

# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

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SANDRA ENG ACTING EXECUTIVE OFFICER November 7, 2019

### NOTICE OF CIVIL SERVICE COMMISSION MEETING

SUBJECT: MUNICIPAL TRANSPORTATION AGENCY 2018
WORKFORCE UTILIZATION ANALYSIS REPORT.

The above matter will be considered by the Civil Service Commission at a meeting to be held on **November 18, 2019 at 2:00 p.m. in Room 400**, Fourth Floor, City Hall, 1 Dr. Carlton B. Goodlett Place.

This item will appear on the Regular Agenda. Please refer to the attached Notice for procedural and other information about Commission hearings.

Attendance by you or an authorized representative is welcome. Should you or your representative not attend, the Commission will rule on the information previously submitted and testimony provided at its meeting. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

All non-privileged materials being considered by the Civil Service Commission for this item are available for public inspection and copying at the Civil Service Commission office Monday through Friday from 8:00 a.m. to 5:00 p.m.

CIVIL SERVICE COMMISSION

SANDRA ENG

Acting Executive Officer

Attachment

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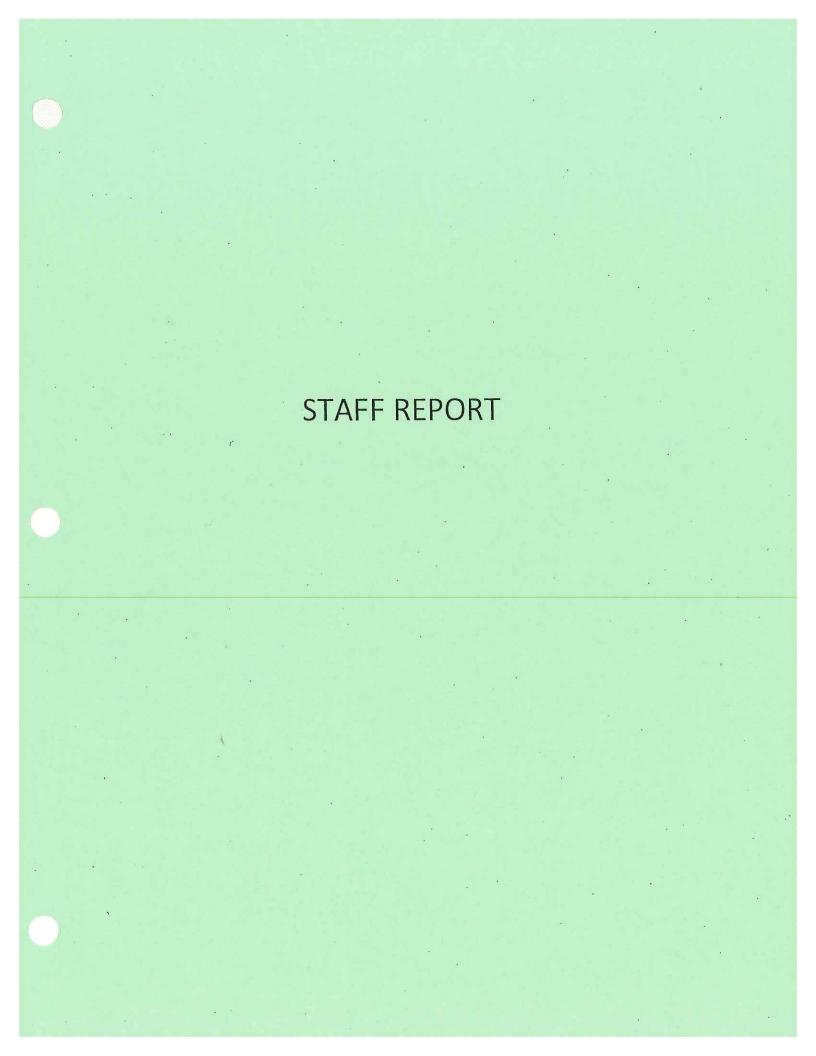
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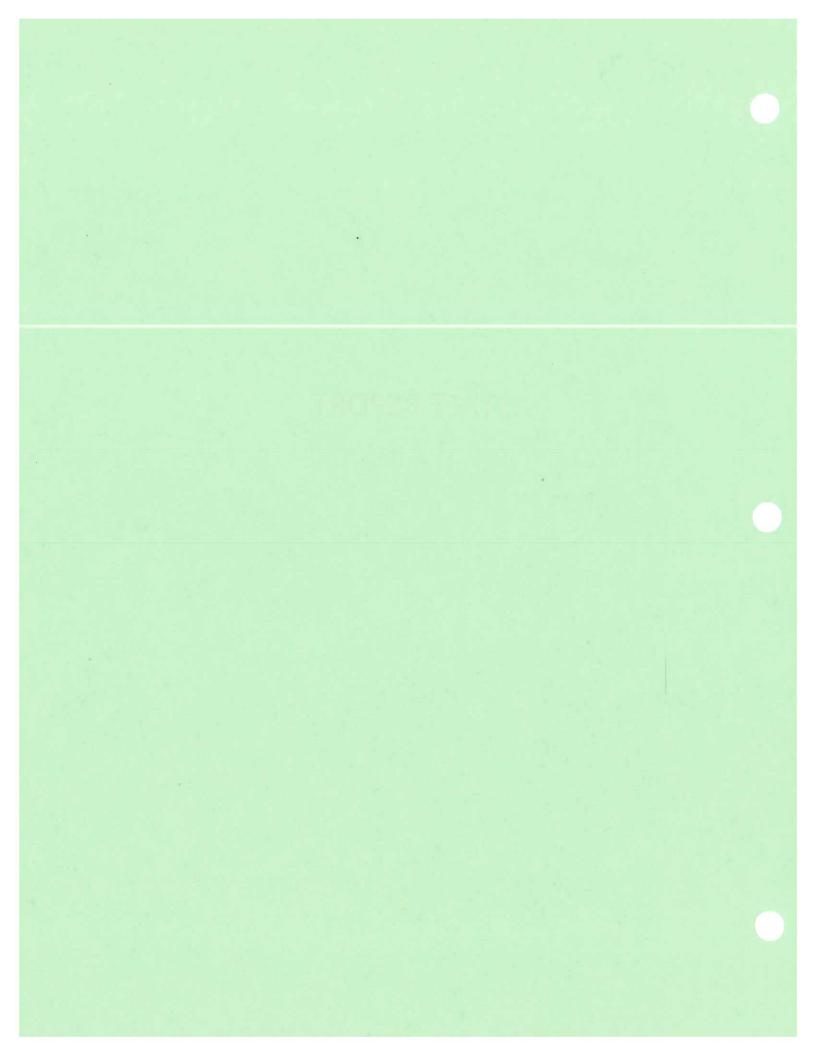
Commissioners' Binder

