.00	-5.71	0.00	-6.67	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	0.00	#DIV/0!	#DIV/0!
Skilled Craft Workers													
Previous FY 2012	125	122	3	109	3	6	0	6	0	0	0	1	0
Current FY 2013	122	119	3	107	3	6	0	5	0	0	0	1	0
Movement +/- in %	-2.40	-2.46	0.00	-1.83	0.00	0.00	#DIV/0!	-16.67	#DIV/0!	#DIV/0!	#DIV/0!	0.00	#DIV/0!
Service Maintenance													
Previous FY 2012	39	39	0	33	0	4	0	2	0	0	0	0	0
Current FY 2013	39	39	0	33	0	4	0	2	0	0	0	0	0
Movement +/- in %	0.00	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Total Previous FY 2012	718	570	148	486	131	55	10	17	4	10	3	2	0
Total Current FY 2013	713	561	152	477	131	56	12	16	7	10	2	2	0
Movement +/-	-5	-9	4	-9	0	1	2	-1	3	0	-1	0	0
Movement +/- in %	-0.70	-1.58	2.70	-1.85	0.00	1.82	20.00	-5.88	75.00	0.00	-33.33	0.00	#DIV/0!

* Mathematically Computes as Infinity

6. Benefits

All benefits are distributed in a non-discriminatory manner to all employees.

- The State of Rhode Island offers Health Benefits to all employees that elect to participate. The cost of health, dental, and vision benefits is determined based on the employee's salary level. The more an employee earns in base salary the higher the co-share.
- All employees accrue vacation and sick time based on the number of hours they work in a week.
- All employees receive the same number of personal days.
- All employees participate in the pension plan at the rate of 8.75%
- All employees are entitled to be relieved from their assignments on State designated holidays.
- All employees have the opportunity to purchase long and short-term disability at a reduced rate.
- Tuition reimbursement

Four-Fifths Analysis

As there is no room for adverse impact to occur within this employment practice no 4/5th analysis was conducted.

7. Awards

Four-Fifths Analysis

During FY 2013 five (5) RIDOT individual employees received various awards for excellence, less than 1% of total employees. There is not enough statistical evidence to perform 4/5th analysis in this category.

8. Discipline

Four-Fifth Analysis

The following tables depict the ratio between the total number of employees within the Department broken down by gender and then by sub-racial category compared to the number of employees who have received a disciplinary action. There are five levels of discipline analyzed: oral counseling, oral reprimand, written reprimand, suspension and termination. The Department looked at disciplines from the positive point of view; those employees who have not been disciplined. Employees can be disciplined for a wide range of activities. Some examples include, but are not limited to; attendance issues, insubordination, job performance, sexual harassment, bullying, discrimination and violent acts.

When calculating the potential adverse impact of negative actions the utilization of the selection rate for the most favorably treated group becomes the benchmark for comparison.

Oral Counseling

White males (10) were the only group disciplined by this method in FY 2013. The remaining 479 White males were not, resulting in a 4/5th comparison rate of 78.4%. However, no females or minorities received Oral Counseling (a rate of 100% undisciplined) so adverse impact is not indicated in this discipline category.

Oral Reprimand

Two (2) White males received Oral Reprimands in FY 2013 and the remaining 475 did not at a rate of 99.58%, resulting in a comparison rate of 79.7%. Although 1 Black male also received an Oral Reprimand, the remaining 55 Black males did not (i.e., 98.2%). No other minorities or females were discipline and no adverse impact is indicated in this category.

Written Reprimand

Three (3) White males received Written Reprimands in FY 2013 and the remaining 474 did not at a rate of 99.4%, resulting in a comparison rate of 79.5%. No minorities or females received Written Reprimands. Therefore, there is no data to compare to determine whether adverse impact is indicated in this category.

Suspension - Specified Time

No White males received Suspensions for a Specified Time in FY 2013 (at a rate of 100%), resulting in a comparison rate of 80%. Although 1 White female and 3 Black males were also suspended for a specified time period, the number of employees in each group who were not suspended, met the minimum threshold of 80% (99.2% and 94.6%, respectively) and, therefore, no adverse impact is indicated in this category.

Suspension - Indefinite

No employees were suspended indefinitely in FY 2013. Therefore, no data exists to analyze for adverse impact in this category.

Termination

Only 1 employee was terminated as a disciplinary measure in FY 2013: a White male (with 99.8% of White males not terminated for this reason). Therefore, no comparison data exists to analyze for potential adverse impact against minorities and females in this category.

Disciplines--Four-Fifths Rule Application - Oral Counseling
07/01/2012 - 06/30/2013

RIDOT
 Level: Oral Counseling

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	561	152	477	131	56	13	16	6	10	2	2	0
Total Number of Employees Orally Counseled	10	0	10	0	0	0	0	0	0	0	0	0
Total Number of Employees Not Orally Counseled	551	152	467	131	56	13	16	6	10	2	2	0
Rate of Employees Not Orally Counseled	98.22%	100.00%	97.90%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
4/5 Comparison Rate	78.57%	80.00%	78.32%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!
Ratio to Highest Rate	98.22%	100.00%	97.90%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Employees not Orally Counseled Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines--Four-Fifths Rule Application - Oral Reprimand
07/01/2012 - 06/30/2013**

RIDOT

Level: Oral Reprimand

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	561	152	477	131	56	13	16	6	10	2	2	0
Total Number of Employees Disciplines/orally reprimanded	3	0	2	0	1	0	0	0	0	0	0	0
Total Number of Employees Not Disciplines/Orally Reprimanded	558	152	475	131	55	13	16	6	10	2	2	0
Rate of Employees Not Disciplines/Orally Reprimanded	99.47%	100.00%	99.58%	100.00%	98.21%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
4/5 Comparison Rate	79.57%	80.00%	79.66%	80.00%	78.57%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!
Ratio to Highest Rate	99.47%	100.00%	99.58%	100.00%	98.21%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Employees Not Orally Reprimanded Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines--Four-Fifths Rule Application - Written Reprimand
07/01/2012 - 06/30/2013**

RIDOT

Level: Written Reprimand

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees (end of fiscal year)	561	152	477	131	56	13	16	6	10	2	2	0
Total Number of Employees Received Written Reprimand	3	0	3	0	0	0	0	0	0	0	0	0
Total Number of Employees Not Received Written Reprimand	556	152	474	131	56	13	16	6	10	2	2	0
Rate of Employees Not Received Written Reprimand	99.11%	100.00%	99.37%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
4/5 Comparison Rate	79.29%	80.00%	79.50%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!
Ratio to Highest Rate	99.11%	100.00%	99.37%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Employees Not Received Written Reprimand Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines/Suspensions (Specified Time)--Four-Fifths Rule Application
07/01/2012 - 06/30/2013**

RIDOT

Level: Suspension (Specified Time)

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	561	152	477	131	56	13	16	6	10	2	2	0
Total Number of Suspensions	3	1	0	1	3	0	0	0	0	0	0	0
Total Number of Employees Not Suspended	556	151	477	130	53	13	16	6	10	2	2	0
Rate of Employees Not Suspended	99.11%	99.34%	100.00%	99.24%	94.64%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
4/5 Comparison Rate	79.29%	79.47%	80.00%	79.39%	75.71%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!
Ratio to Highest Rate	99.77%	100.00%	100.00%	99.24%	94.64%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Employees Not Suspended Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines --Four-Fifths Rule Application--Suspensions (Indefinitely)
07/01/2012 - 06/30/2013**

RIDOT

Level: Suspensions (Indefinitely)

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	561	152	477	131	56	13	16	6	10	2	2	0
Total Number of Suspensions (Indefinitely)	0	0	0	0	0	0	0	0	0	0	0	0
Total Number of Employees Not Suspended (Indefinitely)	561	152	477	131	56	13	16	6	10	2	2	0
Rate of Employees Not Suspended (Indefinitely)	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
4/5 Comparison Rate	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!
Ratio to Highest Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*						

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Employees Not Suspended (Indefinitely) Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines/Terminations Resulting --Four-Fifths Rule Application
07/01/2012 - 06/30/2013**

RIDOT

Level: Termination

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	561	152	477	131	56	13	16	6	10	2	2	0
Total Number of Employees Discipline/Termination Resulting	1	0	1	0	0	0	0	0	0	0	0	0
Total Number of Employees Not Discipline/Termination Resulting	558	152	476	131	56	13	16	6	10	2	2	0
Rate of Employees Not Disciplined/Terminated	99.47%	100.00%	99.79%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
4/5 Comparison Rate	79.57%	80.00%	79.83%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!
Ratio to Highest Rate	99.47%	100.00%	99.79%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Discipline/Termination Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

9. Complaints

Four-Fifths Analysis

There were no EEO complaints filed during FY 2013 in any job category. Therefore, there is no data to analyze for potential adverse impact.

10. Termination Practices

In FY 2013 the Department separated employment with nineteen (19) employees. Voluntary retirements and terminations are included in the separations reported.

Involuntary Separations

Four-Fifths Analysis

The Department had zero (0) involuntary separations of minorities or females during FY 2013. As such, the available sample is statistically negligible to be able to perform a 4/5th analysis.

Voluntary Separations

Four-Fifths Analysis

The following tables show the number of employees who voluntarily separated from the Department compared to the number of employees the Department retained (by EEO-4 job category, by gender, and by sub-racial category). No reports of any adverse employment actions were filed through RIDOA's Office of Equal Opportunity during FY 2013.

Officials/Manager/Administrators – No adverse impact is indicated against either males or females, overall. Forty-nine (49) male employees were retained at a rate of 98% (resulting in a 4/5th comparison rate of 78.4%) and 10 female employees were retained at a rate of 83.3%.

No adverse impact is indicated against minorities or females, sub-racially. Only one White male and two White females voluntarily left the Department. Black males and females, Hispanic males, and Asian males had the highest rates retention rate (100%), with a 4/5th comparison rate of 80%. Although potential adverse impact is indicated against White females statistically (78% retention rate), the Department asserts that no adverse impact exists because the 2 out of 9 White females who left the Department, did so voluntarily and there was a 95% retention rate overall in this job category.

Professionals – No adverse impact is indicated against males or females, overall. RIDOT retained employees at a rate of 99% in FY 2013, males at a rate of 99% (resulting in a 4/5th comparison rate of 79%) and females at a rate of 99%.

No adverse impact is indicated against minorities or females, sub-racially. Two (2) White males and 1 Asian female voluntarily left the Department. Within the female and

minority sub-racial groups, several had retention rates of 100%: White females, Black males and females, Hispanic males and females, and Asian males. The remaining groups had either only 1 employee or zero employees within the group. Therefore, there is no indication of adverse impact within this EEO-4 job category by gender or sub-racial category.

Technicians – No adverse impact is indicated against males or females, overall. RIDOT retained employees at a rate of 96% in FY 2013, males at a rate of 97% (resulting in a 4/5th comparison rate of 78%) and females at a rate of 95%.

No adverse impact is indicated against males or females, overall, or against any minority or female sub-racial group. Four (4) White males and 1 White female voluntarily left the Department. Black males, Hispanic males, Asian males and females, and AI/AN males were all retained at the rate of 100%.

Para-Professionals – No adverse impact is indicated against males or females, overall. RIDOT retained employees at a rate of 98% in FY 2013; males at a rate of 98%, and females at a rate of 100% (resulting in a 4/5th comparison rate of 78%).

No adverse impact is indicated against males or females, overall, or against any minority or female sub-racial group. Only 2 White males voluntarily left the Department. Of the minority and female group with employees in this job category, several were retained at a rate of 100%: White females, Black males and females, Hispanic males, and Asian males.

Administrative Support – No adverse impact is indicated against males or females, overall. RIDOT retained employees in this job category at a rate of 98%, males at a rate of 100% (resulting in a 4/5th comparison rate of 80%), and females at a rate of 97%.

No adverse impact is indicated against males or females, overall, or against any minority or female sub-racial group. One (2) White female voluntarily left the Department. Of the minority and females groups with employees in this job category, a few had retention rates of 100%: Black males and females, and Asian females.

Skilled Craft – No adverse impact is indicated against either males or females in this job category. RIDOT retained employees at a rate of 96%. Males were retained 96% of the time, and 100% of females were retained (resulting in a 4/5th comparison rate of 80%).

No adverse impact is indicated against any minority or female sub-racial group. Four (4) White males and 1 Hispanic male voluntarily left the Department. Of the groups with employees in this job category, three had retention rates of 100%: White females, Black males, and AI/AN males.

Service Maintenance – No adverse impact is indicated against either males or females, overall, or against any sub-racial minority or female in this job category (note: all employees were male). No employees voluntarily left the Department in this category.

In other words, RIDOT retained employees in this job category 100% of the time. Therefore, there is no data to analyze for potential adverse impact.

**Terminations/Separations--Four-Fifths Rule Application - Officials/Managers/Administrators
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Voluntary Separations	1	2	1	2	0	0	0	0	0	0	0	0
Total Employees Retained	49	10	42	7	2	3	3	0	2	0	0	0
Retention Rate	98.00%	83.33%	97.67%	77.78%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	78.40%	66.67%	78.14%	62.22%	80.00%	80.00%	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	85.03%	97.67%	77.78%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	NO	NO	NO	NA*	NO	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Retention Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Professionals
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Voluntary Separations	2	1	2	0	0	0	0	0	0	1	0	0
Total Employees Retained	142	68	124	57	12	5	2	6	4	0	0	0
Retention Rate	98.61%	98.55%	98.41%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	78.89%	78.84%	78.73%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	99.94%	98.41%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	0.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Technicians
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Voluntary Separations	4	1	4	1	0	0	0	0	0	0	0	0
Total Employees Retained	122	18	103	17	16	0	1	0	1	1	1	0
Retention Rate	96.83%	94.74%	96.26%	94.44%	100.00%	0.00%	100.00%	0.00%	100.00%	100.00%	100.00%	0.00%
4/5 Comparison Rate	77.46%	75.79%	77.01%	75.56%	80.00%	0.00%	80.00%	0.00%	80.00%	80.00%	80.00%	0.00%
Ratio to Highest Rate	100.00%	97.84%	96.26%	94.44%	100.00%	0.00%	100.00%	0.00%	100.00%	100.00%	100.00%	0.00%
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NO	NO	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Para Professionals
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Para Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Voluntary Separations	2	0	2	0	0	0	0	0	0	0	0	0
Total Employees Retained	82	20	61	19	15	1	3	0	3	0	0	0
Retention Rate	97.62%	100.00%	96.83%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	78.10%	80.00%	77.46%	80.00%	80.00%	80.00%	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	97.62%	100.00%	96.83%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NA*	NO	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Administrative Support
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Voluntary Separations	0	1	0	1	0	0	0	0	0	0	0	0
Total Employees Retained	8	33	7	28	1	4	0	0	0	1	0	0
Retention Rate	100.00%	97.06%	100.00%	96.55%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	80.00%	77.65%	80.00%	77.24%	80.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	80.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	97.06%	100.00%	96.55%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NA*	NA*	NA*	NO	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Skilled Craft
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Voluntary Separations	5	0	4	0	0	0	1	0	0	0	0	0
Total Employees Retained	119	3	107	3	6	0	5	0	0	0	1	0
Retention Rate	95.97%	100.00%	96.40%	100.00%	100.00%	#DIV/0!	83.33%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
4/5 Comparison Rate	76.77%	80.00%	77.12%	80.00%	80.00%	#DIV/0!	66.67%	#DIV/0!	#DIV/0!	#DIV/0!	80.00%	#DIV/0!
Ratio to Highest Rate	95.97%	100.00%	96.40%	100.00%	100.00%	#DIV/0!	83.33%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NA*	NA*	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Service Maintenance
07/01/2012 - 06/30/2013**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Voluntary Separations	0	0	0	0	0	0	0	0	0	0	0	0
Total Employees Retained	39	0	33	0	4	0	2	0	0	0	0	0
Retention Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	80.00%	#DIV/0!	80.00%	#DIV/0!	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

IV. EEO PROGRAM/AAP EFFORTS AND OUTCOMES

A. Achievements

The Rhode Island Department of Transportation achieved numerous goals during the fiscal year ending June 30, 2013:

Affirmative Action Plan 2012-2014

Federal Approvals

An early achievement was the approval of RIDOT's Affirmative Action Plan covering years 2012-2014 by the Federal Highway Administration (FHWA) and the Federal Transit Administration (FTA) on July 18, 2012.

RIDOT disseminated the EEO Program and AAP to all employees and external partners. RIDOT published the 2012-2014 EEO Program/AAP on its public webpage and sent an email with the plan to all Division heads and Executive leadership. Groups and individuals on RIDOT's outreach list received an electronic copy of the plan along with a letter. RIDOT also sent an electronic copy of the AAP 2012-2014 to RIDOT's EEO advisory committee members.

State Approval

The Rhode Island Department of Administration Equal Employment Opportunity Office approved RIDOT's annual Affirmative Action Plan submission for FY 2012.

Equal Employment Opportunity (EEO) Advisory Committees

RIDOT coordinated two separate, voluntary EEO Advisory Committees, one for managers and the other for rank and file members. The committees reflect the diversity of the Department and serve to obtain input and involvement from Department managers, supervisors, and employees, to advise the Affirmative Action Officer (AAO) of potential new program resources that are customized to meet the diverse EEO challenges of all sections, and to help identify problems within the Department as they related to disparate treatment and discrimination. A quarterly meeting schedule was implemented.

Recruiting and Outreach Program in Areas of Under-utilization

RIDOT developed a program to attract and hire more women and minorities in the Highway Maintenance Operator (HMO) I, and HMO II job classifications, where both groups are underutilized. The Department continues to develop and to implement recruitment and outreach in these areas.

Job Classifications Review

RIDOT began reviewing all job classifications with the goal to ensure that the job descriptions are up to date and accurately reflect work performed.

In 2013 RIDOT identified all classifications currently utilized, separated by Division, and identified the last date each job classification was updated.

