



MEMORANDUM

DATE: February 5, 2014

TO: Jennifer Johnston
Civil Service Commission

THROUGH: Edward D. Reiskin
SFMTA Director of Transportation

FROM: Donald E. Ellison
SFMTA Director of Human Resources

SUBJECT: 2013 Equal Employment Opportunity Workforce Utilization Analysis

Pursuant to Civil Service Commission Rule 403, Equal Employment Opportunity, "it is the policy of the Civil Service Commission of the City and County of San Francisco that all persons shall have equal opportunity in employment...."

In keeping with this general requirement, Section 403.2, Equal Employment Opportunity Analysis, provides that, "the Department of Human Resources staff shall prepare every five years an analysis of the workforce to determine whether percentages of sex, race or ethnic groups in occupational categories are substantially similar to the percentages of those groups available in the workforce in the relevant external job market who possess the basic job-related qualifications."

Enclosed is the 2013 San Francisco Municipal Transportation Equal Employment Opportunity Workforce Utilization Analysis Report.

In summary, SFMTA's total workforce continues to be represented at substantially similar percentages as the available labor market; men and women are represented at percentages substantially similar to their labor market availability. In addition, historically underrepresented racial/ethnic groups are represented in the SFMTA workforce at percentages similar to or greater than their labor market availability. Blacks, Asians, American Indians are represented at parity or above parity with their labor market availability. Whites, Hispanics and women are below parity in a few occupational categories.

The overall findings in the 2013 Report show that the SFMTA remains in compliance with the Civil Service Commission Rule mandate to provide all persons equal employment opportunity in employment.

Attachment: 2013 Workforce Utilization Report

Recommendation: Adopt Report



SFMTA
Municipal
Transportation
Agency

2013 Workforce Utilization Analysis

**EQUAL EMPLOYMENT OPPORTUNITY OFFICE
DONALD ELLISON, EEO MANAGER**

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2013 SFMTA EQUAL EMPLOYMENT OPPORTUNITY WORKFORCE UTILIZATION ANALYSIS

I. PURPOSE

The 2013 San Francisco Municipal Transportation Agency (SFMTA) Equal Employment Opportunity (EEO) Workforce Utilization Analysis compares the race, ethnicity, and gender composition of the organization's internal workforce, to the relevant external labor market. It reports on employment in the agency as required by Civil Service Commission Rule 403, Equal Employment Opportunity Policy and Federal Equal Employment Opportunity Program Guidelines. (See Attachment 2, SFMTA EEO Policy)

II. AUTHORITY

Civil Service Commission Rule 403, Equal Employment Opportunity, Section 403.2.3, Equal Employment Opportunity Analysis, provides that "the SFMTA shall prepare and report to the Civil Service Commission every five (5) years with an analysis of the workforce to determine whether percentages of gender, race, or ethnic groups in occupational categories are substantially similar to the percentages of those groups available in the workforce in the relevant external labor market who possess the basic occupational qualifications."

In addition, the SFMTA is subject to the equal employment opportunity and affirmative action requirements of Federal Transit Administration (FTA) Circular 4704.1, EEO Program guidelines for Grant Recipients. As required by federal regulation, the development of a satisfactory EEO Plan requires the development of a workforce utilization analysis to identify problems areas of underutilization, coupled with an outline of specific, affirmative steps needed to guarantee equal employment opportunity.

III. DEFINITIONS

For the purposes of this report, the SFMTA adopts and analyzes its data using the Federal Transit Administration Equal Employment Opportunity Circular 4704.1 and the City and County of San Francisco Department of Human Resources (DHR) definitions for race/ethnicity and occupational categories.

Race/Ethnic categories:

White:	All persons having origins in any of the original peoples of Europe, North Africa or the Middle East;
Black (African American):	All persons having origins in any of the Black racial groups of Africa;
Hispanic:	All persons of Mexican, Puerto Rican, Cuban, Central or South American or Spanish culture or origin, regardless of race;
Asian/Pacific Islander:	All persons having origins in any of the original peoples of the Far East, Southeast Asia, the

Indian Subcontinent or the Pacific Islands; including all persons having origins in any of the original peoples of the Philippine Islands.

American Indian/Alaskan Native: All persons having origins in and of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.

Workers who self-identified as mixed heritage comprise approximately 4% of the labor force and are not represented in this report. Neither DHR nor the SFMTA maintains data on mixed heritage groups.

Occupational Categories:

Seven broad occupational categories are used by the SFMTA. They are Officials and Administrators, Professionals, Administrative Support, Protective Services, Technicians, Skilled Crafts, and Service and Maintenance. A general description of the major occupational categories used in this Workforce Utilization Analysis is as follows:

Officials and Administrators (01)

These occupations are comprised of employees who set broad policies, exercise overall responsibility for the execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area wide basis. Some positions may be appointed, elected or designated exempt. Included are department heads, bureau chiefs, division chiefs, directors, deputy general managers, directors, deputy directors, controllers, examiners, wardens, superintendents, sheriffs, police and fire chiefs and inspectors and kindred workers.

Professionals (02)

These occupations require specialized and theoretical knowledge usually acquired through college training or through work experience and other training which provides comparable knowledge. Included are personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitations counselors, teachers, or instructors, police or fire captains and lieutenants and kindred workers.

Technicians (03)

These occupations require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Included are computer programmers and operators, drafters, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical, sciences), assessors, inspectors, police and fire sergeants and kindred workers.

Protective Services (04)

These occupations are comprised of employees who are fare collections investigators, animal control officers, parking control officers and kindred workers.

Administrative Support (Office/Clerical) (06)

These occupations are comprised of employees responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Included are bookkeepers, messengers, and office machine operators, clerk typists, and stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributor's payroll clerks and kindred workers.

Skilled Crafts (07)

These occupations are comprised of employees performing jobs requiring special manual skill and a thorough and comprehensive knowledge of the processes in the work. It may be acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Included are mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors, typesetters and kindred workers.

Service/Maintenance (08)

This category is comprised of employees performing duties related to upkeep and care of buildings, facilities or grounds. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operators, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners and grounds keepers, refuse collectors, construction laborers, and kindred workers.