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CSC-22MTA (9/00)

# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22MTA)
Applicable to Municipal Transportation Agency Service-Critical Classes

Refer to Civil Service Commission Procedure for Staff - Submission of Written Reports MTA for Instructions on completing and processing this Form

1.	Civil Service Commission Register Number:	
2.	For Civil Service Commission Meeting of: November 18	e e e e e e e e e e e e e e e e e e e
3.	Check One: Ratification Agenda  Consent Agenda	
	Regular Agenda X	
4.	Subject: 2018 EEO Report	ж 2 2
5.	Recommendation:	The second of th
6.	Report prepared by: <u>Virginia Harmon</u> Telephone number:	415.557.4837
7.	Notifications: (Attach a list of the person(s) to be notified in Commission Report Format -A	the format described in IV.
8.	Reviewed and approved for Civil Service Commission Agenda:	
ŧ	Municipal Transportation Agency Director: W. Ad. Date: 11/4/2019	rem
	Date: 11/4/2019	A SEE
9.	Submit the original time-stamped copy of this form and person(above) along with the required copies of the report to:	s) to be notified (see Item 7
e e	Executive Officer Civil Service Commission 25 Van Ness Avenue, Suite 720 San Francisco, CA 94102	
10.	Receipt-stamp this form in the ACSC RECEIPT STAMP≅ box to the right using the time-stamp in the CSC Office.	CSC RECEIPT STAMP
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# City and County of San Francisco Municipal Transportation Agency (SFMTA)



2018 Equal Employment Opportunity (EEO) Report

Utilization Analysis and Assessment of Employment Practices

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#### ACRONYMS

ACS . American Community Survey **CCSF** City and County of San Francisco DHR Department of Human Resources EEO Equal Employment Opportunity Employment Opportunity Commission EEOC FTA Federal Transit Administration Government Accountability Office GAO San Francisco Municipal Transportation Agency SFMTA United States U.S.