RIDOT will continue work in this area by collaborating with its Human Resources Service Center (HRSC) to set up a schedule to revise and update job classifications. Once completed, the Department plans to present the updated job classifications for public hearing.

Internal Recruiting Network

In order to expand the department outreach efforts the EEO office started development of an internal referral network. EEO Advisory Committee members were tasked with mapping out the program.

RIDOT Intranet

The Department of Transportation achieved its goal to establish an intranet.

RIDOT Civil Rights Webpage

The Department completed and published a Civil Rights webpage that can be found at:

<http://www.dot.ri.gov/divisions/civilrights/index.asp>

Sexual Harassment & Diversity Trainings

Sexual Harassment and Diversity trainings for RIDOT employees have been ongoing since June 2012. Employees participated in trainings free of charge through United Health. In addition, RIDOT has begun implementing in-class training for RIDOT executives. Webinar trainings are under continued development. During FY 2013, RIDOT offered (through United Health) 10 Sexual Harassment classes with 348 employee participants, 7 Valuing Differences classes with 198 employee participants.

Management and Technical Training Program

RIDOT completed development of a management and technical training program in FY 2013. On October 28, 2012, the Department hired Ms. Kathleen Sisson as Director of Training for its new Office of Professional Development and Training (OPDT).

Through Ms. Sisson (and the help of two staff members hired in March 2013), the OPDT created "RIDOT University" with an aim to create a culture of continual learning and

improvement at RIDOT through comprehensive professional development opportunities and training in several formats including classroom-based instruction, online learning, Web-based seminars and tutorials. The vision of RIDOT University is to create an outstanding educational system that is fully integrated into RIDOT's culture, ensuring exceptional knowledge, diverse talent, and a workforce with a broad range of experience. Since its creation, OPDT has offered trainings in the areas of sexual harassment, diversity, ADA, enhancing personal performance, interpersonal communication skills, ethics of business leadership, general ethics, civil rights and contracts, and leadership for management.

Training Tracker Program

In 2013 RIDOT began research into and development of a program to enable Human Resources, the EEO Program, and Safety Offices to input into one location, trainings in which employees participate. The program will enable employees to track and manage trainings in which they participate, track their skills (i.e., a "skills bank"), and map their career to aid in upward mobility.

Equal Employment Opportunity Counseling Program

RIDOT made available an EEO Counseling Program and disseminated written EEO complaint procedures to its employees. The Department maintains an ongoing commitment to helping its employees understand their rights as they pertain to the RIDOT EEO Policy, and to apprise employees of future services that include career counseling. The Department received zero (0) EEO complaints during FY 2013.

Exit Interview Program

RIDOT developed a voluntary exit interview process. The goal is to use the confidential information collected to identify and eliminate any potential barriers to employee retention.

Reasonable Accommodation and Hiring Processes

By July 1, 2012, RIDOT developed and implemented monitoring measures for both the Reasonable Accommodation Process and the Hiring Process (at all phases: Application, Qualification, Interview, and Selection). The procedures implemented for both processes are described in the approved three-year Affirmative Action Plan 2012 – 2014 on pages 123-125, for which this update is prepared. These two monitoring measures add to the existing measures for trainings, career service awards, and applicant flow data.

Of the 8 reasonable accommodation requests received during FY 2013, all were resolved without further issues. In addition, the Affirmative Action Officer conducted Post Hire audits for 4 positions.

Positions Hired

The Department of Transportation was able to achieve a number of hiring objectives in fiscal year 2013. For example, RIDOT filled the position of Affirmative Action Officer (AAO) for its Internal EEO Program effective September 22, 2013, a position vacant since December 2012. The Department also hired a Senior EEO Officer to directly support the AAO in meeting EEO Program objectives.

Also noteworthy was the hiring of OPDT Director Ms. Kathleen Sisson, and two support staff members hired in March 2013. The 3 hires for the OPDT helped towards departmental goals to hire more females and minorities with the hire of these 2 White females, and 1 Black female. The Department is hopeful that these 3 women will inspire other female and minority staff to participate in training offered.

The Department also was successful in achieving hiring objectives in several job categories. In FY 2013, RIDOT exceeded its hiring goals in the Professionals job category with the hiring of three (3) white females (in addition to the hiring of several minorities and the promotion of 4 white females within that category). RIDOT was able to hire and/or promote employees in most of the other job categories (i.e., Officials/Administrators, Technicians, Para-Professionals, Skilled Craft, and Service Maintenance) with under-represented minorities and/or women comprising most of the overall new hires and promotions. And although there were no hiring goals in the Administrative Support job category, RIDOT filled needs by hiring 1 Hispanic female, 1 white female and promoting 2 other white females.

B. Ongoing Projects

In addition to the stated Program achievements listed above, the Department's Internal EEO Program continues to progress in the development of various projects, some of a collaborative nature.

Monitoring and Reporting Systems

The Department remains committed to meet its quarterly and annual reporting requirements to the FHWA, annual reporting requirements to the State Equal Opportunity Office (EEO), and triennial reporting requirements to the Federal Transit Authority (FTA). Additionally, monthly meetings with the Director and/or Deputy Director occur to discuss progress within the Internal EEO Program.

Educational Partnership with the University of Rhode Island

In line with the provisions set forth in the memorandum of agreement between the University of Rhode Island Transportation Center (URITC) and RIDOT, the partnership continues to support and promote research, education and outreach in transportation through its collaborative programs:

- Construction Career Days
- Engineering Career Day

- Summer Academies
 - Business Academy
 - Construction Academy
 - Engineering Academy
 - Green Design Academy
- Science and Math Investigative Learning Experiences Middle School Transportation Challenge (SMILE)
- Teacher Externship Program
- Building Futures’ “Women’s Construction Orientation Program”
- High School/Higher Education Bridge Initiatives
- Rhode Island Workforce Development Summit
- Ph.D. Diversity Project
- Local Technical Assistance Program (LTAP)
- National Summer Transportation Institute (STI)

Career Fairs

As part of its outreach efforts, the Internal EEO/Affirmative Action Officer will continue to attend College and other career fairs to inform attendees about the opportunities at RIDOT and to collect resumes to be included in our Resume Bank. For example, during FY 2013, the former AAO attended an “Employment Fair for Multi-Cultural Workers” offered jointly through the Rhode Island Department of Labor and Training Business Workforce Center and the Workforce Solutions of Providence/Cranston (Workforce Investment Board).

V. PROBLEM AREA ANALYSIS AND WORK PLAN

The primary barrier to goal achievement during FY 2013 was the vacancy in the Internal EEO/Affirmative Action Officer position between December 2012 and September 22, 2013; at least the last two quarters of the fiscal year. To the extent that RIDOT goals were not achieved or were partially achieved, this is a significant factor. Still, as indicated in the previous section, the Department was able to achieve a number of program goals and lay the groundwork for future initiatives.

In this section, the Department identifies challenges in need of ongoing development and proposes actions to address the challenges during FY 2014 and FY 2015. The following table reflects the challenges along with proposed remedial actions.

PROBLEM AREA

1. PUBLICATION OF THE AFFIRMATIVE ACTION PLAN (AAP) INTERNALLY AND EXTERNALLY

23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 2 a (1-7)
FHWA Guidelines (Desk Ref. p. 4-A-4)

ANALYSIS

a. Internal Publication

- (i) RIDOT publishes the AAP (and the EEO Policy contained therein) to a number of places including to its website, to the Director's Office, to the Human Resources Services Center (HRSC), and to agency divisions. However, managers and supervisors are not met with individually on a routine basis to inform them of the contents of the AAP and EEO Policy, and to discuss their roles and responsibilities under the AAP.
- (ii) Although RIDOT posts copies of Federal and State Equal Employment Opportunity (EEO) posters in various locations, the main building recently has undergone renovations resulting in some bulletin boards and other items being removed or moved. In addition, regularly scheduled visual inspections should be done to ensure that EEO materials are updated and posted in conspicuous locations.
- (iii) Although RIDOT publishes the AAP to its website annually, RIDOT also should publish the AAP to the employee section of the site or to the monthly newsletter, *MyDOT Monthly*.
- (iv) Although RIDOT publishes its AAP and EEO Policy externally and internally, RIDOT also should offer agency-wide training to inform employees about the contents and importance of both.
- (v) Currently, RIDOT's AAP is drafted by its AAO under supervision, and with data received by the Sr. EEO Officer and HRSC, but without routine input from other stakeholders (e.g., managers, supervisors, etc.).

b. External Publication

- (i) RIDOT submits an AAP annually to the Federal Highway Administration (FHWA) for approval, and a state-required version to the State Equal Employment Opportunity Office. However, RIDOT does not yet, as a routine matter, distribute the AAP to minority groups and females' organizations, community action groups, other appropriate State agencies, professional organizations, etc.

Goal(s):

To systematically and widely publicize the AAP internally and externally in ways that highlight RIDOT's efforts to meet its EEO and Affirmative Action requirements and that

1. a. (iv)	Coordinate with appropriate agency personnel (e.g., Legal Counsel, HRSC, OPDT) to develop training curriculum designed to educate employees on the contents and importance of the EEO Policy and AAP.	AAO Sr. EEO Officer	Annually (Once AAP is approved by FHWA)
1. a. (v)	Establish a system to identify and invite employee representatives to join the rank and file EEO Advisory Committee to assist in developing and implementing the AAP. Re-activate the EEO Advisory Committees and re-establish quarterly meetings. Solicit input from managers and supervisors who are not advisory committee members.	AAO Sr. EEO Officer	FY 2015 (1 st Quarter) Annually
1. b. (i)	Distribute the AAP to relevant minority groups and females' organizations, community action groups, appropriate state agencies (e.g., State EEO and Diversity Office), professional organizations, etc.	AAO Sr. EEO Officer	Annually (Once AAP is Approved by FHWA)

PROBLEM AREA
<p>2. SPECIFIC PROGRAMS TO ELIMINATE DISCRIMINATORY BARRIERS AND ACHIEVE GOALS</p> <p style="text-align: center;">23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 3, a, (1-6) FHWA Guidelines (Desk Ref. p. 4-A-5)</p>
ANALYSIS
<p>a. <u>Job Structuring and Upward Mobility</u></p> <p>(i) RIDOT needs to continue the process to review all job classifications to identify and correct any inaccurate position descriptions and to ensure that positions are allocated to the appropriate classifications. In addition, the AAO should have a</p>

- significant role in the process to ensure EEO compliance.
- (ii) The AAO should review position qualifications prior to the publication of job postings to ensure that all stated qualifications are job-related.
 - (iii) The AAO should coordinate with relevant personnel to develop a plan to restructure jobs, as needed, and to establish entry level and trainee positions to facilitate progression within occupational areas, considering agency needs and the skills, experience and career goals of all employees.
 - (iv) RIDOT needs to implement a Career Counseling Program.
 - (v) RIDOT should include in any career development program developed a way to identify and guide employees in lower grades who are underutilized or who demonstrate potential for advancement.
 - (vi) RIDOT needs to implement an Upward Mobility Program designed for employees to discover and pursue career opportunities within each work unit and within the total organization structure. Such a program should be widely publicized both internally and externally.

Goal(s):

To develop all employees and provide career advancement opportunities with affirmative efforts to eliminate discriminatory barriers and to enhance the employment status of underrepresented and/or adversely impacted females and minorities.

WORK PLAN

	<u>Action Item(s)</u>	<u>Responsibility</u>	<u>Target Date</u>
2. a.(i)	Establish periodic classification plan reviews. Coordinate with relevant personnel (e.g., HRSC, RIDOA, managers and supervisors, etc.) to ensure that the AAO is a significant participant in the work flow process.	AAO Sr. EEO Officer HRSC	FY 2015
2. a.(ii)	Develop a plan to ensure that all qualification requirements are closely job-related, with significant input by the AAO prior to the publication of a job posting.	AAO Sr. EEO Officer HRSC	FY 2015
2. a.(iii)	Coordinate with relevant personnel to develop a plan to restructure jobs, as needed, and to	AAO Sr. EEO Officer	FY 2015

	establish entry level and trainee positions to facilitate progression within occupational areas.	HRSC Managers and Supervisors	
2. a.(iv)	Coordinate with relevant personnel to develop a Career Counseling Program	AAO Sr. EEO Officer HRSC Managers and Supervisors	FY 2015
2. a.(v)	Coordinate with relevant personnel to create career development plans for lower grade employees who are underutilized or who demonstrate potential for advancement.	AAO Sr. EEO Officer Managers and Supervisors	FY 2015
2. a.(vi)	Coordinate with relevant personnel to develop upward mobility programs and career opportunities within each work unit and within the total organization structure. Widely publicize the program(s) internally and externally.	AAO	FY 2015

PROBLEM AREA
<p>3. RECRUITMENT AND PLACEMENT</p> <p style="text-align: center;">23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 3, b, (1-7) FHWA Guidelines (Desk Ref. p. 4-A-5)</p>
ANALYSIS
<p>a. <u>Recruitment and Placement</u></p> <p>(i) Currently, active recruitment efforts are not coordinated between the Internal EEO Program and other relevant agency personnel including the HRSC, and hiring managers and supervisors.</p> <p>(ii) Although RIDOT has an established relationship with the University of Rhode Island Transportation Center (URITC) and other sources designed to inspired students to investigate and pursue careers in transportation, RIDOT needs to</p>

- implement a plan to routinely coordinate with community organizations that represent females and minorities, professional societies, and other sources of candidates for technical, professional, and management level positions.
- (iii) Although RIDOT distributes recruitment literature at university and community job fairs, it needs to distribute such materials on a routine basis, and have coordination between the Internal EEO Program and relevant agency personnel to design materials that are relevant to all employees, and to underrepresented females and minorities, in particular.
 - (iv) Although the Internal EEO Program has an auditing system to review and monitor recruitment and placement procedures to ensure that no discriminatory practices exist, the AAO does not yet have a significant and routine role in the workflow process to review and monitor procedures prior to any plans to eliminate, change, or update existing procedures, or the creation of new procedures.
 - (v) The AAO should have a significant role in the review and validation of written tests and other selection devices.
 - (vi) The AAO should have a significant role in the work flow of applicants through the recruitment and selection process to allow the AAO to perform an analytical review of reasons for rejections prior to the finalization of any selection decision to ensure EEO compliance.
 - (vii) The AAO should have an opportunity to monitor any proposed placement of employees (e.g., internal transfers) to allow the AAO to ensure the assignments of work and work place are made without a discriminatory basis.

Goal(s):

To develop workflow plans that include the AAO’s full and routine participation in all recruitment and placement processes to prevent and eliminate potentially discriminatory practices and/or impact.

To develop plans and establish relationships with external recruitment sources where information and referrals are shared on a routine basis, including before and after jobs are posted.

To create and widely and routinely distribute marketing materials that reflect a culture of inclusion for everyone and that inspire females and minorities in underrepresented and/or adversely impacted groups to consider and pursue employment with RIDOT.

WORK PLAN

	<u>Action Item</u>	<u>Responsibility</u>	<u>Target Date</u>
3. a. (i)	Develop a coordinated active recruitment plan with other relevant agency personnel.	AAO Sr. EEO Officer HRSC	FY 2015 (1 st Quarter)

		Managers and Supervisors	
3. a. (ii)	Identify external recruitment sources and implement a plan to inform them of anticipated job postings, actual job postings, agency hiring goals and needs, the EEO Policy and AAP, and solicit referrals and resumes of qualified (and/or able to be qualified) females and minorities (particularly those in underrepresented job categories).	AAO Sr. EEO Officer Managers and Supervisors	FY 2014
3. a. (iii)	Coordinate marketing efforts with relevant agency personnel to ensure that all marketing materials (web-based and written) reflect an inclusive culture and present a balanced reflection of females and minorities (particularly those in underrepresented job categories).	AAO Sr. EEO Officer	Annually (As Hiring Goals Change) Ongoing (As Marketing Materials are Updated/Replenished)
3. a. (iv) a. (v) a. (vi) a. (vii)	Coordinate with relevant agency personnel (e.g., Legal Counsel, HRSC, Managers and Supervisors) to implement a work flow plan that provides significant involvement of the AAO in all recruitment and placement procedures and actions.	AAO	FY 2015 (1 st Quarter)

PROBLEM AREA
4. PROMOTIONS

ANALYSIS

a. Promotions

- (i) Where not inconsistent with State rules, regulations, and procedures, RIDOT should implement an agency-wide merit promotion program including a plan for the AAO to provide: operation monitoring, a review of promotion actions, establishing a skills bank, evaluating promotion criteria and their use by selecting officials (with written justification provided for those passed over), wide and conspicuous posting of job vacancies (for which employees are encouraged to apply if they feel they are qualified), and publicizing breakthrough promotions.
- (ii) The promotion process initiated by job classification reallocation requests (i.e., “desk audits”) should be tracked by total number of requests made, total number of requests to audit granted, total number of reallocations resulting, and by division/section/unit, EEO-4 job category, gender, and race/ethnicity so that a 4/5th Analysis for potential adverse impact is possible.

Goal:

To develop and implement an agency-wide merit promotion program for which all employees have equal opportunity to achieve, that is free from discriminatory practices or impact, and that provides an opportunity to match employee skills with available job advancement and agency needs.

Develop a monitoring and evaluation system to track job classification reallocation requests.