IV. SAN FRANCISCO LABOR MARKET AVAILABILITY (SFLMA)

The SFLMA is a custom tabulation based on data from the U.S. Census Bureau (source: 5-year American Community Survey 2006-2010 data released on November 29, 2012). It serves as an external benchmark for comparing the race, ethnicity, and read gender of an organization's internal workforce, to the relevant external labor market, within a specified geographic area and occupation.

For the purposes of this report, the labor market data was developed and issued by the City and County of San Francisco DHR. In that report, the SFLMA data was compiled from ACS Census statistics for the eleven (11) northern California counties, in which approximately 99% of the City's employees reside. Those eleven counties are Alameda, Contra Costa, Marin, Napa, San Francisco, San Joaquin, Santa Clara, Solano, Sonoma, San Mateo and Tuolumne.

Indicated below are DHR figures for San Francisco's General Labor Market Availability by race/ethnicity and gender based on the 2010 U.S. Census; first by chart followed by a table reflecting percentages:

Chart Reflecting San Francisco Labor Market Availability

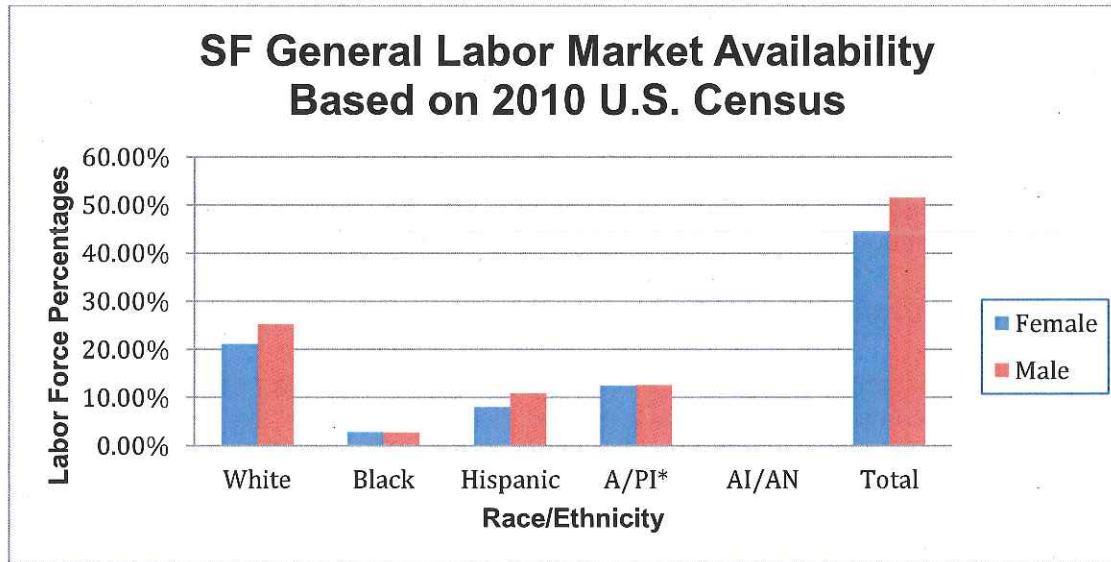


Table Reflecting San Francisco Labor Market Availability Percentages

Race/Ethnicity	Female	Male
White	21.11%	25.26%
Black	2.82%	2.74%
Hispanic	8.02%	10.86%
A/PI*	12.52%	12.60%
AI/AN	0.12%	0.13%

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

**The data in the Special EEO Tabulation in some cases did not total 100% due to rounding.

V. UTILIZATION ANALYSIS

Utilization data

The SFMTA workforce data reflects department employments recorded in the DHR PeopleSoft Human Resources Information System as of July 31, 2013. SFMTA reported 5,045 employments. Using the broad occupational category descriptions per Section III of this report, each of the SFMTA employments are mapped according to job classification to an occupational category by race/ethnicity and gender.

Utilization Analysis

The utilization methodology can be described as a comparison of the availability in the San Francisco General Labor Market to the employment or utilization in the SFMTA workplace. Presented in percentages, the utilization rates are approximate indicators of whether a particular racial/ethnic or gender group is represented at a level similar to the group's presence in the available labor market.

In this report, utilization is measured as follows: the percentage total of a racial/ethnic and/or gender group in the SFMTA workforce, divided by the percentage total of the same or similar group in the SFLMA. A utilization rate of 100% indicates parity or that the group is represented in the SFMTA at the same percentage as is reported by the 2010 Census for the SFLMA. A utilization rate higher than 100% indicates a higher percentage representation of the group than is in the SFLMA. A rate that is lower than 100% indicates that there is an underutilization or a smaller percentage of the group in the SFMTA workforce than is in the SFLMA.

Ninety Percent Rule

Due to limitations in data, data collection and changes to workforce demographics, this report maintains that a group is substantially similar to labor market availability when the utilization rate is 90% or above, and underutilized when the rate is below 90%. This is consistent with the practice of the DHR.

A. WORKFORCE STATISTICS

Overall, as of July 31, 2013 SFMTA employs 5,045 employees. Reportable workforce data includes appointed officials, but excludes contractors and consultants. Current SFMTA statistics on the general labor force percentages by gender and ethnicity compared to the labor force statistics for the SFLMA are as follows:

Chart reflecting SFMTA Workforce compared to SF Labor market Availability

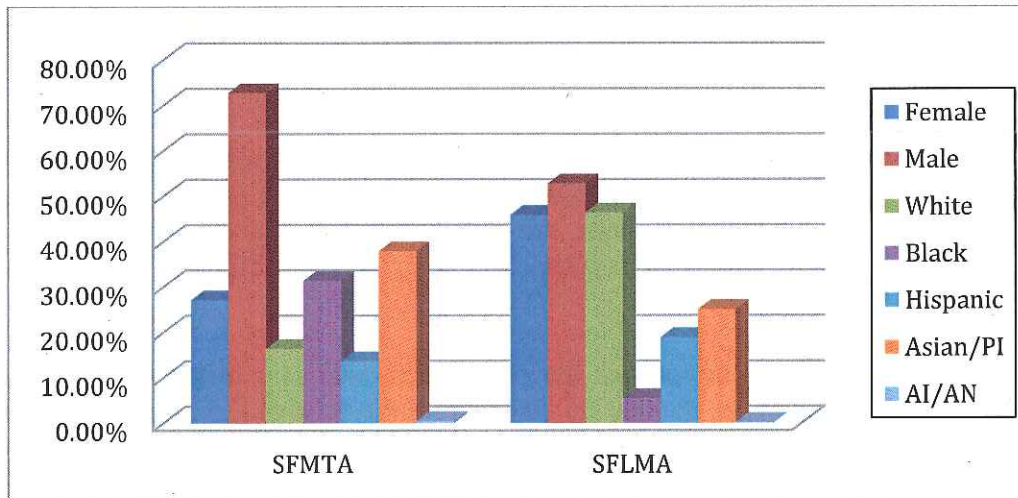


Table reflecting Overall SFMTA Workforce compared to SF Labor Market Availability by Percentage

Category	SFMTA	SFLMA	Utilization Rate
Female	27.20%	45.90%	59.30%
Male	72.80%	52.80%	137.80%
White	16.40%	46.40%	35.69%
Black	31.40%	5.50%	570.90%
Hispanic	13.70%	18.90%	72.50%
Asian/PI*	37.90%	25.10%	151.00%
AI/AN	0.50%	0.20%	250.00%

Overall, the SFMTA workforce is extremely diverse. Based on the Ninety Percent rule, the SFMTA workforce shows underrepresentation of two protected categories: Females and Hispanic who are employed at a 59.3% and 72.5% rate of availability in the San Francisco labor market.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

The following tables further breaks down the percentages for SFMTA employees by race/ethnicity and gender and in comparison to the SFMLA.

Table Reflecting Number / Percentages of Male Employees at SFMTA by Race

Base	MALE					
	White	Black	Hispanic	A/PI*	AI/AN	Total
5045 Employees at SFMTA	637	889	541	1587	19	3673
TOTAL DEPARTMENT	12.6%	17.6%	10.7%	31.4%	0.4%	72.8%
SFLMA	25.3%	2.7%	10.9%	12.6%	0.1%	52.8%
Utilization %	50.0%	643.1%	98.7%	249.7%	289.7%	137.8%

Table Reflecting Number/ Percentage of Female Employees at SFMTA by Race

Base	FEMALE					
	White	Black	Hispanic	A/PI*	AI/AN	Total
5045 Employees at SFMTA	192	694	150	331	5	1372
TOTAL DEPARTMENT	3.8%	13.8%	3.0%	6.5%	0.1%	27.2%
SFLMA	21.1%	2.8%	8.0%	12.5%	0.1%	45.9%
Utilization %	18.0%	487.8%	37.1%	52.4%	82.6%	59.3%

The foregoing tables demonstrate that overall, White, Hispanic and Asian/PI* females are underrepresented in the SFMTA workforce.

B. WORKFORCE BY OCCUPATIONAL CATEGORIES

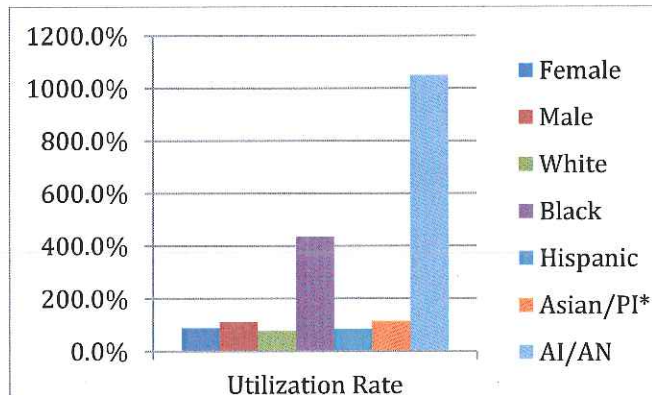
On the following pages, the SFMTA workforce is broken down into SFMTA job categories mapped to a comparable occupation code in U.S. Census 2010. Again, underutilization is determined by comparing the current workforce percentage of the ethnicity/gender group with the SFLMA estimates for the class or job category as measured by the Ninety Percent rule. The second set of charts and tables refers to workforce utilization by race/ethnicity and gender in the occupation or job codes.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

Occupational Category: Officials and Administrators (01)

There are 148 Official and Administrator positions at SFMTA. The distribution of this job category in the SFLMA and the SFMTA workforce is as follows:

JOB CATEGORY 01	SFMTA	SFLMA	Utilization Rate
Female	37.8%	43.0%	88.1%
Male	62.2%	55.8%	111.5%
White	47.3%	61.3%	77.2%
Black	18.3%	4.2%	435.7%
Hispanic	8.1%	9.5%	85.3%
Asian/PI*	24.4%	21.1%	115.6%
AI/AN	2.1%	0.2%	1050.0%



The following tables further breaks down the numbers and percentages of SFMTA Officials and Administrators by gender and race/ethnicity and in comparison to the SFMLA.

JOB CATEGORY 01	MALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
148 total	42	18	8	2	20	2	92
OFFICIALS & ADMINISTRATORS	28.4%	12.2%	5.4%	1.4%	13.5%	1.4%	62.2%
SFLMA	36.5%	2.0%	5.1%	10.9%		0.1%	55.8%
Utilization %	77.8%	611.2%	106.4%	136.1%		1228.5%	111.5%

JOB CATEGORY 01	FEMALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
148 total	28	9	4	6	8	1	56
OFFICIALS & ADMINISTRATORS	18.9%	6.1%	2.7%	4.1%	5.4%	0.7%	37.8%
SFLMA	24.8%	2.2%	4.4%	10.2%		0.1%	43.0%
Utilization %	76.4%	276.4%	61.0%	92.9%		519.8%	88.1%

Analysis:

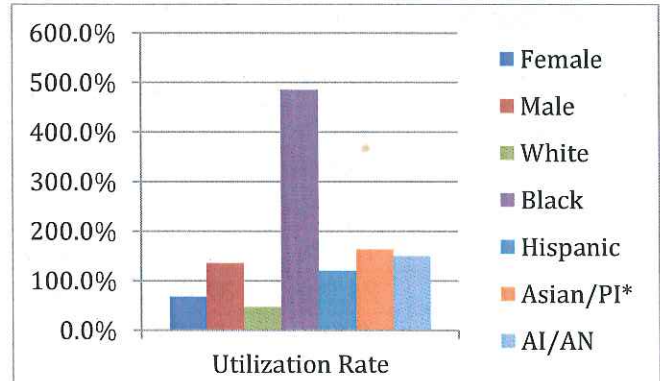
As identified above, the SFMTA workforce shows underrepresentation of White and Hispanic females, who are employed at 76.4% and 61.0% of marketplace availability respectively.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

Occupational Category: Professionals (02)

There are 620 Professional employee positions at SFMTA. The distribution of this job category in the SFLMA and the SFMTA workforce is as follows:

JOB CATEGORY 02	SFMTA	SFLMA	Utilization Rate
Female	34.2%	50.3%	68.0%
Male	65.8%	48.4%	135.9%
White	27.6%	58.0%	47.6%
Black	20.4%	4.2%	485.7%
Hispanic	10.1%	8.4%	120.2%
Asian/PI*	41.4%	25.3%	163.6%
AI/AN	0.3%	0.2%	150.0%



Overall, the SFMTA exceeds parity in the Professional employee category as measured by the Ninety Percent rule in every category except for female employees, who are employed at 68% of marketplace availability.

The following tables further breaks down the numbers and percentages of SFMTA Professional employees by gender and race/ethnicity and in comparison to the SFMLA.

JOB CATEGORY 02	MALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
620 total	112	79	48	35	132	2	408
PROFESSIONALS	18.1%	12.7%	7.7%	5.6%	21.3%	0.3%	65.8%
SFLMA	29.3%	1.9%	3.7%	12.2%		0.1%	48.4%
Utilization %	61.6%	685.1%	210.4%	221.1%		537.6%	135.9%

JOB CATEGORY 02	FEMALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
620 total	59	48	15	21	69	0	212
PROFESSIONALS	9.5%	7.7%	2.4%	3.4%	11.1%	0.0%	34.2%
SFLMA	28.7%	2.3%	4.7%	13.1%		0.1%	50.3%
Utilization %	33.2%	342.6%	51.4%	111.1%		0.0%	68.0%

Analysis:

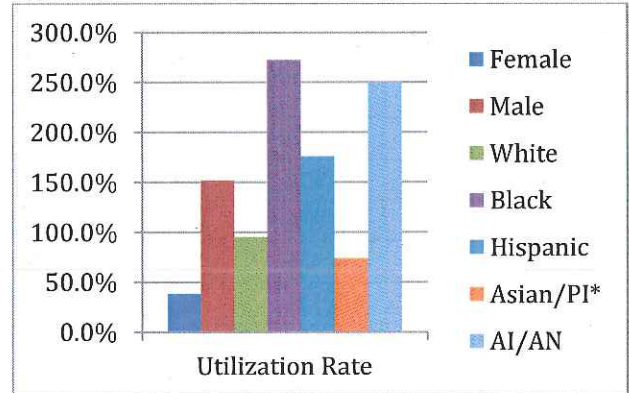
In the Professional employee category, the SFMTA workforce shows underrepresentation of White and Hispanic females, who are employed at 33.2% and 51.4% of marketplace availability.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

Occupational Category: Technicians (03)

There are a total of 200 Technician positions at SFMTA. They are distributed as follows:

JOB CATEGORY 03	SFMTA	SFLMA	Utilization Rate
Female	17.0%	44.1%	38.6%
Male	83.0%	54.6%	152.0%
White	44.5%	46.7%	95.3%
Black	12.0%	4.4%	272.7%
Hispanic	19.0%	10.8%	175.9%
Asian/PI*	24.0%	32.4%	74.1%
AI/AN	0.5%	0.2%	250.0%



Overall, the SFMTA is at or exceeds parity in the Technicians category as measured by the Ninety Percent rule, in every category, except for Female and Asian/PI/ Filipino employees employed at 38.5% and 74.1% of marketplace availability respectively. The following tables further break down the numbers and percentages of SFMTA Technicians by gender and race/ethnicity and in comparison to the SFMLA.

JOB CATEGORY 03	MALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
200 total	81	13	31	11	29	1	166
TECHNICIANS	40.5%	6.5%	15.5%	5.5%	14.5%	0.5%	83.0%
SFLMA	28.7%	2.1%	5.7%	15.9%		0.1%	54.6%
Utilization %	141.2%	311.0%	271.5%	126.0%		1000.0%	152.0%

JOB CATEGORY 03	FEMALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
200 total	8	11	7	2	6	0	34
TECHNICIANS	4.0%	5.5%	3.5%	1.0%	3.0%	0.0%	17.0%
SFLMA	18.0%	2.3%	5.1%	16.5%		0.1%	44.1%
Utilization %	22.2%	238.1%	68.8%	24.3%		0.0%	38.6%

Analysis:

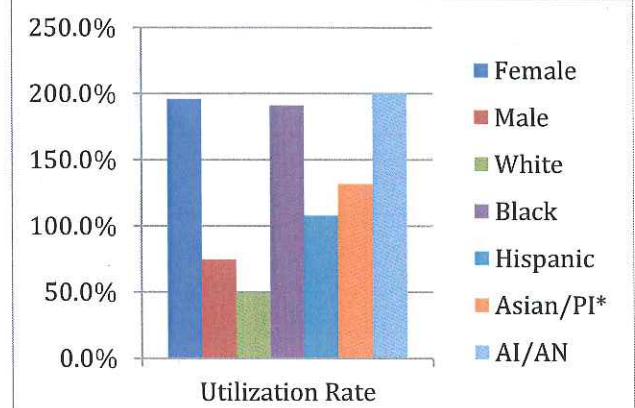
In the Technician category, the SFMTA workforce shows underrepresentation of White, Hispanic and Filipino/Asian/PI females.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