WORK PLAN

	<u>Action Item</u>	<u>Responsibility</u>	<u>Target Date</u>
4. a. (i)	Coordinate with relevant agency personnel (e.g., Legal Counsel, HRSC) to develop an agency-wide merit promotion program that is not inconsistent with State rules, regulations and procedures.	AAO	FY 2015 (2 nd Quarter)
4. a. (i)	Once established, coordinate with relevant agency personnel (e.g., HRSC, Officials, Managers and Supervisors) to implement the program,	AAO Sr. EEO Officer	FY 2015 (3 rd Quarter)

	including advertisement, a nomination process, and monitoring and evaluation systems.		
4. a. (i)	Analyze selection rates by EEO-4 job category, gender, race/ethnicity, and by divisions and work units to identify potential adverse impact using a 4/5 th Analysis, and to discuss goals with managers and supervisors.	AAO Sr. EEO Officer Managers and Supervisors	Quarterly
4. a. (ii)	Revise job classification reallocation requests for promotion (i.e., “desk audits”) to include tracking by total number of requests submitted to HRSC, analyzed by division, EEO-4 job category, gender and race/ethnicity, to make possible an adverse impact analysis, and incorporate a monitoring and evaluation process.	AAO Sr. EEO Officer HRSC	FY 2015

PROBLEM AREA	
<p>5. TRAINING</p> <p style="text-align: center;">23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 3, d, (1-4) FHWA Guidelines (Desk Ref. p. 4-A-7)</p>	
ANALYSIS	
<p>a. <u>Additional Targeted Training</u></p> <p>(i) Although RIDOT offers Diversity and Sexual Harassment training to all employees, there are other types of training specific to EEO and Affirmative Action it could offer and implement based upon employment phase (e.g., orientation for the newly hired), including training that is specific to agency personnel with clearly delineated roles and responsibilities under RIDOT’s AAP (e.g., hiring managers and supervisors).</p>	
Goal:	

A comprehensive training program designed to create a more diverse and harmonious workforce, that is free from discriminatory barriers and impact, that is agency-specific, that is implemented in phases relevant to the phase of employment and specific roles and responsibilities, and that is designed to provide opportunities for employees to advance in relation to the present and projected manpower needs of the agency and the employees' career goals.

WORK PLAN

	<u>Action Item</u>	<u>Responsibility</u>	<u>Target Date</u>
5. a. (i)	<p>Coordinate with relevant agency personnel (e.g., Legal Counsel, OPDT, managers and supervisors) to develop curriculum and an ongoing schedule of training for external new hires, current employees, and for employees with identified roles and responsibilities for Internal EEO and Affirmative Action implementation.</p> <p>Expected agency-wide training curriculum to include:</p> <ul style="list-style-type: none"> (a) Sexual Harassment Training (agency-specific) (b) Diversity Training (agency-specific) (c) Harassment Training (d) EEO laws, regulations, and Policy (e) RIDOT's Affirmative Action Plan (AAP) <p>In addition, anticipated training for managers and supervisors to include:</p> <ul style="list-style-type: none"> (a) Using Performance 	AAO	<p><u>Identify Training:</u> FY 2015 (1st Quarter)</p> <p><u>Implement:</u> Annually Periodic New Hire Orientation(s)</p>

	<p>Measures (tool to be developed) to track progress in meeting goals and identifying problem areas</p> <ul style="list-style-type: none"> (b) Interviewing and Selection Techniques (c) Career Counseling (d) Ensuring Barrier-Free Display of EEO Policy and posters (i.e., ADA compliance) (e) Reasonable Accommodation laws, process (f) RIDOT's AAP (g) EEO Complaint Process 		
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PROBLEM AREA
<p>6. LAYOFFS, RECALLS, DISCHARGES, DEMOTIONS, AND DISCIPLINARY ACTIONS</p> <p style="text-align: center;">23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 3, e, (1-2) FHWA Guidelines (Desk Ref. p. 4-A-7)</p>
ANALYSIS
<p>a. <u>Layoffs, recalls, discharges, demotions, and disciplinary actions</u></p> <ul style="list-style-type: none"> (i) The AAO should be a significant part of the process involving layoffs, recalls, discharges, demotions, and disciplinary actions before they become final. (ii) Although RIDOT has an Exit Interview Process, the AAO is not part of the workflow process and there lacks a formal process for the AAO to conduct exit interviews at the agency level.
<p>Goal:</p> <p>To implement a formal exit interview process that includes significant participation, monitoring and evaluation by the AAO routinely at the agency level and as part of the</p>

discharge process for each employee discharged (whether voluntarily or involuntarily).			
WORK PLAN			
	<u>Action Item</u>	<u>Assignment of Responsibility</u>	<u>Target Date</u>
6. a. (i)	Coordinate with relevant agency personnel to develop a workflow that includes significant AAO involvement in decisions before they are finalized.	AAO	FY 2015 1 st Quarter
6. a. (i)	Include in the 4/5 th Analysis data that includes tracking decision made by divisions.	AAO Sr. EEO Officer	FY 2014
6. a. (ii)	Coordinate with HRSC and the State Equal Opportunity Office (the ultimate recipient of any completed exit interview forms submitted by discharged employees voluntarily) to develop a work flow process that includes full and regular participation and monitoring by the AAO.	AAO	FY 2014
6. a. (ii)	Monitor and evaluate exit interview forms to identify potential EEO and other issues.	AAO Sr. EEO Officer	Quarterly As Individual Employees Are Discharged

PROBLEM AREA
<p>7. OTHER PERSONNEL ACTIONS</p> <p style="text-align: center;">23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 3, f, (1-6) FHWA Guidelines (Desk Ref. 4-A-7)</p>

ANALYSIS			
<p>a. EEO Counseling Program</p> <p>(i) RIDOT needs a formal EEO Counseling Program to provide guidance to employees, to address EEO-related questions and concerns, to explain rights and responsibilities, and grievance and EEO complaint procedures, and that includes a documented workflow to address EEO-related questions and concerns that do <i>not</i> result in an official EEO “complaint”; and with a monitoring and evaluation process.</p>			
<p>Goal:</p> <p>To educate and guide individual employees seeking EEO-related counseling to enable them to make sound personal decisions based upon objective information, to identify and address potential areas of concern not otherwise made apparent, and to identify non-EEO-related issues that can be addressed in other ways (e.g., by HRSC, with training, succession/upward mobility planning, etc.).</p>			
WORK PLAN			
	<u>Action Item</u>	<u>Responsibility</u>	<u>Target Date</u>
7. a. (i)	<p>Coordinate with relevant agency personnel (e.g., HRSC, Legal Counsel) to develop and implement an EEO Counseling Program.</p> <p>Develop a monitoring and evaluation process that includes the tracking of complaints by divisions.</p>	AAO	FY 2015 (3 rd Quarter)

PROBLEM AREA			
<p>8. PROGRAM EVALUATION</p> <p>23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 4 (1-6) FHWA Guidelines (Desk Ref. p. 4-A-8)</p>			
ANALYSIS			
<p>a. <u>Program Evaluation</u></p> <p>(i) RIDOT needs to incorporate into its internal reporting system a formal process to audit, monitor and evaluate the efforts and progress of managers and supervisors</p>			

<p>towards meeting Internal EEO Program objectives and fulfilling individual roles and responsibilities under the AAP.</p> <p>(ii) RIDOT should incorporate data collected and reported by divisions and units into its underutilization and adverse impact analyses.</p>			
<p>Goal(s):</p> <p>To assist managers and supervisors to perform their roles and to meet their responsibilities under the AAP.</p> <p>To monitor, evaluate, and revise goals, efforts, and progress within each agency division and unit by EEO-4 job category, by gender, and by race/ethnicity.</p>			
<p>WORK PLAN</p>			
	<p><u>Action Item</u></p>	<p><u>Assignment of Responsibility</u></p>	<p><u>Target Date</u></p>
8. a. (i)	<p>Develop performance measures tools for managers and supervisors.</p>	<p>AAO HRSC Managers and Supervisors</p>	<p>FY 2014</p>
8. a. (ii)	<p>Coordinate with relevant personnel to evaluate existing databases and methods of data collection and retrieval, and seek ways to revise, as needed.</p>	<p>AAO Sr. EEO Officer</p>	<p>FY 2015</p>
8. a. (ii)	<p>Perform all 4/5th analyses for potential adverse impact by divisions and generate divisional reports more frequently.</p>	<p>AAO Sr. EEO Officer Managers and Supervisors</p>	<p>FY 2014 Quarterly</p>
8. a. (ii)	<p>Meet with hiring managers and supervisors via a “collaborative audit” process (to be developed) to assist and monitor progress and accomplishments, and to identify reasons why any goals were not met (i.e., Plan, Do, Check, Adjust).</p>	<p>AAO HRSC Managers and Supervisors</p>	<p>FY 2014 Quarterly</p>
8.	<p>Coordinate with FHWA to obtain training on</p>	<p>AAO</p>	<p>FY 2014</p>

a. (ii)	Workforce Utilization Analysis by divisions for Internal EEO Program personnel.	Sr. EEO Officer	
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PROBLEM AREA															
<p>9. WORKFORCE COMPOSITION – UNDERUTILIZATION</p> <p style="text-align: center;">23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 4, (1-6) and III, B FHWA Guidelines (Desk Ref. pp. 4-A-8, -9)</p>															
ANALYSIS															
<p>a. An analysis of state FY 2013 data indicated underutilization of women and minorities in six (6) out of seven (7) EEO-4 job categories:</p> <table border="1" data-bbox="332 898 1279 1535"> <tr> <td data-bbox="332 898 690 1066">White Females</td> <td data-bbox="690 898 1279 1066">Officials/Managers/Administrators (8), Professionals (25), Technicians (25), Para-Professionals (16), Service Maintenance (10)</td> </tr> <tr> <td data-bbox="332 1066 690 1157">Black Females</td> <td data-bbox="690 1066 1279 1157">Technicians (2), Para-Professionals (1), Service Maintenance (1)</td> </tr> <tr> <td data-bbox="332 1157 690 1247">Hispanic Males</td> <td data-bbox="690 1157 1279 1247">Professionals (1), Technicians (1), Skilled Craft (1), Service Maintenance (3)</td> </tr> <tr> <td data-bbox="332 1247 690 1337">Hispanic Females</td> <td data-bbox="690 1247 1279 1337">Technicians (2), Para-Professionals (2), Skilled Craft (1), Service Maintenance (2)</td> </tr> <tr> <td data-bbox="332 1337 690 1392">Asian Males</td> <td data-bbox="690 1337 1279 1392">Skilled Craft (1)</td> </tr> <tr> <td data-bbox="332 1392 690 1446">Asian Females</td> <td data-bbox="690 1392 1279 1446">Professionals (2), Technicians (1)</td> </tr> <tr> <td data-bbox="332 1446 690 1535">American Indian/Alaskan Native Females</td> <td data-bbox="690 1446 1279 1535">Technicians (1)</td> </tr> </table>		White Females	Officials/Managers/Administrators (8), Professionals (25), Technicians (25), Para-Professionals (16), Service Maintenance (10)	Black Females	Technicians (2), Para-Professionals (1), Service Maintenance (1)	Hispanic Males	Professionals (1), Technicians (1), Skilled Craft (1), Service Maintenance (3)	Hispanic Females	Technicians (2), Para-Professionals (2), Skilled Craft (1), Service Maintenance (2)	Asian Males	Skilled Craft (1)	Asian Females	Professionals (2), Technicians (1)	American Indian/Alaskan Native Females	Technicians (1)
White Females	Officials/Managers/Administrators (8), Professionals (25), Technicians (25), Para-Professionals (16), Service Maintenance (10)														
Black Females	Technicians (2), Para-Professionals (1), Service Maintenance (1)														
Hispanic Males	Professionals (1), Technicians (1), Skilled Craft (1), Service Maintenance (3)														
Hispanic Females	Technicians (2), Para-Professionals (2), Skilled Craft (1), Service Maintenance (2)														
Asian Males	Skilled Craft (1)														
Asian Females	Professionals (2), Technicians (1)														
American Indian/Alaskan Native Females	Technicians (1)														
<p>Goal(s):</p> <p>Eliminate underutilization and achieve parity with the CLM in each job category: As vacancies occur in each job category, hire and/or promote applicant members of the underutilized groups based upon the Annual Placement Rate (APR) and Annual Placement Goal(s) (APG).</p>															
WORK PLAN															

	<u>Action Item</u>	<u>Responsibility</u>	<u>Target Date</u>
9. a.	Coordinate with relevant agency personnel to review and revise the hiring process to include Internal EEO Program oversight throughout the hiring and promotion processes, from the anticipation of a job posting through the final hiring or promotion decision.	AAO HRSC Hiring Managers and Supervisors	FY 2015 (1 st Quarter)
9. a.	Research, identify, and develop ways to address external barriers that affect employment of females and minorities, and to monitor and evaluate progress.	AAO Sr. EEO Officer Hiring Managers and Supervisors	Ongoing
9. a.	Identify relevant recruitment sources for referrals of qualified applicants.	AAO Sr. EEO Officer	Quarterly
9. a.	Develop relationships with relevant recruitment sources (particularly those representing groups underutilized at RIDOT) and develop a process where RIDOT provides information about anticipated job postings, and the sources provide qualified referral candidates (e.g., resumes).	AAO Sr. EEO Officer	Ongoing
9. a.	Develop a tracking system to track resumes received, and any candidates hired.	AAO Sr. EEO Officer	FY 2014
9. a.	Notify relevant recruitment sources of anticipated vacancies to obtain referrals of qualified applicants.	AAO Sr. EEO Officer Hiring Managers	As jobs are anticipated and/or when posted
9. a.	Determine an Annual Placement Rate (APR) and Annual Placement Goal	AAO Hiring Managers and	Annually

	(APG), agency-wide and by organizational divisions, gender, race/ethnicity, taking into consideration current U.S. Census data as one factor.	Supervisors HRSC	
9. a.	Notify HRSC and hiring managers and supervisors when job postings are in an underutilized category.	AAO Sr. EEO Officer	As jobs are anticipated and/or when posted
9. a.	Make reasonable efforts to employ individuals in underrepresented groups.	Hiring Managers HRSC	As vacancies arise
9. a.	Establish an Internal Recruiting Network (as described on page 102 of RIDOT's AAP 2012-2014), and develop a monitoring and evaluation and reporting process.	AAO Sr. EEO Officer	FY 2015 (4 th Quarter)
9. a.	Coordinate with relevant agency personnel to develop an Internal EEO Program/Civil Rights webpage (as described on page 102 of RIDOT's AAP 2012-2014)	AAO Sr. EEO Officer	FY 2015 (4 th Quarter)
9. a.	Coordinate with FHWA to obtain training on Workforce Utilization Analysis for Internal EEO Program personnel.	AAO Sr. EEO Officer	FY 2014

PROBLEM AREA
<p>10. EMPLOYMENT PRACTICES: ADVERSE IMPACT – 4/5TH ANALYSIS</p> <p>23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 4, (1-6)</p> <p>FHWA Guidelines (Desk Ref. pp. 4-A-8, -9)</p>
ANALYSIS

- (a) Specific, numerical goals and objectives for each division and unit should be included in the yearly AAP.
- (b) Employment practices related to External New Hires and Promotions indicated potential adverse impact against females and minorities in the following four (4) EEO-4 job categories:

White Females

New Hires: Officials/Managers/Administrators, Professionals, Skilled Craft

Promotions: Officials/Managers/Administrators, Professionals, Skilled Craft

Black Males

New Hires: Skilled Craft

Promotions: Technicians, Skilled Craft

Hispanic Males

New Hires: Skilled Craft

Promotions: Skilled Craft

Asian Males

New Hires: Skilled Craft

Promotions: Skilled Craft

Goal(s):

To have each division and unit be aware of and strive to attain specific, numerical goals and objectives within their control.

Improve hiring and promotion rates for the identified groups facing potential adverse impact to at least 4/5th the hiring and promotion rates of the most often selected group.