Occupational Category: Protective Services (04)

There are 307 Protective Services positions at SFMTA. The positions are distributed as follows:

JOB CATEGORY 04	SFMTA	SFLMA	Utilization Rate
Female	42.3%	21.6%	195.9%
Male	57.7%	77.1%	74.8%
White	19.6%	39.5%	49.6%
Black	34.8%	18.2%	191.2%
Hispanic	16.6%	15.4%	107.8%
Asian/PI*	28.1%	21.3%	131.9%
AI/AN	1.0%	0.5%	200.0%



Overall, the SFMTA is at or exceeds parity in the Protective Services category as measured by the Ninety Percent rule in every category except for male employees, who are only slightly underrepresented at 74.8% of marketplace availability. The following tables further breaks down the numbers and percentages of SFMTA Protected Services employees by gender and race/ethnicity and in comparison to the SFLMA.

JOB CATEGORY 04	MALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
307 total	37	40	27	18	53	2	177
PROTECTIVE SERVICES	12.1%	13.0%	8.8%	5.9%	17.3%	0.7%	57.7%
SFLMA	32.1%	12.6%	11.2%	18.0%		0.2%	77.1%
Utilization %	37.6%	103.4%	78.3%	128.6%		383.2%	74.8%

JOB CATEGORY 04	FEMALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
307 total	23	67	24	5	10	1	130
PROTECTIVE SERVICES	7.5%	21.8%	7.8%	1.6%	3.3%	0.3%	42.3%
SFLMA	7.4%	5.6%	4.2%	3.3%		0.3%	21.6%
Utilization %	101.4%	390.4%	187.9%	146.7%		130.3%	195.9%

Analysis:

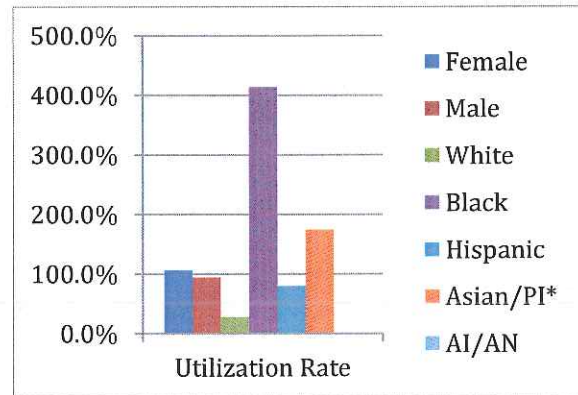
As identified above, the SFMTA workforce shows underrepresentation of Hispanic males, who is employed at 78.3% of marketplace availability respectively.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

Occupational Category: Administrative Support (Office/Clerical) (06)

There are a total of 371 Administrative Support positions distributed as follows:

JOB CATEGORY 06	SFMTA	SFLMA	Utilization Rate
Female	61.5%	57.9%	106.2%
Male	38.5%	40.8%	94.4%
White	12.7%	45.4%	28.0%
Black	26.9%	6.5%	413.8%
Hispanic	13.7%	17.1%	80.1%
Asian/PI*	46.7%	26.8%	174.3%
AI/AN	0.0%	0.3%	0.0%



Overall, the SFMTA is at or exceeds parity in the Administrative Support category as measured by the Ninety Percent rule in every protected category, except for AI/AN employees, who are not employed and Hispanics, who are only slightly underrepresented at 80.1%. The following tables further breaks down the numbers and percentages of SFMTA Administrative Support employees by gender and race/ethnicity and in comparison to the SFLMA.

JOB CATEGORY 06	MALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
371 total	21	28	23	24	47	0	143
ADMINISTRATIVE SUPPORT	5.7%	7.5%	6.2%	6.5%	12.7%	0.0%	38.5%
SFLMA	19.7%	2.3%	6.7%	11.1%		0.1%	40.8%
Utilization %	28.8%	326.7%	92.0%	172.3%		0.0%	94.4%

JOB CATEGORY 06	FEMALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
371 total	26	72	28	32	70	0	228
ADMINISTRATIVE SUPPORT	7.0%	19.4%	7.5%	8.6%	18.9%	0.0%	61.5%
SFLMA	25.7%	4.2%	10.4%	15.7%		0.2%	57.9%
Utilization %	27.3%	461.0%	72.9%	175.3%		0.0%	106.2%

Analysis:

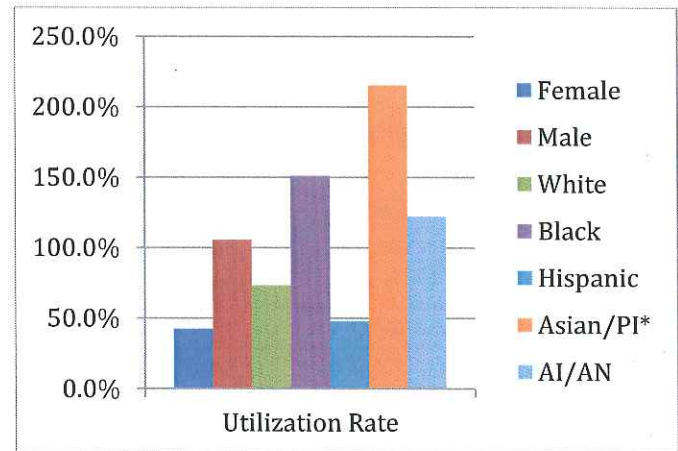
The SFMTA workforce shows underrepresentation of AI/AN employees, although the availability in the SFLMA is extremely low. White and Hispanic females are also underrepresented at 27.3% and 72.9% of marketplace availability.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

Occupational Category: Skilled Crafts (07)

There are a total of 654 Skilled Craft positions distributed as follows:

JOB CATEGORY 07	SFMTA	SFLMA	Utilization Rate
Female	2.9%	6.8%	42.5%
Male	97.1%	91.9%	105.7%
White	28.4%	38.7%	73.4%
Black	6.8%	4.5%	151.1%
Hispanic	14.6%	30.4%	48.0%
Asian/PI*	50.0%	23.2%	215.5%
AI/AN	0.3%	0.3%	122.3%



Overall, the SFMTA shows underrepresentation in the Skilled Crafts category for Female and Hispanic employees, who are represented at 42.5% and 48% of marketplace availability, respectively. The following tables further breaks down the numbers and percentages of SFMTA Skilled Crafts employees by gender and race/ethnicity and in comparison to the SFLMA.

JOB CATEGORY 07	MALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
654 total	176	41	94	97	225	2	635
SKILLED CRAFT WORKERS	26.9%	6.3%	14.4%	14.8%	34.4%	0.3%	97.1%
SFLMA	36.4%	4.1%	29.2%	20.3%		0.3%	91.9%
Utilization %	73.9%	154.8%	49.3%	242.9%		122.3%	105.7%

JOB CATEGORY 07	FEMALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
654 total	10	3	1	1	4	0	19
SKILLED CRAFT WORKERS	1.5%	0.5%	0.2%	0.2%	0.6%	0.0%	2.9%
SFLMA	2.3%	0.4%	1.2%	2.9%		0.0%	6.8%
Utilization %	65.6%	127.4%	13.2%	26.6%		0.0%	42.5%

Analysis:

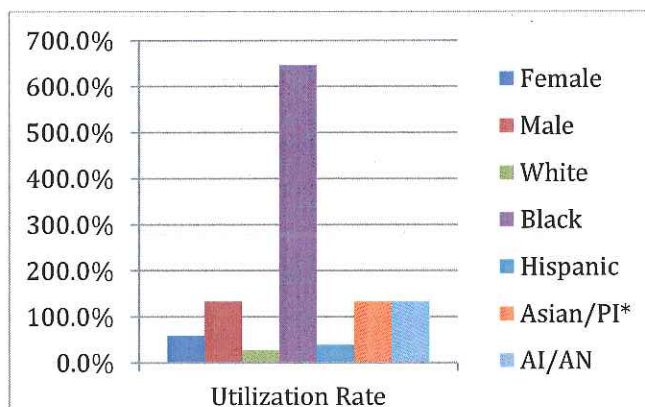
The SFMTA workforce shows underrepresentation of Hispanic males and White, Hispanic and Filipino/Asian/PI females in the Skilled Crafts category.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

Occupational Category: Service and Maintenance (08)

The majority of SFMTA employees are employed in the Service and Maintenance category which includes the 9163 Transit Operator classification. There are a total of 2,745 positions, distributed as follows:

JOB CATEGORY 08	SFMTA	SFLMA	Utilization Rate
Female	25.3%	42.7%	59.2%
Male	74.7%	56.0%	133.4%
White	7.5%	26.8%	28.0%
Black	42.0%	6.5%	646.2%
Hispanic	13.9%	36.0%	38.6%
Asian/PI*	36.1%	27.1%	133.2%
AI/AN	0.4%	0.3%	133.3%



Overall, the SFMTA shows underrepresentation in the Service and Maintenance category for Female and Hispanic employees, who are represented at 59.2% and 38.6% of marketplace availability, respectively. The following tables further breaks down the numbers and percentages of SFMTA Service and Maintenance employees by gender and race/ethnicity and in comparison to the SFLMA.

JOB CATEGORY 08	MALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
2745 total	168	670	310	217	677	9	2051
SERVICE AND MAINTENANCE	6.1%	24.4%	11.3%	7.9%	24.7%	0.3%	74.7%
SFLMA	14.8%	3.6%	22.4%	13.9%		0.2%	56.0%
Utilization %	41.4%	670.5%	50.5%	234.3%		182.1%	133.4%

JOB CATEGORY 08	FEMALE						
	White	Black	Hispanic	Filipino	A/PI	AI/AN	Total
2745 total	38	484	71	20	77	4	694
SERVICE AND MAINTENANCE	1.4%	17.6%	2.6%	0.7%	2.8%	0.1%	25.3%
SFLMA	12.0%	2.9%	13.6%	13.2%		0.1%	42.7%
Utilization %	11.5%	610.1%	19.1%	26.8%		145.7%	59.2%

Analysis:

The SFMTA workforce shows underrepresentation of Hispanic males and White, Hispanic and Filipino/Asian/PI females are underutilized in this category.

* Data on Filipinos present in the labor force are included as part of the Asian/Pacific Islander tabulated data.

VI. SUMMARY

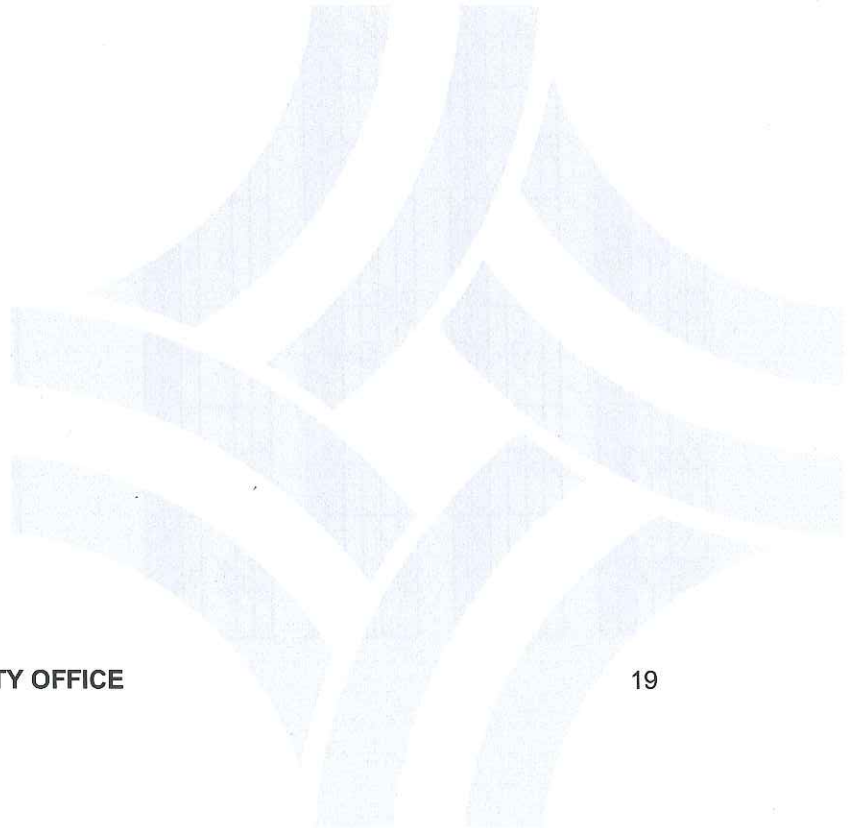
The SFMTA workforce is rich with diversity. The Agency is fully committed to Equal Employment Opportunity. This utilization report reflects SFMTA's success in the recruitment, employment and retention of underrepresented minorities and women. The Agency will continue to pursue every good faith effort to employ underrepresented minorities and women, consistent with our EEO policy.