WORK PLAN

	<u>Action Item</u>	<u>Responsibility</u>	<u>Target Date</u>
10. a.	Coordinate with relevant agency personnel to develop specific, numerical goals and objectives for each division and unit, and monitor progress on a regular basis.	AAO	Annually (Once AAP is approved by FHWA)
10. b.	Implement the Work Plan detailed in the preceding Recruitment and Placement	AAO (and previously identified)	FY 2014/2015 (as previously)

	section (Section V. 3, above) and in the preceding Promotions section (Section V. 4, above).	agency personnel	detailed)
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PROBLEM AREA			
<p>11. EMPLOYMENT PRACTICES – 4/5TH ANALYSIS OF TRAINING PARTICIPATION RATES</p> <p>23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 4, (1-6)</p> <p>FHWA Guidelines (Desk Ref. pp. 4-A-8, -9)</p>			
ANALYSIS			
<p>a. Employment practices related to Training Participation rates indicated potential adverse impact against females and certain racial/ethnic groups (male and female) in the following six (6) EEO-4 job categories:</p>			
	Black Males	Officials/Managers/Administrators, Professionals, Technicians, Para-Professionals	
	Hispanic Males	Officials/Managers/Administrators, Professionals	
	White Females	Officials/Managers/Administrators, Professionals, Technicians, Para-Professionals, Administrative Support, Skilled Craft	
	Black Females	Officials/Managers/Administrators, Administrative Support	
<p>Goal(s):</p> <p>Have training participation rates for females and identified racial/ethnic groups within each EEO-4 job category at least 4/5th the training participation rates of the group that most often participates in training, as compared by gender and race/ethnicity.</p>			
WORK PLAN			
	<u>Action Item</u>	<u>Responsibility</u>	<u>Target Date</u>
11. a.	Collect and analyze training participation rates.	AAO Sr. EEO Officer Managers and Supervisors	Quarterly

11. a.	Include in the tracking of training participation rates a way to analyze the number of requests seeking permission to attend training compared to the number granted (by division, gender, and race/ethnicity).	AAO	FY 2014
11. a.	Coordinate with relevant agency personnel to identify potential barriers to training participation rates and develop a plan to improve rates of group(s) where potential adverse impact exists.	AAO Managers and Supervisors	Quarterly
11. a.	Gain direct access to Training Participation Database to be able to generate reports from within the Internal EEO Program	AAO	FY 2014
11. a.	Implement the Work Plan detailed in the preceding Training section (Section V. 5, above).	AAO	FY 2014/2015 (as previously detailed)

PROBLEM AREA	
12. EMPLOYMENT PRACTICES – 4/5 TH ANALYSIS OF TRANSFER SELECTIONS 23 C.F.R. § 230, Subpart C, Appendix A, Part II, C, 4, (1-6) FHWA Guidelines (Desk Ref. pp. 4-A-8, -9)	
ANALYSIS	
a. Employment practices related to Transfers indicated potential adverse impact against White Females in the following EEO-4 job category: White Females Skilled Craft	
Goal: Eliminate potential adverse impact in the Transfer selection rates of White in the Skilled Craft EEO-4 job category: Improve Transfer selection rates of White Females to at least	

4/5 th the Transfer selection rates of the group(s) selected most often for transfer.			
WORK PLAN			
	<u>Action Item</u>	<u>Responsibility</u>	<u>Target Date</u>
12. a.	Obtain information on voluntary Transfer requests and selections and analyze rates for potential adverse impact.	AAO Sr. EEO Officer HRSC Hiring Managers and Supervisors	Quarterly
12. a.	Develop a plan to eliminate potential adverse impact in the Transfer selection rates of White Females in Skilled Craft (and any other group identified through regular data analysis, monitoring and evaluation).	AAO Sr. EEO Officer Managers and Supervisors	Quarterly

VII. APPENDICES

APPENDIX A – ACRONYMS AND DEFINITIONS ACRONYMS

AA	Affirmative Action
AAP	Affirmative Action Plan
ARRA	American Recovery and Reinvestment Act
AASHTO	American Association of State and Highway Officials
ADA	Americans with Disabilities Act
AF/AM	Asian Female/Asian Male
AI/AN	American Indian/Alaskan Native
BF/BM	Black Female/Black Male
CLM	Civilian Labor Market
CFR	Code of Federal Regulations
EEO	Equal Employment Opportunity
EEOC	Equal Employment Opportunity Commission
FFY	Federal Fiscal Year
FHWA	Federal Highway Administration
FTA	Federal Transit Administration
FTE	Full Time Employee
FY	Fiscal Year
HF/HM	Hispanic Female/Hispanic Male
HRSC	Human Resources Service Center
NAF/NAM	Native American Female/ Native American Male
NHI	National Highway Institute
RIDEM	Rhode Island Department of Environmental Management
RIDLT	Rhode Island Department of Labor and Training
RIDOA	Rhode Island Department of Administration
RIDOT	Rhode Island Department of Transportation
SFY	State Fiscal Year
WF/WM	White Female/White Male

DEFINITIONS

Affirmative Action: Positive steps taken by an employer which contribute toward greater employment opportunities for minorities, females, the elderly, and the disabled. In federal employment, extra effort must be made to include qualified women, minorities, and employees over the age of 40, and the disabled at grade levels and in job categories where they are underrepresented.

Age Discrimination: A claim of discrimination based on age by an individual who is at least 40 years of age at the time of the alleged discriminatory act.

Aggrieved Person: A person who believes that he/she has been discriminated against in some way and makes his/her concerns known.

Civilian Labor Market (CLM): Data derived from the decennial census reflecting persons, 16 years of age or older who were employed or seeking employment, excluding those in the Armed Services. CLM data used in this report is based on the 2000 Census.

Complainant: An employee, a former employee, or an applicant for employment who files a formal complaint of discrimination based on his/her race, color, religion, sex, national origin, age (40), physical or mental disability and/or reprisal.

Discrimination: Any act or failure to act, impermissibly based in whole or in part on a person's race, color, religion, sex, national origin, age, physical or mental handicap, and/or reprisal, that adversely affects privileges, benefits, working conditions, results in disparate treatment, or had a disparate impact on employees or applicants.

Disparate Impact: Under EEO law, less favorable effect for one group than for another. Disparate impact results when rules applied to all employees have a different and more inhibiting effect on women and minority groups than on the majority. For example, nonessential educational requirements for certain jobs can have a disparate impact on minority groups looking for work, as they often been limited in their access to educational opportunities.

Disparate Treatment: Inconsistent application of rules and policies to one group of people over another. Discrimination may result when rules and policies are applied differently to members of protected classes. Disciplining Hispanic and Afro-American employees for tardiness, while ignoring tardiness among other employees, is an example of disparate treatment. Such inconsistent application of rules often leads to complaints.

EEO-4 Description of Job Categories:

Officials/Managers/Administrators: Occupations requiring administrative personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments of special phases of an agency's operation. (This category does not include sworn administrators.)

Professionals: An occupation requiring either a college degree or experience of such a kind provides a comparable background. (This category does not include sworn professionals.)

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 may be obtained through a junior college, technical institute, or through equivalent on the job training.

Protective Service Workers: All sworn and non-sworn occupations relating to the protection of people and property.

Office-Clerical/Administrative Support: Includes all clerical type work, regardless of the level of difficulty, where the duties are predominantly non-manual, although some manual work not directly involved with altering or transporting the products is included.

Skilled Craft: Manual workers who typically operate machine or processing equipment or perform other factory type duties of a skill level that can be mastered after an extensive period of training.

Service/Maintenance: Occupations in which workers perform duties, which result in or contribute to the comfort, convenience, or hygiene of the general public or which contribute to the upkeep and care of buildings, facilities, or grounds of public property.

EEO Counselor: An employee of the EEO Office, working under the direction of the EEO Manager, who makes informal inquiries and seeks resolution of informal complaints.

Equal Employment Opportunity: The goal of laws which make some types of discrimination in employment illegal. Equal employment opportunity will become a reality when each U.S. citizen has an equal chance to enjoy the benefits of employment. EEO is not a guarantee of employment for anyone. Under EEO law, only job related factors can be used to determine if an individual is qualified for a particular job.

Equal Employment Opportunity Commission (EEOC): The Federal agency with overall responsibility for federal sector complaints. The EEOC issues policy and regulations on the discrimination complaint system, holds hearings and makes findings and recommendations on discrimination complaints; and, makes final decisions on discrimination complaints that have been appealed. It also reviews, upon request, decisions of negotiated grievances and Merit Systems Protection Board (MSPB) appeals if they include issues of discrimination.

Ethnic Group: A group of people who share a common religion, color, or national origin. Irish-Americans, Mexican-Americans, German-Americans, Italian-Americans, Hindus, Muslims, and Jews are examples of ethnic groups. Some members of ethnic groups participate in the customs and practices of their groups, while others do not.

Discrimination based on these customs and practices may be illegal under EEO law. See Minority.

Female: It should be noted that women are not classified as a minority. However, they have experienced the same kind of systematic exclusion from the economy as the various minorities. Thus, they are considered as having "minority status" as far as the law is concerned.

Formal Complaint: A written complaint alleging that the complainant's rights protected by the Rhode Island Department of Transportation's Equal Employment Opportunity (EEO) Policy have been violated.

Informal Complaint: A matter of alleged discrimination which an aggrieved person brings to the attention of the EEO Office before a formal complaint is filed.

Minority: The smaller part of a group. A group within a country or state that differs in race, religion, or national origin from the dominant group. According to EEOC guidelines, minority is used to mean four particular groups who share a race, color or national origin. These groups are:

American Indian or Alaskan Native (AI/AN): A person having origins in any of the original peoples of North America, and who maintain their culture through a tribe or community.

Asian or Pacific Islander (A/PI): A person having origins in any of the original people of the Far East, Southeast Asia, India, or the Pacific Islands. These areas include, for example, China, India, Korea, the Philippine Islands, and Samoa.

Black (B): A person having origins in any of the black racial groups of Africa.

Hispanic (H): A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.

White (W): The many peoples with origins in Europe, North Africa, or the Middle East make up the dominant white population.

Numerical Goal: A target number of qualified women and minorities hired and advanced within a given period of time through an EEO Program/AAP. A numerical goal is not a quota, as it may not be reached within the time frame. It does not permit the hiring or advancement of unqualified employees. Numerical goals provide a standard which allows an activity to measure the effectiveness of its EEO Program/AAP. When numerical goals are reached, the percent of women and minority group members working at appropriate grade levels and classifications will be closer to their percentage in the labor market.

Protected Class: The groups protected from the employment discrimination by law. These groups include men and women on the basis of sex; any group which shares a

common race, religion, color, or national origin; people over 40; and people with physical or mental handicaps.

Reasonable Accommodation: Any change in the work environment, in the way things are customarily done, or in the application process that enables a person with a disability to enjoy equal employment opportunities. The three general categories of reasonable accommodation are changes to: (1) job application process to permit people with disabilities to be considered for jobs; (2) enable people with disabilities to perform the essential functions of a job; and (3) give people with disabilities equal access to the benefits and privileges of employment.

Religion: For the intention of this AAP/EEO plan, religion is defined as all aspects of religious observance and practice as well as beliefs.

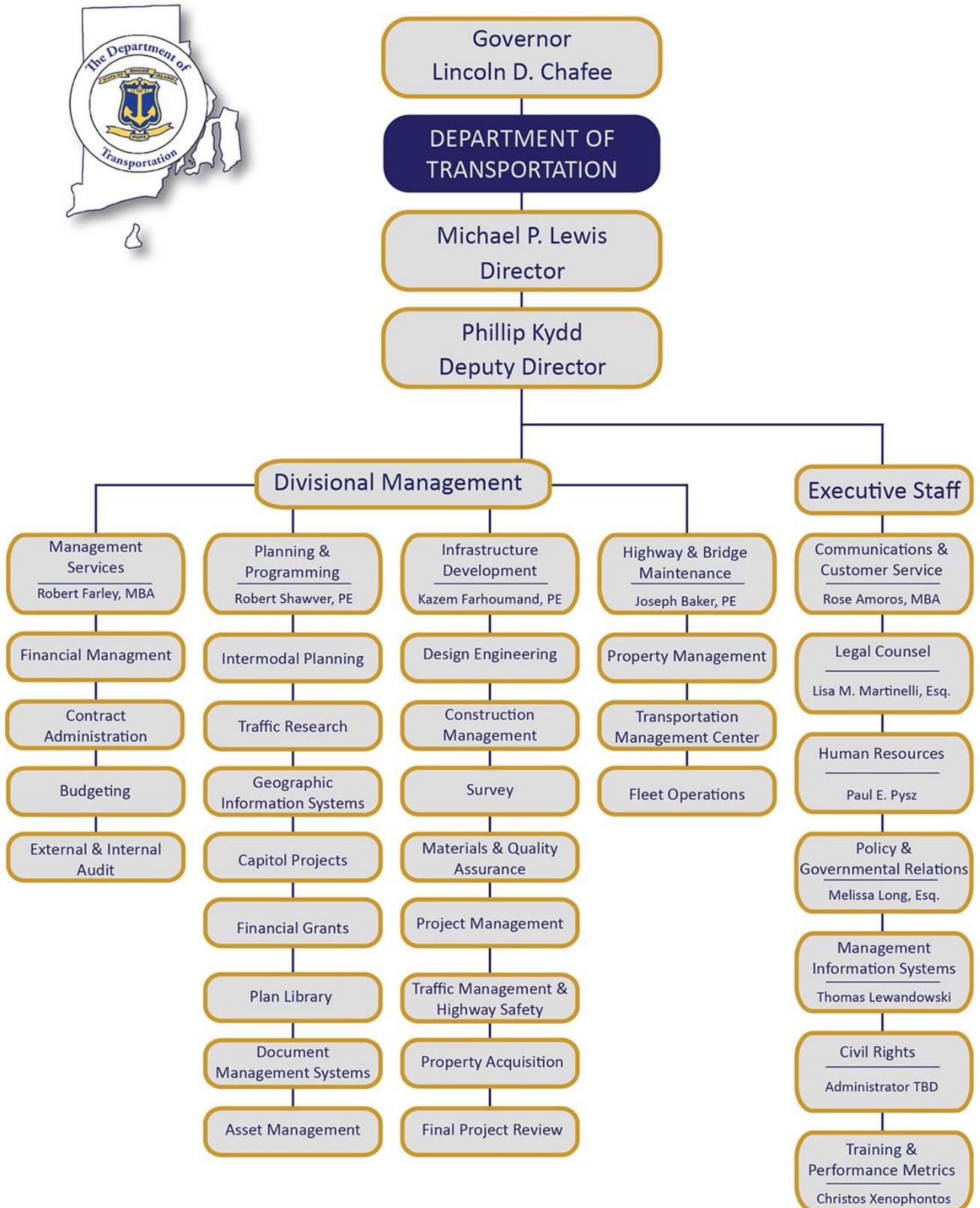
Report of Finding: The report of finding is prepared by the Chief, Program Development, after a formal discrimination complaint is filed, accepted for processing, and is investigated.

Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature based on one or more of the following conditions a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment b) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual c) Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Underrepresented: Inadequately represented in the work force of a particular activity. This term is used to describe the extent to which women and minorities are represented in particular grade levels and job categories. The percentage of women and minorities in the labor market is used as a standard to determine under representation. For example, suppose there are 100 GS-12's at an agency; three of them or 3% are black. However, the black labor market for GS-12 positions at that particular activity is 15%. In this case, blacks are under represented at the GS-12 level.

Underutilized: To use less than fully; below potential use. This term is often applied to categories of employees who are working at jobs that do not make use of their skills and abilities, although they may have been hired for those skills and abilities. When an employee is consistently assigned to "dead end" jobs, he or she may be under utilized because they are often seen as able to perform only limited tasks.

APPENDIX B – ORGANIZATIONAL CHART AND EEO POLICY





RIDOT POLICY

DATE: October 16, 2013

REFERENCE: Equal
Employment
Opportunity

Section I: Purpose

The Rhode Island Department of Transportation (the Department) values a work environment that is free from discrimination, including harassment and sexual harassment of any kind; thus the Department is committed to Equal Employment Opportunity (EEO) for all persons, regardless of race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, or national origin. In order to create a more effective and representative internal workforce, the Department encourages the hiring, training, and promotion of persons within protected classes to reflect more accurately the available workforce within Rhode Island. Successful implementation of the Department's EEO Program will benefit the agency through increased use and development of previously underutilized human resources.

Section II: Policy

It is the policy of the Department, functioning within the framework of federal and state laws, regulations, executive orders and guidance, to adhere to the principles of EEO for all persons, regardless of race, color, religion, sex, sexual orientation, gender identity or expression, disability, age, or national origin. The Department is committed to fair and equal treatment with respect to all employment practices, including the posting of job vacancies, recruiting, hiring, compensation, benefits, recognition (awards), lay-offs, transfers, promotions, demotions, work assignments, leaves, training, recall from lay-off, appointments, discipline and agency-sponsored programs. Moreover, the Department is committed to taking special affirmative action, including goals and timetables, to overcome the effects of past discrimination.

The Department's EEO Program is a critical goal-setting program with measurement and evaluation factors similar to other major agency programs. The intent of the EEO Program is to fulfill the Department's EEO and affirmative action commitments, and to achieve fair treatment and full utilization of all persons protected by law.

The Department implements the EEO Program by collecting and analyzing employment data, identifying problem areas, establishing goals and timetables, and developing programs to achieve EEO goals. Responsibility for implementation of the EEO Program is assigned to the Department's Affirmative Action Officer, Kelly M. Caesar, Esq., and shared by all management personnel in accordance with the tasks and responsibilities assigned under the EEO Program and the Department's Affirmative Action Plan. The Department will evaluate the performance of its managers and supervisors on the success

of the EEO Program; managers and supervisors are accountable for their action or inaction in the EEO Program.

Applicants and employees wishing to file a complaint alleging employment discrimination, including harassment and/or sexual harassment, may do so by contacting the Department's Affirmative Action Officer at 2 Capitol Hill, Providence, Rhode Island 02903; (401) 222-2481 x4405, fax (401) 222-2086. All complaints, inquiries, and investigations shall be handled with fairness and objectivity, and, to the greatest extent possible, in a confidential manner.

Retaliation in any form by any Department employee against any person who complains about discrimination, or who assists in the investigation of such complaints, is prohibited.

As Director, I am personally committed to and support the effective implementation of the Department's EEO Policy and Program. I expect all personnel to carry out the affirmative actions necessary for the success of the Department's EEO Program.

A handwritten signature in black ink, appearing to read 'M. P. Lewis', written over a horizontal line.

Michael P. Lewis
Director

APPENDIX C – FY2013 EEO DATA

(Starts On Following Page)

Applicant Flow Data

	TOTAL APPLICANTS	MALE						Female					
		WHITE (NHO)	BLACK (NHO)	HISPANIC	ASIAN PACIFIC ISLANDER	AMER. INDIAN/ALASKAN NATIVE	**DISABLED	WHITE (NHO)	BLACK (NHO)	HISPANIC	ASIAN PACIFIC ISLANDER	AMER. INDIAN/ALASKAN NATIVE	**DISABLED
APPLICANTS													
OFFICIALS/ADMINISTRATORS	30	11	1	1	0	0	12	4	1	0	0		
PROFESSIONALS	80	33	0	1	0	0	25	5	14	1	1		
FACULTY	0												
TECHNICIANS	6	4	2	0	0	0	0	0	0	0	0		
PROTECTIVE SERVICES	0												
PARA-PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0		
ADMINISTRATIVE SUPPORT	8	5	0	0	0	0	3	0	0	0	0		
SKILLED CRAFT	57	39	3	10	2	0	3	0	0	0	0		
SERVICE/MAINTENANCE	9	8	0	1	0	0	0	0	0	0	0		
TOTAL	190	100	6	13	2	0	43	9	15	1	1		
HIRES													
OFFICIALS/ADMINISTRATORS	2	0	0	0	0	0	1	0	1	0	0		
PROFESSIONALS	8	1	0	0	0	0	3	2	2	0	0		
FACULTY	0												
TECHNICIANS	1	0	1	0	0	0	0	0	0	0	0		
PROTECTIVE SERVICES	0												
PARA-PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0		
ADMINISTRATIVE SUPPORT	1	0	0	0	0	0	1	0	0	0	0		
SKILLED CRAFT	4	4	0	0	0	0	0	0	0	0	0		
SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	16	5	1	0	0	0	5	2	3	0	0		
PROMOTIONS													
OFFICIALS/ADMINISTRATORS	7	3	1	1	0	0	1	1	0	0	0		
PROFESSIONALS	13	7	0	1	0	0	4	0	1	0	0		
FACULTY	0												
TECHNICIANS	4	3	1	0	0	0	0	0	0	0	0		
PROTECTIVE SERVICES	0												
PARA-PROFESSIONALS	2	1	0	0	0	0	1	0	0	0	0		
ADMINISTRATIVE SUPPORT	2	0	0	0	0	0	2	0	0	0	0		
SKILLED CRAFT	5	5	0	0	0	0	0	0	0	0	0		
SERVICE/MAINTENANCE	1	1	0	0	0	0	0	0	0	0	0		
TOTAL	34	20	2	2	0	0	8	1	1	0	0		
TERMINATIONS													
OFFICIALS/ADMINISTRATORS	3	1	0	0	0	0	2	0	0	0	0		
PROFESSIONALS	3	2	0	0	0	0	0	0	0	1	0		
FACULTY	0												
TECHNICIANS	5	4	0	0	0	0	1	0	0	0	0		
PROTECTIVE SERVICES	0												
PARA-PROFESSIONALS	2	2	0	0	0	0	0	0	0	0	0		
ADMINISTRATIVE SUPPORT	1	0	0	0	0	0	1	0	0	0	0		
SKILLED CRAFT	5	4	0	1	0	0	0	0	0	0	0		
SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0		
TOTAL	19	13	0	1	0	0	4	0	0	1	0		

NB** Disabled in appropriate job categories are not included.