ATTACHMENTS

Attachment 1 2013 Utilization Tables

Attachment 2 SFMTA EEO Policy

ATTACHMENT 1



2013 UTILIZATION ANALYSIS: SAN FRANCISCO MUNICIPAL TRANSPORTATION AGENCY - (SFMTA)
 SFMTA Workers as Compared to U.S. Census 2006-2010 Occupational Categories by Ethnicity and Gender for San Francisco-Oakland-Fremont, CA Metro Area as of July 31, 2013

JOB CATEGORY	MALE				FEMALE				Total				
	W	B	H	A/AN	W	B	H	A/AN					
6046	637	889	541	404	183	19	3673	182	694	150	244	5	1312
TOTAL DEPARTMENT	12.6%	17.6%	10.7%	8.0%	23.4%	0.4%	72.8%	21.1%	13.8%	8.0%	4.8%	0.1%	27.2%
SFLMA	25.3%	2.7%	10.9%	12.6%	10.9%	0.1%	52.8%	21.1%	2.8%	8.0%	1.2%	0.1%	45.9%
Utilization %	50.0%	643.1%	98.7%	249.7%	137.8%	18.0%	487.8%	37.1%	52.4%	82.0%	59.3%	59.3%	

JOB CATEGORY 01	MALE				FEMALE				Total			
	W	B	H	A/AN	W	B	H	A/AN				
148	42	18	8	2	92	28	9	4	6	8	1	56
OFFICIALS & ADMINISTRATORS	28.4%	12.2%	5.4%	1.4%	62.2%	18.9%	6.1%	2.2%	4.1%	5.4%	0.7%	37.8%
SFLMA	36.5%	2.0%	5.1%	10.9%	55.6%	24.8%	2.2%	4.4%	10.2%	10.2%	0.1%	43.0%
Utilization %	77.8%	61.2%	106.4%	136.1%	1228.5%	111.5%	78.5%	278.4%	67.0%	92.9%	519.8%	86.1%

JOB CATEGORY 02	MALE				FEMALE				Total			
	W	B	H	A/AN	W	B	H	A/AN				
620	112	79	48	35	132	59	48	15	21	69	0	212
PROFESSIONALS	18.1%	12.7%	7.7%	5.8%	21.3%	9.5%	7.7%	2.4%	3.4%	11.1%	0.0%	34.2%
SFLMA	29.3%	1.9%	3.7%	12.2%	48.4%	28.7%	2.3%	4.7%	13.1%	13.1%	0.1%	50.3%
Utilization %	61.6%	685.1%	210.4%	221.1%	135.9%	33.2%	342.6%	57.4%	111.1%	111.1%	0.0%	68.0%

JOB CATEGORY 03	MALE				FEMALE				Total			
	W	B	H	A/AN	W	B	H	A/AN				
200	81	13	31	11	29	1	166	31	8	11	7	34
TECHNICIANS	40.5%	6.5%	15.5%	5.5%	14.5%	0.5%	83.0%	4.0%	5.5%	3.5%	1.0%	17.7%
SFLMA	28.7%	2.1%	5.7%	15.9%	0.1%	54.6%	18.0%	2.3%	5.1%	16.5%	0.1%	44.1%
Utilization %	141.2%	311.0%	271.5%	128.0%	1000.0%	152.0%	22.2%	238.1%	68.0%	24.3%	24.3%	38.6%

Source: U.S. Census Bureau, 2006-2010 American Community Survey, EEO Tabulation 2006-2010 (5-year ACS data) civilian labor force 16 years and older for San Francisco-Oakland-Fremont, CA Metro Area

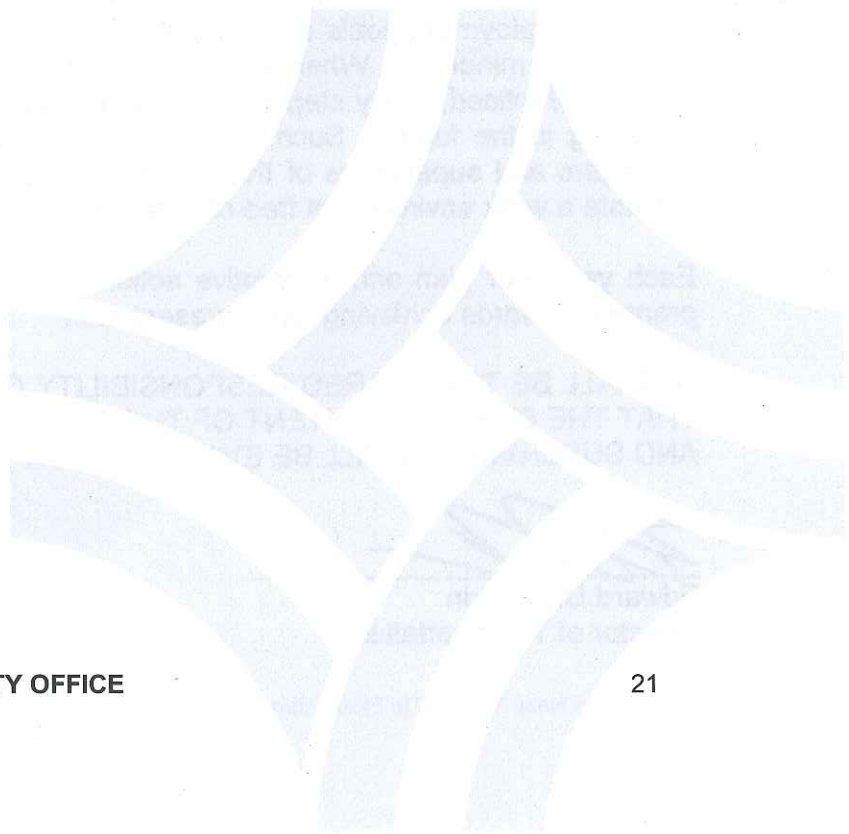
JOB CATEGORY 04	MALE				FEMALE				Total			
	W	B	H	A/AN	W	B	H	A/AN				
307	37	40	27	18	53	2	177	23	67	24	5	130
PROTECTIVE SERVICES (non-sword)	12.1%	13.0%	8.5%	5.9%	17.3%	0.7%	57.7%	7.5%	21.8%	7.8%	1.6%	42.3%
SFLMA	32.1%	12.6%	11.2%	18.0%	7.1%	0.2%	74.8%	101.4%	5.6%	4.2%	3.3%	21.8%
Utilization %	37.5%	103.4%	78.3%	128.6%	393.2%	74.8%	101.4%	390.4%	187.9%	146.7%	130.5%	183.9%

JOB CATEGORY 06	MALE				FEMALE				Total			
	W	B	H	A/AN	W	B	H	A/AN				
371	21	28	23	47	0	143	23	26	72	28	32	228
ADMINISTRATIVE SUPPORT	5.7%	7.5%	6.2%	6.5%	12.7%	0.0%	38.5%	7.0%	19.4%	7.5%	8.6%	61.5%
SFLMA	19.7%	2.3%	6.7%	11.1%	0.1%	40.8%	25.7%	4.3%	10.4%	15.7%	1.6%	57.9%
Utilization %	28.8%	326.7%	92.0%	172.3%	0.0%	94.4%	27.3%	461.0%	72.9%	175.3%	0.0%	106.2%

JOB CATEGORY 07	MALE				FEMALE				Total			
	W	B	H	A/AN	W	B	H	A/AN				
664	175	41	94	97	225	2	635	10	3	1	4	19
SKILLED CRAFT WORKERS	29.9%	6.3%	14.4%	14.8%	34.4%	0.3%	97.3%	1.5%	0.3%	0.2%	0.8%	2.9%
SFLMA	36.4%	4.1%	29.2%	20.3%	0.3%	91.9%	2.3%	0.4%	1.2%	1.2%	2.9%	6.8%
Utilization %	73.9%	154.8%	48.3%	242.9%	122.3%	105.7%	65.6%	127.4%	13.2%	28.9%	0.0%	42.3%

JOB CATEGORY 08	MALE				FEMALE				Total			
	W	B	H	A/AN	W	B	H	A/AN				
2745	168	670	310	217	677	9	2051	38	484	71	20	684
SERVICE AND MAINTENANCE	6.1%	24.4%	11.3%	7.9%	24.7%	0.3%	74.7%	1.4%	17.8%	2.8%	0.7%	25.3%
SFLMA	14.9%	3.6%	22.4%	13.9%	23.4%	0.2%	56.0%	12.0%	2.9%	13.9%	1.9%	42.7%
Utilization %	41.4%	670.5%	50.5%	234.3%	182.1%	133.4%	11.5%	610.1%	13.5%	610.1%	28.8%	145.7%

ATTACHMENT 2





SFMTA
Municipal
Transportation
Agency

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of the San Francisco Municipal Transportation Agency (SFMTA) to provide equal employment opportunity for all persons, regardless of race, color, religion, creed, sex, national origin, ethnicity, age, disability or medical condition, political affiliation, sexual orientation, ancestry, marital or domestic partner status, parental status, gender identity, AIDS, HIV, AIDS-related conditions, height and weight, other non-merit factors or any other categories prohibited by law. Further, it is the SFMTA's policy that no person shall be retaliated against for participating in an employment discrimination investigation either as a complainant or witness.

Employees are our most valuable resource and our policy is that equal employment opportunity be afforded to all present and prospective employees. This policy applies to all personnel actions of this organization including, but not limited to, recruiting, hiring, classification/compensation, benefits, promotions, transfers, layoffs, training and disciplinary actions.

Applicants and employees have the right to file complaints alleging discrimination and/or retaliation by contacting the SFMTA Equal Employment Opportunity Office (EEO) located at One South Van Ness Avenue, 3rd Floor in San Francisco, California 94103. Please contact SFMTA EEO Manager Don Ellison at 415.701.4407 or via facsimile at 415.701.4402.

The SFMTA has implemented a vigorous program to remove barriers that have operated to preclude employment opportunities to historically underrepresented class members and to increase the employment opportunities for members of those groups where they are presently underrepresented.

To fully implement our commitment to equality of opportunity and nondiscrimination, the SFMTA has set employment goals and timetables to correct the effects of past discrimination against women and minorities. When it is suspected or alleged that unlawful discrimination is being practiced, every step will be taken to eliminate such practices and prevent them from occurring in the future. Such unlawful discrimination shall not be tolerated. All employees, managers and supervisors of the SFMTA are to treat others with dignity and respect, and to promote a work environment free of harassment.

Each year, our plan and affirmative action goals will be reviewed and revised to reflect our progress towards achieving fair representation.

IT SHALL BE THE SHARED RESPONSIBILITY OF ALL SFMTA MANAGEMENT TO ENSURE THAT THE SPIRIT AND INTENT OF THE EEO PROGRAM ARE FULFILLED. ALL MANAGERS AND SUPERVISORS WILL BE EVALUATED ON THE SUCCESS OF THE EEO PROGRAM.

Edward D. Reiskin
Director of Transportation

1.07.2014
Date