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2012 - 06/30/2013

RIDOT

JOB GROUP:

Officials/Managers/Administrators	Raw Statistics										Weighted Factor										
	Male					Female					VALUE WEIGHT	Male					Female				
	B	H	A	AI	W	B	H	A	AI	B		H	A	AI	W	B	H	A	AI		
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	1.9%	1.7%	0.9%	0.3%	38.5%	2.0%	1.6%	1.2%	0.5%	50%	1.0%	0.9%	0.5%	0.2%	19.3%	1.0%	0.8%	0.6%	0.3%		
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency "	3.00%	5.00%	3.00%	0.00%	#####	5.08%	0.00%	0.00%	0.00%	50%	1.5%	2.5%	1.5%	0.0%	6.0%	2.5%	0.0%	0.0%	0.0%		
										100%											
											2.5%	3.4%	2.0%	0.2%	25.3%	3.5%	0.8%	0.6%	0.3%		

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2012 - 06/30/2013

RIDOT

JOB GROUP:

Professionals	Raw Statistics										Weighted Factor										
	Male					Female					VALUE WEIGHT	Male					Female				
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	
FACTOR TO CONSIDER																					
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	1.9%	1.4%	2.2%	0.2%	51.3%	2.2%	2.0%	1.6%	0.2%		50%	1.0%	0.7%	1.1%	0.1%	25.7%	1.1%	1.0%	0.8%	0.1%	
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency"	6.0%	1.0%	2.0%	0.0%	27.0%	2.4%	3.0%	0.0%	0.0%		50%	3.0%	0.5%	1.0%	0.0%	13.5%	1.2%	1.5%	0.0%	0.0%	
											100%										
												4.0%	1.2%	2.1%	0.1%	39.2%	2.3%	2.5%	0.8%	0.1%	

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2012 - 06/30/2013

RIDOT

JOB GROUP:

Technicians	Raw Statistics										Weighted Factor										
	Male					Female					VALUE WEIGHT	Male					Female				
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	1.8%	1.9%	1.5%	0.0%	48.3%	3.0%	2.2%	2.1%	1.1%		50%	0.9%	1.0%	0.8%	0.0%	24.2%	1.5%	1.1%	1.1%	0.6%	
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency "	11.0%	1.0%	1.0%	1.0%	12.0%	0.0%	0.0%	1.0%	0.0%		50%	5.5%	0.5%	0.5%	0.5%	6.0%	0.0%	0.0%	0.5%	0.0%	
											100%										
												6.4%	1.5%	1.3%	0.5%	30.2%	1.5%	1.1%	1.6%	0.6%	

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2012 - 06/30/2013

RIDOT

JOB GROUP:

Para Professionals	Raw Statistics										Weighted Factor															
	Male					Female					VALUE WEIGHT	Male					Female									
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	W					
FACTOR TO CONSIDER																										
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	1.9%	1.7%	1.9%	0.2%	49.9%	2.6%	2.1%	1.9%	0.7%		50%	1.0%	0.9%	1.0%	0.1%	25.0%	1.3%	1.1%	1.0%	0.4%						
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency "	15.0%	3.0%	3.0%	0.0%	19.0%	1.0%	1.0%	0.0%	0.0%		50%	7.5%	1.5%	1.5%	0.0%	9.5%	0.5%	0.5%	0.0%	0.0%						
											100%															
												8.5%	2.4%	2.5%	0.1%	34.5%	1.8%	1.6%	1.0%	0.4%						

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2012 - 06/30/2013

RIDOT

JOB GROUP:

Administrative Support	Raw Statistics										Weighted Factor										
	Male					Female					VALUE WEIGHT	Male					Female				
	B	H	A	AI	W	B	H	A	AI	B		H	A	AI	W	B	H	A	AI		
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	1.8%	2.2%	0.6%	0.3%	64.8%	3.3%	5.2%	1.5%	0.6%	50%	0.9%	1.1%	0.3%	0.2%	32.4%	1.7%	2.6%	0.8%	0.3%		
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency "	2.0%	0.0%	0.0%	0.0%	68.0%	9.8%	0.0%	2.0%	0.0%	50%	1.0%	0.0%	0.0%	0.0%	34.0%	4.9%	0.0%	1.0%	0.0%		
										100%											
											1.9%	1.1%	0.3%	0.2%	66.4%	6.6%	2.6%	1.8%	0.3%		

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2012 - 06/30/2013

RIDOT

JOB GROUP:

Skilled Craft	Raw Statistics										Weighted Factor																				
	Male					Female					VALUE WEIGHT	Male					Female														
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	W										
FACTOR TO CONSIDER																															
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	3.9%	6.3%	1.5%	1.3%	3.8%	0.2%	1.1%	0.3%	0.0%		50%	2.0%	3.2%	0.8%	0.7%	1.9%	0.1%	0.6%	0.2%	0.0%											
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency "	5.0%	4.0%	0.0%	1.0%	2.0%	0.0%	0.0%	0.0%	0.0%		50%	2.5%	2.0%	0.0%	0.5%	1.0%	0.0%	0.0%	0.0%	0.0%											
											100%																				
												4.5%	5.2%	0.8%	1.2%	2.9%	0.1%	0.6%	0.2%	0.0%											

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2012 - 06/30/2013

RIDOT

JOB GROUP:

Service Maintenance	Raw Statistics										Weighted Factor										
	Male					Female					VALUE WEIGHT	Male					Female				
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	
FACTOR TO CONSIDER																					
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	7.4%	18.5%	1.9%	0.2%	51.9%	5.4%	9.4%	1.9%	0.6%		50%	3.7%	9.3%	1.0%	0.1%	26.0%	2.7%	4.7%	1.0%	0.3%	
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency "	10.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		50%	5.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
											100%										
												8.7%	11.8%	1.0%	0.1%	26.0%	2.7%	4.7%	1.0%	0.3%	

EEO-ALL01R

EEO 1r. Detailed Census Occupation by Sex and Race/Ethnicity for Residence Geography
 Universe: Civilian labor force 16 years and over
 EEO Tabulation 2006-2010 (5-year ACS data)

BACK TO ADVANCED SEARCH

The EEO Tabulation is sponsored by four Federal agencies consisting of the Equal Employment Opportunity Commission (EEOC), the Employment Litigation Section of the Civil Rights Division at the Department of Justice (DOJ), the Office of Federal Contract Compliance Programs (OFCCP) at the Department of Labor, and the Office of Personnel Management (OPM).

Estimate: Estimate

Geography: Rhode Island

	Total, race and ethnicity	Hispanic or Latino		Not Hispanic or Latino, one race						Not Hispanic or Latino, two or more races					Balance of not Hispanic or Latino			
		White alone Hispanic or Latino	All other Hispanic or Latino	White alone	Black or African American alone	American Indian and Alaska Native alone	Asian alone	Native Hawaiian and Other Pacific Islander alone	White and Black	White and Asian	White and NHPI (Hawaii only)	Black and Asian	White and NHPI (Hawaii only)	NHPI and Asian and White (Hawaii only)				
																Percent	Percent	Percent
Total, all occupations																		
Total, both sexes																		
Number	560,550	22,595	35,580	448,300	26,950	1,560	15,075	100	1,525	1,715	1,005	845						5,300
Percent	100.0%	4.0%	6.3%	80.0%	4.8%	0.3%	2.7%	0.0%	0.3%	0.3%	0.2%	0.2%						0.9%
Male																		
Number	285,835	11,995	18,610	228,770	12,985	795	7,545	0	765	925	455	380						2,605
Percent	51.0%	2.1%	3.3%	40.8%	2.3%	0.1%	1.3%	0.0%	0.1%	0.2%	0.1%	0.1%						0.5%
Female																		
Number	274,715	10,600	16,965	219,525	13,965	765	7,530	100	760	790	550	465						2,695
Percent	49.0%	1.9%	3.0%	39.2%	2.5%	0.1%	1.3%	0.0%	0.1%	0.1%	0.1%	0.1%						0.5%

Source: U.S. Census Bureau, 2006-2010 American Community Survey

Explanation of Symbols:

An "##" entry in the margin of error column indicates that either no sample observations or too few sample observations were available to compute a standard error and thus the margin of error. A statistical test is not appropriate.

An "-" entry in the estimate column indicates that either no sample observations or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest interval or upper interval of an open-ended distribution.

An "-" following a median estimate means the median falls in the lowest interval of an open-ended distribution.

An "+" following a median estimate means the median falls in the upper interval of an open-ended distribution.

An "###" entry in the margin of error column indicates that the median falls in the lowest interval or upper interval of an open-ended distribution. A statistical test is not appropriate.

An "####" entry in the margin of error column indicates that the estimate is controlled. A statistical test for sampling variability is not appropriate.

An "N" entry in the estimate and margin of error columns indicates that data for this geographic area cannot be displayed because the number of sample cases is too small.

An "(X)" means that the estimate is not applicable or not available.

The U.S. Census Bureau collects race data in accordance with guidelines provided by the U.S. Office of Management and Budget (OMB). Except for the total, all race and ethnicity categories are mutually exclusive. "Black" refers to Black or African American; "AIAN" refers to American Indian and Alaska Native; and "NHP" refers to Native Hawaiian and Other Pacific Islander. The reference to "Hawaii only" indicates that these columns are only tabulated for areas in the state of Hawaii. "Balance of Not Hispanic or Latino" includes the balance of non-Hispanic individuals who reported multiple races or reported Some Other Race alone. For more information on race and Hispanic origin, see the Subject Definitions at http://www.census.gov/acs/www/data_documentation/documentation_main/.

Race and Hispanic origin are separate concepts on the American Community Survey. "White alone Hispanic or Latino" includes respondents who reported Hispanic or Latino origin and reported race as "White" and no other race. "All other Hispanic or Latino" includes respondents who reported Hispanic or Latino origin and reported a race other than "White," either alone or in combination. To get a total for "Hispanic or Latino," add the two columns for "White alone Hispanic or Latino" and "All other Hispanic or Latino."

Occupation codes are 4-digit codes and are based on Standard Occupational Classification 2010.

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

Source: U.S. Census Bureau | American FactFinder

ENTER NAME OF STATE HERE: Rhode Island Department of Transportation

JOB CATEGORIES	ANNUAL SALARY (In thousands 000)	1. EMPLOYMENT DATA AS OF JUNE 30 2013											
		TOTAL (COLUMN S B-K)	MALE						FEMALE				
			NON- HISPANIC ORIGIN	HISPANIC	ASIAN OR PACIFIC ISLANDE	AMERICAN INDIAN OR ALASKAN	NON- HISPANIC ORIGIN	HISPANIC	ASIAN OR PACIFIC ISLANDE	AMERICAN INDIAN OR ALASKAN			
A	WHITE B	BLACK C	D	E	F	WHITE G	BLACK H	I	J	K			
OFFICIALS AND ADMINISTRATOR	1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
	2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
	3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
	4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
	5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	
	6. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	
	7. 55.0-69.9	6	4	0	0	0	0	2	0	0	0	0	
	8. 70.0 PLUS	53	38	2	3	2	0	5	3	0	0	0	
TOTAL		59	42	2	3	2	0	7	3	0	0	0	
PROFESSIONALS	9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
	10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
	11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
	12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
	13. 33.0-42.9	2	0	0	0	0	0	1	0	1	0	0	
	14. 43.0-54.9	49	18	6	0	2	0	17	3	3	0	0	
	15. 55.0-69.9	120	77	5	1	2	0	31	2	2	0	0	
	16. 70.0- PLUS	39	29	1	1	0	0	8	0	0	0	0	
TOTAL		210	124	12	2	4	0	57	5	6	0	0	
TECHNICIANS	17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
	18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
	19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
	20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
	21. 33.0-42.9	13	6	1	0	0	0	5	0	0	1	0	
	22. 43.0-54.9	91	71	10	1	1	0	8	0	0	0	0	
	23. 55.0-69.9	36	26	5	0	0	1	4	0	0	0	0	
	24. 70.0- PLUS	0	0	0	0	0	0	0	0	0	0	0	
TOTAL		140	103	16	1	1	1	17	0	0	1	0	
PROTECTIVE SERVICE	25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
	26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
	27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
	28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
	29. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	
	30. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	
	31. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
	32. 70.0- PLUS	0	0	0	0	0	0	0	0	0	0	0	
TOTAL		0	0	0	0	0	0	0	0	0	0	0	
PARA- PROFESSIONAL	33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
	34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
	35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
	36. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
	37. 33.0-42.9	92	61	15	3	3	0	9	1	0	0	0	
	38. 43.0-54.9	6	0	0	0	0	0	6	0	0	0	0	
	39. 55.0-69.9	4	0	0	0	0	0	4	0	0	0	0	
	40. 70.0- PLUS	0	0	0	0	0	0	0	0	0	0	0	
TOTAL		102	61	15	3	3	0	19	1	0	0	0	
ADMINISTRATIVE SUPPORT	41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
	42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
	43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
	44. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
	45. 33.0-42.9	37	7	0	0	0	0	26	3	0	1	0	
	46. 43.0-54.9	4	0	1	0	0	0	2	1	0	0	0	
	47. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
	48. 70.0- PLUS	0	0	0	0	0	0	0	0	0	0	0	
TOTAL		41	7	1	0	0	0	28	4	0	1	0	
SKILLED CRAFT	49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
	50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
	51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
	52. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	
	53. 33.0-42.9	120	105	6	5	0	1	3	0	0	0	0	
	54. 43.0-54.9	2	2	0	0	0	0	0	0	0	0	0	
	55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
	56. 70.0- PLUS	0	0	0	0	0	0	0	0	0	0	0	
TOTAL		122	107	6	5	0	1	3	0	0	0	0	
SERVICE MAINTENANCE	57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	
	58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	
	59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	
	60. 25.0-32.9	5	4	0	1	0	0	0	0	0	0	0	
	61. 33.0-42.9	32	27	4	1	0	0	0	0	0	0	0	
	62. 43.0-54.9	2	2	0	0	0	0	0	0	0	0	0	
	63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	
	64. 70.0- PLUS	0	0	0	0	0	0	0	0	0	0	0	
TOTAL		39	33	4	2	0	0	0	0	0	0	0	
65. TOTAL FULL TIME (LINES 1-64)		713	477	56	16	10	2	131	13	6	2	0	
2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees)													
66. OFFICIALS/ADMIN		0	0	0	0	0	0	0	0	0	0	0	
67. PROFESSIONALS		0	0	0	0	0	0	0	0	0	0	0	
68. TECHNICIANS		7	6	1	0	0	0	0	0	0	0	0	
69. PROTECTIVE SERVICE		0	0	0	0	0	0	0	0	0	0	0	
70. PARA-PROFESSIONAL		9	4	1	1	0	0	2	0	1	0	0	
71. ADMIN. SUPPORT		0	0	0	0	0	0	0	0	0	0	0	
72. SKILLED CRAFT		0	0	0	0	0	0	0	0	0	0	0	
73. SERVICE/MAINTENANCE		0	0	0	0	0	0	0	0	0	0	0	
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)		16	10	2	1	0	0	2	0	1	0	0	
3. NEW HIRES DURING FISCAL YEAR (Permanent full time only)													
75. OFFICIALS/ADMIN		1	0	0	0	0	0	0	1	0	0	0	
76. PROFESSIONALS		6	1	0	0	0	0	1	2	2	0	0	
77. TECHNICIANS		1	0	1	0	0	0	0	0	0	0	0	
78. PROTECTIVE SERVICE		0	0	0	0	0	0	0	0	0	0	0	
79. PARA-PROFESSIONAL		1	0	0	0	0	0	1	0	0	0	0	
80. ADMIN. SUPPORT		1	0	0	0	0	0	1	0	0	0	0	
81. SKILLED CRAFT		3	3	0	0	0	0	0	0	0	0	0	
82. SERVICE/MAINTENANCE		0	0	0	0	0	0	0	0	0	0	0	
83. TOTAL NEW HIRES(Lines 75-82)		13	4	1	0	0	0	3	3	2	0	0	

APPENDIX D – FY2012 EEO DATA

(Starts On Following Page)

RIDOT
Utilization Analysis by EEO-4 Job Category
July 1, 2011 - June 30, 2012

Job Category	Raw Statistics										
	TOTAL	Male					Female				
	WORKFORCE	W	B	H	A	AI	W	B	H	A	AI
Officials/ Managers & Administrators											
Current # Workforce	59	42	2	2	2	0	9	2	0	0	0
% in Category		71.2%	3.4%	3.4%	3.4%	0.0%	15.3%	3.4%	0.0%	0.0%	0.0%
% of Availability			2.6%	2.4%	2.0%	0.1%	26.5%	2.8%	0.9%	0.6%	0.1%
% Utilization			-0.8%	-1.0%	-1.4%	0.1%	11.2%	-0.6%	0.9%	0.6%	0.1%
Underutilized (Yes/No)			N/A*	N/A*	N/A*	N/A*	Y	N/A*	Y	N/A*	N/A*
# Needed to Reach Parity			0	-1	-1	0	7	0	1	0	0
Professionals											
Current # Workforce	199	120	12	3	4	0	53	3	3	1	0
% in Category		60.3%	6.0%	1.5%	2.0%	0.0%	26.6%	1.5%	1.5%	0.5%	0.0%
% of Availability			1.9%	1.2%	1.7%	0.1%	29.9%	1.5%	1.8%	0.8%	0.2%
% Utilization			-4.1%	-0.3%	-0.3%	0.1%	3.3%	0.0%	0.3%	0.3%	0.2%
Underutilized (Yes/No)			N/A*	N/A*	N/A*	N/A*	Y	N/A*	Y	Y	N/A*
# Needed to Reach Parity			-8	-1	-1	0	7	0	1	1	0
Technicians											
Current # Workforce	144	108	14	1	1	1	18	0	0	1	0
% in Category		76.0%	9.7%	0.7%	0.9%	0.7%	12.5%	0.0%	0.0%	0.7%	0.0%
% of Availability			6.1%	1.3%	1.3%	0.5%	29.9%	1.6%	1.5%	1.0%	0.8%
% Utilization			-3.6%	0.6%	0.4%	-0.2%	17.4%	1.6%	1.5%	0.3%	0.8%
Underutilized (Yes/No)			N	Y	Y	N/A*	Y	Y	Y	N/A*	Y
# Needed to Reach Parity			-5	1	1	0	25	2	2	0	1
Para-Professionals											
Current # Workforce	109	67	16	3	3	0	18	1	1	0	0
% in Category		64.0%	14.7%	2.8%	2.8%	0.0%	16.5%	0.9%	0.9%	0.0%	0.0%
% of Availability			8.5%	2.3%	2.5%	0.1%	32.9%	1.9%	1.9%	0.9%	0.3%
% Utilization			-6.2%	-0.5%	-0.3%	0.1%	16.4%	1.0%	1.0%	0.9%	0.3%
Underutilized (Yes/No)			N	N/A*	N/A*	N/A*	Y	Y	Y	Y	N/A*
# Needed to Reach Parity			-7	0	0	0	18	1	1	1	0
Administrative Support											
Current # Workforce	43	7	1	0	0	0	30	4	0	1	0
% in Category		15.0%	2.3%	0.0%	0.0%	0.0%	69.8%	9.3%	0.0%	2.3%	0.0%
% of Availability			2.0%	1.6%	0.4%	0.1%	66.1%	6.6%	3.0%	1.7%	0.2%
% Utilization			-0.3%	1.6%	0.4%	0.1%	-3.7%	-2.7%	3.0%	-0.6%	0.2%
Underutilized (Yes/No)			N/A*	Y	N/A*	N/A*	N	N	N	N/A*	N/A*
# Needed to Reach Parity			0	1	0	0	-2	-1	0	0	0
Skilled Craft											
Current # Workforce	125	109	6	6	0	1	3	0	0	0	0
% in Category		89.0%	4.8%	4.8%	0.0%	0.8%	2.4%	0.0%	0.0%	0.0%	0.0%
% of Availability			4.6%	6.3%	0.7%	1.0%	2.9%	0.2%	0.7%	0.3%	0.0%
% Utilization			-0.2%	1.5%	0.7%	0.2%	0.5%	0.2%	0.7%	0.3%	0.0%
Underutilized (Yes/No)			N/A	Y	Y	N/A*	Y	N/A*	Y	N/A*	N/A*
# Needed to Reach Parity			0	2	1	0	1	0	1	0	0
Service Maintenance											
Current # Workforce	39	33	4	2	0	0	0	0	0	0	0
% in Category		88.0%	10.3%	5.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
% of Availability			8.9%	13.5%	1.2%	0.6%	10.4%	3.6%	5.2%	1.1%	0.3%
% Utilization			-1.4%	8.4%	1.2%	0.6%	10.4%	3.6%	5.2%	1.1%	0.3%
Underutilized (Yes/No)			N/A	Y	N/A*	N/A*	Y	Y	Y	N/A*	N/A*
# Needed to Reach Parity			-1	3	0	0	4	1	2	0	0

red trailing
green leading
blue parity

N/A*: Underutilization is statistically negligible when less than 2% availability exists in the CLM; or the sample is statistically insignificant (less than 2).

DETERMINING UNDERREPRESENTATION & GOAL SETTING

AGENCY: Transportation

DATE: 06/30/2012

EEO-4 Job Categories	CURRENT WORKFORCE				UNDERREPRESENTATION		AAP HIRING GOALS		
	TOTAL EMPLOYEES	MINORITY	FEMALE	DISABLED	MINORITY	FEMALE	MINORITY	FEMALE	DISABLED
Officials/ Managers Administrators	59	8	11	1	4	18	0	2	0
Professionals	199	26	60	1	14	39	2	3	0
Faculty	0	0	0	0	0	0	0	0	0
Technicians	144	18	19	0	11	53	2	3	0
Protective Services	0	0	0	0	0	0	0	0	0
Para- Professionals	109	24	20	2	-2	34	0	1	0
Administrative Support	43	6	35	0	3	-14	0	0	0
Skilled Craft	125	13	3	0	12	59	2	2	0
Service Maintenance	39	6	0	1	2	19	0	1	0

Applicant Flow Data

	TOTAL APPLICANTS	MALE						Female					
		WHITE (NHO)	BLACK (NHO)	HISPANIC	ASIAN PACIFIC ISLANDER	AMER. INDIAN/ALASKAN NATIVE	**DISABLED	WHITE (NHO)	BLACK (NHO)	HISPANIC	ASIAN PACIFIC ISLANDER	AMER. INDIAN/ALASKAN NATIVE	**DISABLED
APPLICANTS													
OFFICIALS/ADMINISTRATORS	71	51	2	1	2	0	0	15	0	0	0	0	0
PROFESSIONALS	130	73	6	1	5	0	0	36	5	2	2	0	0
TECHNICIANS	47	32	6	2	0	0	0	6	0	0	1	0	0
PARA-PROFESSIONALS	69	37	10	11	8	0	0	3	0	0	0	0	0
ADMINISTRATIVE SUPPORT	9	1	0	0	0	0	0	8	0	0	0	0	0
SKILLED CRAFT	30	23	3	3	1	0	0	0	0	0	0	0	0
SERVICE/MAINTENANCE	13	8	2	3	0	0	0	0	0	0	0	0	0
TOTAL	369	225	29	21	16	0	0	68	5	2	3	0	0
HIRES													
OFFICIALS/ADMINISTRATORS	1	0	0	0	0	0	0	1	0	0	0	0	0
PROFESSIONALS	12	4	1	0	1	0	0	4	1	0	1	0	0
TECHNICIANS	2	1	0	0	0	0	0	1	0	0	0	0	0
PARA-PROFESSIONALS	3	2	0	0	0	0	0	1	0	0	0	0	0
ADMINISTRATIVE SUPPORT	1	0	0	0	0	0	0	1	0	0	0	0	0
SKILLED CRAFT	7	5	1	1	0	0	0	0	0	0	0	0	0
SERVICE/MAINTENANCE	1	0	1	0	0	0	0	0	0	0	0	0	0
TOTAL	27	12	3	1	1	0	0	8	1	0	1	0	0
PROMOTIONS													
OFFICIALS/ADMINISTRATORS	11	8	1	1	0	0	0	1	0	0	0	0	0
PROFESSIONALS	18	9	0	1	0	0	0	7	0	1	0	0	0
TECHNICIANS	13	9	0	0	0	0	0	4	0	0	0	0	0
PARA-PROFESSIONALS	2	1	0	0	1	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	3	0	0	0	0	0	0	3	0	0	0	0	0
SKILLED CRAFT	3	3	0	0	0	0	0	0	0	0	0	0	0
SERVICE/MAINTENANCE	1	1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	51	31	1	2	1	0	0	15	0	1	0	0	0
TERMINATIONS													
OFFICIALS/ADMINISTRATORS	4	2	0	0	0	0	0	2	0	0	0	0	0
PROFESSIONALS	8	7	0	0	0	0	0	1	0	0	0	0	0
TECHNICIANS	8	6	0	0	0	0	0	2	0	0	0	0	0
PARA-PROFESSIONALS	6	4	0	1	1	0	0	0	0	0	0	0	0
ADMINISTRATIVE SUPPORT	3	0	0	0	0	0	0	3	0	0	0	0	0
SKILLED CRAFT	7	7	0	0	0	0	0	0	0	0	0	0	0
SERVICE/MAINTENANCE	1	1	0	0	0	0	0	0	0	0	0	0	0
TOTAL	37	27	0	1	1	0	0	8	0	0	0	0	0

**Also Includes disabled in appropriate job categories.
All EEO applicant data is collected at the interview phase

**External New Hires--Four-Fifths Rule Application - Officials/Managers/Administrators
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	56	15	51	15	2	0	1	0	2	0	0	0
Total External Hires at the Interview Phase	0	1	0	1	0	0	0	0	0	0	0	0
Selection Rate	0.00%	6.67%	0.00%	6.67%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	5.33%	0.00%	5.33%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	0.00%	100.00%	0.00%	100.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NA*	NA*	NO	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

External New Hires--Four-Fifths Rule Application - Professionals
July 1, 2011 - June 30, 2012

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	85	45	73	36	6	5	1	2	5	2	0	0
Total External Hires at the Interview Phase	6	6	4	4	1	1	0	0	1	1	0	0
Selection Rate	7.06%	13.33%	5.48%	11.11%	16.67%	20.00%	0.00%	0.00%	20.00%	50.00%	#DIV/0!	#DIV/0!
4/5th Comparison Rate	5.65%	10.67%	4.38%	8.89%	13.33%	16.00%	0.00%	0.00%	16.00%	40.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	52.94%	100.00%	10.96%	22.22%	33.33%	40.00%	0.00%	0.00%	40.00%	100.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	YES	NO	NO	YES	YES	YES	NA*	YES	YES	NO	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants.

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Technicians
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	40	7	32	6	6	0	2	0	0	1	0	0
Total External Hires at the Interview Phase	1	1	1	1	0	0	0	0	0	0	0	0
Selection Rate	2.50%	14.29%	3.13%	16.67%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
4/5th Comparison Rate	2.00%	11.43%	2.50%	13.33%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	17.50%	100.00%	18.75%	100.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	YES	NA*	YES	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Para-Professionals
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Para-Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	66	3	37	3	10	0	11	0	8	0	0	0
Total External Hires at the Interview Phase	2	1	2	1	0	0	0	0	0	0	0	0
Selection Rate	3.03%	33.33%	5.41%	33.33%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	2.42%	26.67%	4.32%	26.67%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	9.09%	100.00%	16.22%	100.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	YES	NA*	YES	NA*	YES	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Administrative Support
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	1	8	1	8	0	0	0	0	0	0	0	0
Total External Hires at the Interview Phase	0	1	0	1	0	0	0	0	0	0	0	0
Selection Rate	0.00%	12.50%	0.00%	12.50%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	10.00%	0.00%	10.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	0.00%	100.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Skilled Craft
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	30	0	23	0	3	0	3	0	1	0	0	0
Total External Hires at the Interview Phase	7	0	5	0	1	0	1	0	0	0	0	0
Selection Rate	23.33%	#DIV/0!	21.74%	#DIV/0!	33.33%	#DIV/0!	33.33%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	18.67%	#DIV/0!	17.39%	#DIV/0!	26.67%	#DIV/0!	26.66%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	65.22%	#DIV/0!	100.00%	#DIV/0!	99.99%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**External New Hires--Four-Fifths Rule Application - Service Maintenance
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total External Applicants at the Interview Phase	13	0	8	0	2	0	3	0	0	0	0	0
Total External Hires at the Interview Phase	1	0	0	0	1	0	0	0	0	0	0	0
Selection Rate	7.69%	#DIV/0!	0.00%	#DIV/0!	50.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	6.15%	#DIV/0!	0.00%	#DIV/0!	40.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	0.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	YES	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

FY 2011-2012 Comparison of Minority and Female Promotions by EEO-4 Job Category

EEO-4 JOB CATEGORY	TOTAL	MALE	FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN/PI MALE	ASIAN/PI FEMALE	AI/AN MALE	AI/AN FEMALE
Officials/Administrators													
Previous FY 2011	15	12	3	11	1	1	1	0	0	0	0	0	1
Current FY 2012	11	10	1	8	1	1	0	1	0	0	0	0	0
Professionals													
Previous FY 2011	19	15	4	15	4	0	0	0	0	0	0	0	0
Current FY 2012	18	10	8	9	7	1	1	0	0	0	0	0	0
Technicians													
Previous FY 2011	13	13	0	9	0	4	0	0	0	0	0	0	0
Current FY 2012	13	9	4	9	4	0	0	0	0	0	0	0	0
Para Professionals													
Previous FY 2011	10	7	3	7	3	0	0	0	0	0	0	0	0
Current FY 2012	2	2	0	1	0	0	0	0	0	1	0	0	0
Administrative Support													
Previous FY 2011	1	0	1	0	1	0	0	0	0	0	0	0	0
Current FY 2012	3	0	3	0	3	0	0	0	0	0	0	0	0
Skilled Craft Workers													
Previous FY 2011	10	10	0	9	0	1	0	0	0	0	0	0	0
Current FY 2012	3	3	0	3	0	0	0	0	0	0	0	0	0
Service Maintenance													
Previous FY 2011	10	10	0	10	0	0	0	0	0	0	0	0	0
Current FY 2012	1	1	0	1	0	0	0	0	0	0	0	0	0
Total Previous FY 2011	78	67	11	61	9	6	1	0	0	0	0	0	1
Total Current FY 2012	51	35	16	31	15	2	1	1	0	1	0	0	0
Movement +/-	-27	-32	5	-30	6	-4	0	1	0	1	0	0	-1
Movement +/- in %	-34.62	-47.76	45.45	-49.18	66.67	-66.67	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	-100.00

* Mathematically Computes as Infinity

**Promotions--Four-Fifths Rule Application - Officials/Managers/Administrators
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	56	15	51	15	2	0	1	0	2	0	0	0
Total Promotions (Interview Phase)	10	1	8	1	1	0	1	0	0	0	0	0
Selection Rate	17.86%	6.67%	15.69%	6.67%	50.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	14.29%	5.33%	12.55%	5.33%	40.00%	#DIV/0!	80.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	37.33%	15.69%	6.67%	50.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	YES	NA*	NO	NA*	YES	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.
Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Professionals
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	85	45	73	36	6	5	1	2	5	2	0	0
Total Promotions (Interview Phase)	10	8	9	7	0	0	1	1	0	0	0	0
Selection Rate	11.76%	17.78%	12.33%	19.44%	0.00%	0.00%	100.00%	50.00%	0.00%	0.00%	#DIV/0!	#DIV/0!
4/5th Comparison Rate	9.41%	14.22%	9.86%	15.56%	0.00%	0.00%	80.00%	40.00%	0.00%	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	66.18%	100.00%	12.33%	19.44%	0.00%	0.00%	100.00%	50.00%	0.00%	0.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	YES	NO	NO	YES	NA*	NA*	NO	YES	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Technicians
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	40	7	32	6	6	0	2	0	0	1	0	0
Total Promotions (Interview Phase)	9	4	9	4	0	0	0	0	0	0	0	0
Selection Rate	22.50%	57.14%	28.13%	66.67%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
4/5th Comparison Rate	18.00%	45.71%	22.50%	53.33%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	39.38%	100.00%	42.19%	100.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	YES	NA*	YES	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Para Professionals
July 1, 2011 - June 30, 2012**

RIDOT
JOB GROUP: Para Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	66	3	37	3	10	0	11	0	8	0	0	0
Total Promotions (Interview Phase)	2	0	1	0	0	0	0	0	1	0	0	0
Selection Rate	3.03%	0.00%	2.70%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	12.50%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	2.42%	0.00%	2.16%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	10.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	0.00%	21.62%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	YES	YES	NA*	YES	NA*	NO	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Administrative Support
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	1	8	1	8	0	0	0	0	0	0	0	0
Total Promotions (Interview Phase)	0	3	0	3	0	0	0	0	0	0	0	0
Selection Rate	0.00%	37.50%	0.00%	37.50%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	30.00%	0.00%	30.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	0.00%	100.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Skilled Craft
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	30	0	23	0	3	0	3	0	1	0	0	0
Total Promotions (Interview Phase)	3	0	3	0	0	0	0	0	0	0	0	0
Selection Rate	10.00%	#DIV/0!	13.04%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	8.00%	#DIV/0!	10.43%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	YES	NA*	YES	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants.

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Promotions--Four-Fifths Rule Application - Service Maintenance
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	13	0	8	0	2	0	3	0	0	0	0	0
Total Promotions (Interview Phase)	1	0	1	0	0	0	0	0	0	0	0	0
Selection Rate	7.69%	#DIV/0!	12.50%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	6.15%	#DIV/0!	10.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	YES	NA*	YES	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Composite Hiring--Four-Fifths Rule Application - Officials/Managers/Administrators
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	56	15	51	15	2	0	1	0	2	0	0	0
Total Hires {Promotions and New Hires (Interview Phase)}	10	2	8	2	1	0	1	0	0	0	0	0
Selection Rate	17.86%	13.33%	15.69%	13.33%	50.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	14.29%	10.67%	12.55%	10.67%	40.00%	#DIV/0!	80.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	74.67%	15.69%	13.33%	50.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	YES	NA*	NO	NA*	YES	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Professionals
July 1, 2011 - June 30, 2012

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	85	45	73	36	6	5	1	2	5	2	0	0
Total Hires (Promotions and New Hires (Interview Phase))	16	14	13	11	1	1	1	1	1	1	0	0
Selection Rate	18.82%	31.11%	17.81%	30.56%	16.67%	20.00%	100.00%	50.00%	20.00%	50.00%	#DIV/0!	#DIV/0!
4/5th Comparison Rate	15.06%	24.89%	14.25%	24.44%	13.33%	16.00%	80.00%	40.00%	16.00%	40.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	60.50%	100.00%	17.81%	30.56%	16.67%	20.00%	100.00%	50.00%	20.00%	50.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	YES	NO	NO	YES	YES	YES	NO	YES	YES	YES	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Technicians
July 1, 2011 - June 30, 2012

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	40	7	32	6	6	0	2	0	0	1	0	0
Total Hires {Promotions and New Hires (Interview Phase)}	10	5	10	5	0	0	0	0	0	0	0	0
Selection Rate	25.00%	71.43%	31.25%	83.33%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
4/5th Comparison Rate	20.00%	57.14%	25.00%	66.67%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	35.00%	100.00%	37.50%	100.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	YES	NO	NO	NO	YES	NA*	YES	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Composite Hiring--Four-Fifths Rule Application - Para-Professionals
July 1, 2011 - June 30, 2012**

RIDOT

JOB GROUP: Para-Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	66	3	37	3	10	0	11	0	8	0	0	0
Total Hires (Promotions and New Hires (Interview Phase))	4	1	3	1	0	0	0	0	1	0	0	0
Selection Rate	6.06%	33.33%	8.11%	33.33%	0.00%	#DIV/0!	0.00%	#DIV/0!	12.50%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	4.85%	26.67%	6.49%	26.67%	0.00%	#DIV/0!	0.00%	#DIV/0!	10.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	18.18%	100.00%	24.32%	100.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	37.50%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	YES	NO	NO	NO	YES	NA*	YES	NA*	YES	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Administrative Support
July 1, 2011 - June 30, 2012

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	1	8	1	8	0	0	0	0	0	0	0	0
Total Hires (Promotions and New Hires (Interview Phase))	0	4	0	4	0	0	0	0	0	0	0	0
Selection Rate	0.00%	50.00%	0.00%	50.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	40.00%	0.00%	40.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	0.00%	100.00%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Skilled Craft
July 1, 2011 - June 30, 2012

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	30	0	23	0	3	0	3	0	1	0	0	0
Total Hires (Promotions and New Hires (Interview Phase))	10	0	8	0	1	0	1	0	0	0	0	0
Selection Rate	33.33%	#DIV/0!	34.78%	#DIV/0!	33.33%	#DIV/0!	33.33%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	26.67%	#DIV/0!	27.83%	#DIV/0!	26.67%	#DIV/0!	26.67%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	95.83%	#DIV/0!	95.83%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Composite Hiring--Four-Fifths Rule Application - Service Maintenance
July 1, 2011 - June 30, 2012

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Qualified Applicants (Interview Phase)	13	0	8	0	2	0	3	0	0	0	0	0
Total Hires (Promotions and New Hires (Interview Phase))	2	0	1	0	1	0	0	0	0	0	0	0
Selection Rate	15.38%	#DIV/0!	12.50%	#DIV/0!	50.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	12.31%	#DIV/0!	10.00%	#DIV/0!	40.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	25.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	YES	NA*	NA*	NA*	NA*	NA*

* Applicants in this category comprise less than 2% of total applicants, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Selection Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Training--Four-Fifths Rule Application - Officials/Managers/Administrators
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	48	11	42	9	2	2	2	0	2	0	0	0
Total # participated in training	30	7	26	5	1	2	2	0	1	0	0	0
Training Participation Rate	62.50%	63.64%	61.90%	55.56%	50.00%	100.00%	100.00%	#DIV/0!	50.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	50.00%	50.91%	49.52%	44.44%	40.00%	80.00%	80.00%	#DIV/0!	40.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	98.21%	100.00%	61.90%	55.56%	50.00%	100.00%	100.00%	#DIV/0!	50.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	YES	NO	NO	NA*	YES	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

Training--Four-Fifths Rule Application - Professionals
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	139	60	120	53	12	3	3	3	4	1	0	0
Total # participated in training	92	38	81	32	8	2	0	3	3	1	0	0
Training Participation Rate	66.19%	63.33%	67.50%	60.38%	66.67%	66.67%	0.00%	100.00%	75.00%	100.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	52.95%	50.67%	54.00%	48.30%	53.33%	53.33%	0.00%	80.00%	60.00%	80.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	95.69%	67.50%	60.38%	66.67%	66.67%	0.00%	100.00%	75.00%	100.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	YES	YES	YES	NO	YES	NO	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Technicians
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	125	19	108	18	14	0	1	0	1	1	1	0
Total # participated in training	53	7	45	7	7	0	0	0	1	0	0	0
Training Participation Rate	42.40%	36.84%	41.67%	38.89%	50.00%	#DIV/0!	0.00%	#DIV/0!	100.00%	0.00%	0.00%	#DIV/0!
4/5 Comparison Rate	33.92%	29.47%	33.33%	31.11%	40.00%	#DIV/0!	0.00%	#DIV/0!	80.00%	0.00%	0.00%	#DIV/0!
Ratio to Highest Rate	100.00%	86.89%	41.67%	38.89%	50.00%	#DIV/0!	0.00%	#DIV/0!	100.00%	0.00%	0.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	YES	N/A*	NA*	NA*	NO	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.
Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Para Professionals
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Para-Professionals

	Total		White		Black		Hispanic		Asian /Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	89	20	67	18	16	1	3	1	3	0	0	0
Total # participated in training	76	12	58	11	12	0	3	1	3	0	0	0
Training Participation Rate	85.39%	60.00%	86.57%	61.11%	75.00%	0.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	68.31%	48.00%	69.25%	48.89%	60.00%	0.00%	80.00%	80.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	70.26%	86.57%	61.11%	75.00%	0.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	YES	NA*	NO	NO	NO	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Administrative Support
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	8	35	7	30	1	4	0	0	0	1	0	0
Total # participated in training	1	5	1	4	0	1	0	0	0	0	0	0
Training Participation Rate	12.50%	14.29%	14.29%	13.33%	0.00%	25.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	10.00%	11.43%	11.43%	10.67%	0.00%	20.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	87.50%	100.00%	57.14%	53.33%	0.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	YES	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Training--Four-Fifths Rule Application - Skilled Craft
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	122	3	109	3	6	0	6	0	0	0	1	0
Total # participated in training	89	3	77	3	6	0	5	0	0	0	1	0
Training Participation Rate	72.95%	100.00%	70.64%	100.00%	100.00%	#DIV/0!	83.33%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
4/5 Comparision Rate	58.36%	80.00%	56.51%	80.00%	80.00%	#DIV/0!	66.67%	#DIV/0!	#DIV/0!	#DIV/0!	80.00%	#DIV/0!
Ratio to Highest Rate	72.95%	100.00%	70.64%	100.00%	100.00%	#DIV/0!	83.33%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NA*	NA*	NO	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

Training--Four-Fifths Rule Application - Service Maintenance
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	39	0	33	0	4	0	2	0	0	0	0	0
Total # participated in training	28	0	23	0	3	0	2	0	0	0	0	0
Training Participation Rate	71.79%	#DIV/0!	69.70%	#DIV/0!	75.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	57.44%	#DIV/0!	55.76%	#DIV/0!	60.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	69.70%	#DIV/0!	75.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	N/A*	NO	NA*	YES	NA*	NO	NA*	NA*	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total trainees or is statistically insignificant (less than 2); and may have received more than one training however the employee is counted only once as having participated in training.

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Training Participation Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Transfers--Four-Fifths Rule Application - Officials/Managers/Administrators
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants at the Interview Phase	56	15	51	15	2	0	1	0	2	0	0	0
Total Employees Transferred Within	0	0	0	0	0	0	0	0	0	0	0	0
Transfer Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NA*	NA*	NO	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total transferees or is statistically insignificant (less than

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Transfer Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Transfers--Four-Fifths Rule Application - Professionals
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants at the Interview Phase	85	45	73	36	6	5	1	2	5	2	0	0
Total Employees Transferred Within	0	0	0	0	0	0	0	0	0	0	0	0
Transfer Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NA*	NO	NO	NO	NA*	NA*

*Individuals in this category comprise less than 2% of the total transferees or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Transfer Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Transfers--Four-Fifths Rule Application - Technicians
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants at the Interview Phase	40	7	32	6	6	0	2	0	0	1	0	0
Total Employees Transferred Within	0	0	0	0	0	0	0	0	0	0	0	0
Transfer Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total transferees or is statistically insignificant (less than 2)

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Transfer Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Transfers--Four-Fifths Rule Application - Para Professionals
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Para-Professionals

	Total		White		Black		Hispanic		Asian /Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants at the Interview Phase	66	3	37	3	10	0	11	0	8	0	0	0
Total Employees Transferred Within	0	0	0	0	0	0	0	0	0	0	0	0
Transfer Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NO	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total transferees or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Transfer Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

Transfers--Four-Fifths Rule Application - Administrative Support
July 1, 2011 - June 30, 2012

RIDOT
 JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants at the Interview Phase	1	8	1	8	0	0	0	0	0	0	0	0
Total Employees Transferred Within	0	0	0	0	0	0	0	0	0	0	0	0
Transfer Rate	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Individuals in this category comprise less than 2% of total transferees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Transfer Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Transfers--Four-Fifths Rule Application - Skilled Craft
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants at the Interview Phase	30	0	23	0	3	0	3	0	1	0	0	0
Total Employees Transferred Within	1	0	1	0	0	0	0	0	0	0	0	0
Transfer Rate	3.33%	#DIV/0!	4.35%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	2.67%	#DIV/0!	3.48%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NO	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total transferees or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Transfer Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Transfers--Four-Fifths Rule Application - Service Maintenance
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Applicants at the Interview Phase	13	0	8	0	2	0	3	0	0	0	0	0
Total Employees Transferred Within	0	0	0	0	0	0	0	0	0	0	0	0
Transfer Rate	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

*Individuals in this category comprise less than 2% of the total transferees is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Transfer Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines--Four-Fifths Rule Application - Oral Reprimand
07/01/2011 - 06/30/2012**

RIDOT

Level: Oral Reprimand

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	570	148	486	131	55	10	17	4	10	3	2	0
Total Number of Employees orally reprimanded	6	1	5	1	0	0	1	0	0	0	0	0
Suspension Rate	1.05%	0.68%	1.03%	0.76%	0.00%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
4/5 Comparison Rate	0.84%	0.54%	0.82%	0.61%	0.00%	0.00%	4.71%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Ratio to Highest Rate	100.00%	64.19%	17.49%	12.98%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	YES	NO	YES	NA*	NA*	NO	NA*	NA*	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Discipline Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines--Four-Fifths Rule Application - Written Reprimand
07/01/2011 - 06/30/2012**

RIDOT

Level: Written Reprimand

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	570	148	486	131	55	10	17	4	10	3	2	0
Total Number of Employees Received Written Reprimand	5	0	5	0	0	0	0	0	0	0	0	0
Suspension Rate	0.88%	0.00%	1.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
4/5 Comparison Rate	0.70%	0.00%	0.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Ratio to Highest Rate	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Discipline Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines(Specified Time)--Four-Fifths Rule Application
07/01/2011 - 06/30/2012**

RIDOT

Level: Suspension (Specified Time)

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	570	148	486	131	55	10	17	4	10	3	2	0
Total Number of Suspensions	3	0	3	0	0	0	0	0	0	0	0	0
Suspension Rate	0.53%	0.00%	0.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
4/5 Comparison Rate	0.42%	0.00%	0.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Ratio to Highest Rate	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Discipline Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Disciplines(Indefinitely)--Four-Fifths Rule Application
07/01/2011 - 06/30/2012**

RIDOT

Level: Suspension (Indefinitely)

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	570	148	486	131	55	10	17	4	10	3	2	0
Total Number Suspensions	0	0	0	0	0	0	0	0	0	0	0	0
Suspension Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NA*	NA*	NA*	NA*	NA*						

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Discipline Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

Disciplines--Four-Fifths Rule Application - Termination
07/01/2011 - 06/30/2012

RIDOT

Level: Termination

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian / Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Number of Employees	570	148	486	131	55	10	17	4	10	3	2	0
Total Number of Employees Termination Resulting	3	0	2	0	0	0	0	0	1	0	0	0
Suspension Rate	0.53%	0.00%	0.41%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	#DIV/0!
4/5 Comparison Rate	0.42%	0.00%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%	8.00%	0.00%	0.00%	#DIV/0!
Ratio to Highest Rate	100.00%	0.00%	4.12%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*	NO	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Discipline Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Complaints--Four-Fifths Rule Application - Officials/Managers/Administrators
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	48	11	42	9	2	2	2	0	2	0	0	0
Total Complaints Received	0	0	0	0	0	0	0	0	0	0	0	0
Complaint Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NA*	NA*						

*Employees in this category comprise less than 2% of the total Complainers, or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Complaint Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

Complaints--Four-Fifths Rule Application - Professionals
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	142	68	124	57	12	5	2	6	4	0	0	0
Total Complaints Received	0	0	0	0	0	0	0	0	0	0	0	0
Complaint Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NA*	NA*	NA*	NA*	NA*						

*Employees in this category comprise less than 2% of the total Complainers, or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Complaint Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Complaints--Four-Fifths Rule Application - Technicians
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	125	19	108	18	14	0	1	0	1	1	1	0
Total Complaints Received	0	0	0	0	0	0	0	0	0	0	0	0
Complaint Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	0.00%	0.00%	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	0.00%	0.00%	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NA*	NA*	NA*	NA*	NA*						

*Employees in this category comprise less than 2% of the total Complainers, or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Complaint Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Complaints--Four-Fifths Rule Application - Para Professionals
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Para-Professionals

	Total		White		Black		Hispanic		Asian /Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	89	20	67	18	16	1	3	1	3	0	0	0
Total Complaints Received	0	0	0	0	0	0	0	0	0	0	0	0
Complaint Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NO	NO	NO	NO	NA*	NO	NA*	NO	NA*	NA*	NA*

*Employees in this category comprise less than 2% of the total Complainers, or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Complaint Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

Complaints--Four-Fifths Rule Application - Administrative Support
July 1, 2011 - June 30, 2012

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	8	33	7	28	1	4	0	0	0	1	0	0
Total Complaints Received	0	0	0	0	0	0	0	0	0	0	0	0
Complaint Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
4/5th Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NA*	NA*	NA*	NA*	NA*	NA*						

*Employees in this category comprise less than 2% of the total Complainers, or is statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Complaint Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Complaints--Four-Fifths Rule Application - Skilled Craft
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	122	3	109	3	6	0	6	0	0	0	1	0
Total Complaints Received	0	0	0	0	0	0	0	0	0	0	0	0
Complaint Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!
4/5 Comparison Rate	0.00%	0.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	0.00%	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

*Employees in this category comprise less than 2% of the total Complainers, or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Complaint Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Complaints--Four-Fifths Rule Application - Service Maintenance
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees (end of the current fiscal year)	39	0	33	0	4	0	2	0	0	0	0	0
Total Complaints Received	0	0	0	0	0	0	0	0	0	0	0	0
Complaint Rate	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	0.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!						
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

*Employees in this category comprise less than 2% of the total Complainers, or is statistically insignificant (less than 2).

Notes:

4/5 Comparison Rate in the "Total" column is a comparison of the Complaint Rates within that column.

Potential Adverse Impact exists where 4/5 Comparison Rate is less than 80%

**Involuntary Terminations/Separations--Four-Fifths Rule Application - Officials/Managers/Administrators
07/01/2011 - 06/30/2012**

RIDOT
JOB GROUP:
Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	48	11	42	9	2	2	2	0	2	0	0	0
Total Involuntary Separations	0	0	0	0	0	0	0	0	0	0	0	0
Total Employees Retained	48	11	42	9	2	2	2	0	2	0	0	0
Retention Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NA*	NA*						

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.
Potential Adverse Impact exists where Ratio to Highest is less than 80%

Involuntary Terminations/Separations--Four-Fifths Rule Application - Professionals
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	139	60	120	53	12	3	3	3	4	1	0	0
Total Involuntary Separations	0	0	0	0	0	0	0	0	0	0	0	0
Total Employees Retained	139	60	120	53	12	3	3	3	4	1	0	0
Retention Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO*	NA*	NA*						

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Involuntary Terminations/Separations--Four-Fifths Rule Application - Technicians
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	125	19	108	18	14	0	1	0	1	1	1	0
Total Involuntary Separations	0	0	0	0	0	0	0	0	0	0	0	0
Total Employees Retained	125	19	108	18	14	0	1	0	1	1	1	0
Retention Rate	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	100.00%	100.00%	#DIV/0!
4/5 Comparision Rate	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!	80.00%	#DIV/0!	80.00%	80.00%	80.00%	#DIV/0!
Ratio to Highest Rate	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	100.00%	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NO	NO	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Involuntary Terminations/Separations--Four-Fifths Rule Application - Para Professionals
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Para Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	89	20	67	18	16	1	3	1	3	0	0	0
Total Involuntary Separations	0	0	0	0	0	0	0	0	0	0	0	0
Total Employees Retained	89	20	67	18	16	1	3	1	3	0	0	0
Retention Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NA*	NA*	NA*						

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Involuntary Terminations/Separations--Four-Fifths Rule Application - Administrative Support
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	8	35	0	30	1	4	0	0	0	1	0	0
Total Involuntary Separations	0	0	0	0	0	0	0	0	0	0	0	0
Total Employees Retained	8	35	7	30	1	4	0	0	0	1	0	0
Retention Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	80.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NA*	NA*	NA*	NO	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Involuntary Terminations/Separations--Four-Fifths Rule Application - Skilled Craft
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	122	3	109	3	6	0	6	0	0	0	1	0
Total Involuntary Separations	0	0	0	0	0	0	0	0	0	0	0	0
Total Employees Retained	122	3	109	3	6	0	6	0	0	0	1	0
Retention Rate	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
4/5 Comparision Rate	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	80.00%	#DIV/0!
Ratio to Highest Rate	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NA*	NA*	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Involuntary Terminations/Separations--Four-Fifths Rule Application - Service Maintenance
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	39	0	33	0	4	0	2	0	0	0	0	0
Total Involuntary Separations	0	0	0	0	0	0	0	0	0	0	0	0
Total Employees Retained	39	0	33	0	4	0	2	0	0	0	0	0
Retention Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	80.00%	#DIV/0!	80.00%	#DIV/0!	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Officials/Managers/Administrators
07/01/2011 - 06/30/2012**

RIDOT
JOB GROUP:
Officials/Managers/Administrators

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	50	13	44	11	2	2	2	0	2	0	0	0
Total Voluntary Separations	2	2	2	2	0	0	0	0	0	0	0	0
Total Employees Retained	48	11	42	9	2	2	2	0	2	0	0	0
Retention Rate	96.00%	84.62%	95.45%	81.82%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparison Rate	76.80%	67.69%	76.36%	65.45%	80.00%	80.00%	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	88.14%	95.45%	81.82%	100.00%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NA*	NO	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Terminations/Separations--Four-Fifths Rule Application - Professionals
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP: Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	146	61	127	54	12	3	3	3	4	1	0	0
Total Voluntary Separations	7	1	7	1	0	0	0	0	0	0	0	0
Total Employees Retained	139	60	120	53	12	3	3	3	4	1	0	0
Retention Rate	95.21%	98.36%	94.49%	98.15%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!
4/5 Comparision Rate	76.16%	78.69%	75.59%	78.52%	80.00%	80.00%	80.00%	80.00%	80.00%	80.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	96.79%	100.00%	94.49%	98.15%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

Terminations/Separations--Four-Fifths Rule Application - Technicians
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP: Technicians

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	131	21	114	20	14	0	1	0	1	1	1	0
Total Voluntary Separations	6	2	6	2	0	0	0	0	0	0	0	0
Total Employees Retained	125	19	108	18	14	0	1	0	1	1	1	0
Retention Rate	95.42%	90.48%	94.74%	90.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	100.00%	100.00%	#DIV/0!
4/5 Comparison Rate	76.34%	72.38%	75.79%	72.00%	80.00%	#DIV/0!	80.00%	#DIV/0!	80.00%	80.00%	80.00%	#DIV/0!
Ratio to Highest Rate	100.00%	94.82%	94.74%	90.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	100.00%	100.00%	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NO	NO	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Para Professionals
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Para Professionals

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	95	20	71	18	16	1	4	1	4	0	0	0
Total Voluntary Separations	6	0	4	0	0	0	1	0	1	0	0	0
Total Employees Retained	89	20	67	18	16	1	3	1	3	0	0	0
Retention Rate	93.68%	100.00%	94.37%	100.00%	100.00%	100.00%	75.00%	100.00%	75.00%	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	74.95%	80.00%	75.49%	80.00%	80.00%	80.00%	60.00%	80.00%	60.00%	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	93.68%	100.00%	94.37%	100.00%	100.00%	100.00%	75.00%	100.00%	75.00%	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	YES	NO	YES	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Administrative Support
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Administrative Support

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	8	38	7	33	1	4	0	0	0	1	0	0
Total Voluntary Separations	0	3	0	3	0	0	0	0	0	0	0	0
Total Employees Retained	8	35	7	30	1	4	0	0	0	1	0	0
Retention Rate	100.00%	92.11%	100.00%	90.91%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!	#DIV/0!
4/5 Comparison Rate	80.00%	73.68%	80.00%	72.73%	80.00%	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	80.00%	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	92.11%	100.00%	90.91%	100.00%	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NO	NA*	NA*	NA*	NO	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Skilled Craft
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Skilled Craft

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	129	3	116	3	6	0	6	0	0	0	1	0
Total Voluntary Separations	7	0	7	0	0	0	0	0	0	0	0	0
Total Employees Retained	122	3	109	3	6	0	6	0	0	0	1	0
Retention Rate	94.57%	100.00%	93.97%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
4/5 Comparison Rate	75.66%	80.00%	75.17%	80.00%	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	80.00%	#DIV/0!
Ratio to Highest Rate	94.57%	100.00%	93.97%	100.00%	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	100.00%	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NO	NO	NO	NO	NA*	NO	NA*	NA*	NA*	NO	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.

Potential Adverse Impact exists where Ratio to Highest is less than 80%

**Terminations/Separations--Four-Fifths Rule Application - Service Maintenance
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP: Service Maintenance

	Total		White		Black		Hispanic		Asian / Pacific Islander		American Indian /Alaskan Native	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees Prior to Separations	40	0	34	0	4	0	2	0	0	0	0	0
Total Voluntary Separations	1	0	1	0	0	0	0	0	0	0	0	0
Total Employees Retained	39	0	33	0	4	0	2	0	0	0	0	0
Retention Rate	97.50%	#DIV/0!	97.06%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
4/5 Comparision Rate	78.00%	#DIV/0!	77.65%	#DIV/0!	80.00%	#DIV/0!	80.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Ratio to Highest Rate	100.00%	#DIV/0!	97.06%	#DIV/0!	100.00%	#DIV/0!	100.00%	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Potential Adverse Impact (Yes/No)	NO	NA*	NO	NA*	NO	NA*	NO	NA*	NA*	NA*	NA*	NA*

* Employees in this category comprise less than 2% of total employees, or statistically insignificant (less than 2).

Notes:

Ratio to Highest Rate in the "Total" column is a comparison of the Termination Rates within that column.
Potential Adverse Impact exists where Ratio to Highest is less than 80%

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP:

Officials/Managers/Administrators	Raw Statistics										Weighted Factor																				
	Male					Female					VALUE WEIGHT	Male					Female														
	B	H	A	AI	W	B	H	A	AI	B		H	A	AI	W	B	H	A	AI												
FACTOR TO CONSIDER																															
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	2.2%	1.8%	1.0%	0.2%	37.9%	2.3%	1.8%	1.2%	0.1%		50%	1.1%	0.9%	0.5%	0.1%	19.0%	1.2%	0.9%	0.6%	0.1%											
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency"	3.0%	3.0%	3.0%	0.0%	15.0%	3.4%	0.0%	0.0%	0.0%		50%	1.5%	1.5%	1.5%	0.0%	7.5%	1.7%	0.0%	0.0%	0.0%											
											100%																				
												2.6%	2.4%	2.0%	0.1%	26.5%	2.8%	0.9%	0.6%	0.1%											

**TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2011 - 06/30/2012**

RIDOT

JOB GROUP:

Professionals	Raw Statistics										Weighted Factor															
	Male					Female					VALUE WEIGHT	Male					Female									
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	W					
FACTOR TO CONSIDER																										
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	1.8%	1.4%	2.3%	0.2%	50.8%	2.4%	2.5%	1.6%	0.3%		50%	0.9%	0.7%	1.2%	0.1%	25.4%	1.2%	1.3%	0.8%	0.2%						
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency"	2.0%	1.0%	1.0%	0.0%	9.0%	0.5%	1.0%	0.0%	0.0%		50%	1.0%	0.5%	0.5%	0.0%	4.5%	0.3%	0.5%	0.0%	0.0%						
											100%															
												1.9%	1.2%	1.7%	0.1%	29.9%	1.5%	1.8%	0.8%	0.2%						

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP:

Technicians	Raw Statistics										Weighted Factor										
	Male					Female					VALUE WEIGHT	Male					Female				
	B	H	A	AI	W	B	H	A	AI	B		H	A	AI	W	B	H	A	AI		
FACTOR TO CONSIDER																					
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	2.1%	1.5%	1.6%	0.0%	46.8%	3.2%	3.0%	2.0%	0.6%	50%	1.1%	0.8%	0.8%	0.0%	23.4%	1.6%	1.5%	1.0%	0.3%		
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency"	10.0%	1.0%	1.0%	1.0%	13.0%	0.0%	0.0%	0.0%	1.0%	50%	5.0%	0.5%	0.5%	0.5%	6.5%	0.0%	0.0%	0.0%	0.5%		
										100%											
											6.1%	1.3%	1.3%	0.5%	29.9%	1.6%	1.5%	1.0%	0.8%		

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP:

Para Professionals	Raw Statistics										Weighted Factor										
	Male					Female					VALUE WEIGHT	Male					Female				
	B	H	A	AI	W	B	H	A	AI	B		H	A	AI	W	B	H	A	AI		
FACTOR TO CONSIDER																					
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	2.0%	1.5%	2.0%	0.2%	48.8%	2.8%	2.8%	1.8%	0.5%	50%	1.0%	0.8%	1.0%	0.1%	24.4%	1.4%	1.4%	0.9%	0.3%		
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency"	15.0%	3.0%	3.0%	0.0%	17.0%	0.9%	1.0%	0.0%	0.0%	50%	7.5%	1.5%	1.5%	0.0%	8.5%	0.5%	0.5%	0.0%	0.0%		
										100%											
												8.5%	2.3%	2.5%	0.1%	32.9%	1.9%	1.9%	0.9%	0.3%	

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP:

Administrative Support	Raw Statistics										Weighted Factor																				
	Male					Female					VALUE WEIGHT	Male					Female														
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	W										
FACTOR TO CONSIDER																															
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	2.0%	3.1%	0.7%	0.2%	62.2%	3.9%	6.0%	1.4%	0.3%		50%	1.0%	1.6%	0.4%	0.1%	31.1%	2.0%	3.0%	0.7%	0.2%											
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency"	2.0%	0.0%	0.0%	0.0%	70.0%	9.3%	0.0%	2.0%	0.0%		50%	1.0%	0.0%	0.0%	0.0%	35.0%	4.7%	0.0%	1.0%	0.0%											
											100%																				
												2.0%	1.6%	0.4%	0.1%	66.1%	6.6%	3.0%	1.7%	0.2%											

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP:

Skilled Craft	Raw Statistics										Weighted Factor										
	Male					Female					VALUE WEIGHT	Male					Female				
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	W
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	4.2%	7.6%	1.4%	1.0%	3.7%	0.4%	1.3%	0.5%	0.0%		50%	2.1%	3.8%	0.7%	0.5%	1.9%	0.2%	0.7%	0.3%	0.0%	
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency"	5.0%	5.0%	0.0%	1.0%	2.0%	0.0%	0.0%	0.0%	0.0%		50%	2.5%	2.5%	0.0%	0.5%	1.0%	0.0%	0.0%	0.0%	0.0%	
											100%										
												4.6%	6.3%	0.7%	1.0%	2.9%	0.2%	0.7%	0.3%	0.0%	

TWO FACTOR AVAILABILITY COMPUTATION FORM
07/01/2011 - 06/30/2012

RIDOT

JOB GROUP:

Service Maintenance	Raw Statistics										Weighted Factor																				
	Male					Female					VALUE WEIGHT	Male					Female														
	B	H	A	AI	W	B	H	A	AI	W		B	H	A	AI	W	B	H	A	AI	W										
FACTOR TO CONSIDER																															
"The Percentage of Minorities or Women with REQUISITE SKILLS in the reasonable recruitment area" (LOCAL)	7.8%	21.9%	2.4%	1.1%	20.8%	7.1%	10.4%	2.2%	0.5%		50%	3.9%	11.0%	1.2%	0.6%	10.4%	3.6%	5.2%	1.1%	0.3%											
"The Percentage of Minorities or Women among those promotable, transferable or trainable within the agency"	10.0%	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		50%	5.0%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%											
											100%																				
												8.9%	13.5%	1.2%	0.6%	10.4%	3.6%	5.2%	1.1%	0.3%											

ENTER NAME OF STATE HERE: Rhode Island Department of Transportation

JOB CATEGORIES	ANNUAL SALARY (in thousands 000)	EMPLOYMENT DATA AS OF JUNE 30 2012										
		MALE										FEMALE
		TOTAL (COLUMN 6-8-K)	NON- HISPANIC ORIGIN	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN	NON- HISPANIC ORIGIN	BLACK	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN	
A	WHITE B	BLACK C	D	E	F	WHITE G	H	I	J	K		
OFFICIALS AND ADMINISTRATOR												
1. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0
2. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0
3. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0
4. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0
5. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0
6. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0
7. 55.0-69.9	8	5	1	0	0	0	2	0	0	0	0	0
8. 70.0-PLUS	51	37	1	2	2	2	0	7	2	0	0	0
TOTAL	59	42	2	2	2	2	9	2	0	0	0	0
PROFESSIONALS												
9. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0
10. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0
11. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0
12. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0
13. 33.0-42.9	2	0	0	0	0	0	2	0	0	0	0	0
14. 43.0-54.9	52	25	6	0	2	0	16	1	2	0	0	0
15. 55.0-69.9	110	68	5	2	2	0	30	2	1	0	0	0
16. 70.0-PLUS	35	27	1	3	1	0	5	0	0	1	0	0
TOTAL	199	120	12	3	4	0	53	3	3	1	0	0
TECHNICIANS												
17. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0
18. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0
19. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0
20. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0
21. 33.0-42.9	13	6	0	0	0	0	6	0	0	0	0	0
22. 43.0-54.9	92	73	9	1	1	0	8	0	0	0	0	0
23. 55.0-69.9	39	29	0	0	0	0	4	0	0	0	0	0
24. 70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	144	108	14	1	1	1	18	0	0	0	0	0
PROTECTIVE SERVICE												
25. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0
26. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0
27. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0
28. 25.0-32.9	0	0	0	0	0	0	0	0	0	0	0	0
29. 33.0-42.9	0	0	0	0	0	0	0	0	0	0	0	0
30. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0
31. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0
32. 70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONAL												
33. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0
34. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0
35. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0
36. 25.0-32.9	1	1	0	0	0	0	0	0	0	0	0	0
37. 33.0-42.9	98	66	16	3	3	0	9	1	0	0	0	0
38. 43.0-54.9	7	0	0	0	0	0	6	0	0	0	0	0
39. 55.0-69.9	3	0	0	0	0	0	3	0	0	0	0	0
40. 70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	109	67	16	3	3	0	18	1	1	0	0	0
ADMINISTRATIVE SUPPORT												
41. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0
42. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0
43. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0
44. 25.0-32.9	1	0	0	0	0	0	0	0	0	0	0	0
45. 33.0-42.9	37	7	0	0	0	0	26	3	0	1	0	0
46. 43.0-54.9	5	0	1	0	0	0	3	1	0	0	0	0
47. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0
48. 70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	43	7	1	0	0	0	30	4	0	1	0	0
SKILLED CRAFT												
49. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0
50. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0
51. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0
52. 25.0-32.9	1	1	0	0	0	0	0	0	0	0	0	0
53. 33.0-42.9	124	108	6	6	1	0	3	0	0	0	0	0
54. 43.0-54.9	0	0	0	0	0	0	0	0	0	0	0	0
55. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0
56. 70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	125	109	6	6	1	0	3	0	0	0	0	0
SERVICE MAINTENANCE												
57. \$0.1-15.9	0	0	0	0	0	0	0	0	0	0	0	0
58. 16.0-19.9	0	0	0	0	0	0	0	0	0	0	0	0
59. 20.0-24.9	0	0	0	0	0	0	0	0	0	0	0	0
60. 25.0-32.9	6	5	0	1	0	0	0	0	0	0	0	0
61. 33.0-42.9	31	26	4	1	0	0	0	0	0	0	0	0
62. 43.0-54.9	2	2	0	0	0	0	0	0	0	0	0	0
63. 55.0-69.9	0	0	0	0	0	0	0	0	0	0	0	0
64. 70.0-PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	39	33	4	2	0	0	0	0	0	0	0	0
65. TOTAL FULL TIME (LINES 1-64)	718	486	55	17	10	2	131	10	4	3	0	0
2. OTHER THAN FULL-TIME EMPLOYEES (including temporary employees)												
66. OFFICIALS/ADMIN	0	0	0	0	0	0	0	0	0	0	0	0
67. PROFESSIONALS	27	12	1	1	3	0	7	1	2	0	0	0
68. TECHNICIANS	6	2	2	0	1	0	0	1	0	0	0	0
69. PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0
70. PARA-PROFESSIONAL	51	35	5	2	1	0	7	0	0	1	0	0
71. ADMIN. SUPPORT	0	0	0	0	0	0	0	0	0	0	0	0
72. SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0
73. SERVICE/MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0
74. TOTAL OTHER THAN FULL TIME (Lines 66-73)	84	48	8	3	5	0	14	2	2	1	0	0
3. NEW HIRES DURING FISCAL YEAR (Permanent full time only)												
75. OFFICIALS/ADMIN	2	0	0	0	0	0	2	0	0	0	0	0
76. PROFESSIONALS	3	3	1	0	1	0	2	1	0	1	0	0
77. TECHNICIANS	3	1	0	0	0	0	1	0	0	1	0	0
78. PROTECTIVE SERVICE	0	0	0	0	0	0	0	0	0	0	0	0
79. PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0
80. ADMIN. SUPPORT	1	0	0	0	0	0	1	0	0	0	0	0
81. SKILLED CRAFT	6	4	1	1	0	0	0	0	0	0	0	0
82. SERVICE/MAINTENANCE	1	0	1	0	0	0	0	0	0	0	0	0
83. TOTAL NEW HIRES (Lines 75-82)	22	8	3	1	1	0	6	1	0	2	0	0