#### **BACKGROUND**

This report presents employment utilization and employment practices in the San Francisco Municipal Transportation Agency (SFMTA) as required by Equal Employment Opportunity (EEO) Civil Service Commission Rule 103 and the Federal Transit Administration (FTA). The SFMTA, the nation's eighth largest public transit system, is responsible for the management of all ground transportation in the city as well as parking and traffic, bicycling, walking and the regulation of taxis.

FTA requires that agencies receiving federal funds like SFMTA develop and implement effective EEO Programs to prevent discrimination against employees or applicants. Moreover, FTA conducts a triennial review of agencies receiving federal grants to verify that recipients are complying with rules and regulations. Consequently, the SFMTA is required to submit a report to the FTA every three years. The last FTA Triennial Review of SFMTA was completed in May 2016. This report therefore presents information on SFMTA's compliance with EEO requirements between 2016 and 2019.

One of the objectives of this review is to analyze SFMTA workforce data and determine whether percentages of racial/ethnic groups and men and women in different occupational categories are similar to the percentages of those groups in the relevant job market workforce. Another objective is to assess employment practices to identify whether any patterns of discrimination or adverse impact exist.

Workforce data in this report reflect records obtained from SFMTA's Human Resources Division (HR), which provides support services such as recruitment, hiring, employment and labor relations, payroll, organizational development and training, employee wellness and workers' compensation.

#### METHODOLOGY

The report consists of two sections, a section on utilization analysis and a section assessing employment practices. The utilization analysis is a comparison of SFMTA employment to labor market availability by race/ethnicity and gender in eight occupational categories. These occupational categories are defined by the U.S. Equal Employment Opportunity Commission (EEOC) and are shown in Table 1.

Table 1. EEO Occupation Categories<sup>1</sup>

1) Officials and Administrators	5) Paraprofessionals
2) Professionals	6) Office/Clerical
3) Technicians	7) Skilled Crafts
4) Protective Services	8) Service/Maintenance

<sup>&</sup>lt;sup>1</sup> Data on apprentices is also presented but this is not an EEO category.

Utilization rates provide an indication of whether a particular racial/ethnic or gender group is represented in SFMTA at a level similar to the group's presence in the labor market. Utilization rates are useful because they help identify discrepancies between who SFMTA employs and recruits compared to labor market availability. For instance, when the percentage of employees in a group at SFMTA (e.g. Asian women) is less than the availability percentage for that group in the labor market, it is an indication of underutilization. However, a finding of underutilization does not necessarily signal discrimination. Rather, underutilization is an indicator that EEO planners can use in good faith efforts to increase future utilization of underrepresented groups in a workforce.

In addition to the utilization analysis, it is also essential to conduct an analysis of employment practices. This is because the principle behind EEO is that everyone should have the same access to opportunities. Utilization rates help identify problem areas in an agency but an employment practices analysis helps determine why problems exist and which practices may operate as barriers to equal employment. In this report, the assessment of employment practices focuses on processes such as hiring, discipline, promotions, and terminations.

#### **Data Sources**

Data on SFMTA's workforce presented in this report are from the SFMTA Human Resources database, as of July 2018. Pursuant to San Francisco Charter section 8A.104, subdivision (f), the SFMTA, a department of the City and County of San Francisco, is responsible for hiring and administering its own workforce, separately from the City and County of San Francisco's Department of Human Resources (DHR). Concomitantly, the CCSF and SFMTA compile separate workforce utilization reports.

Data on race/ethnicity and gender are based on self-identification. Racial/ethnic group identifications used by SFMTA are consistent with those used by the U.S. Census Bureau and Federal agencies. Table 2 lists the EEO racial/ethnic categories and corresponding SFMTA categories.

Table 2. Race/Ethnic Categories

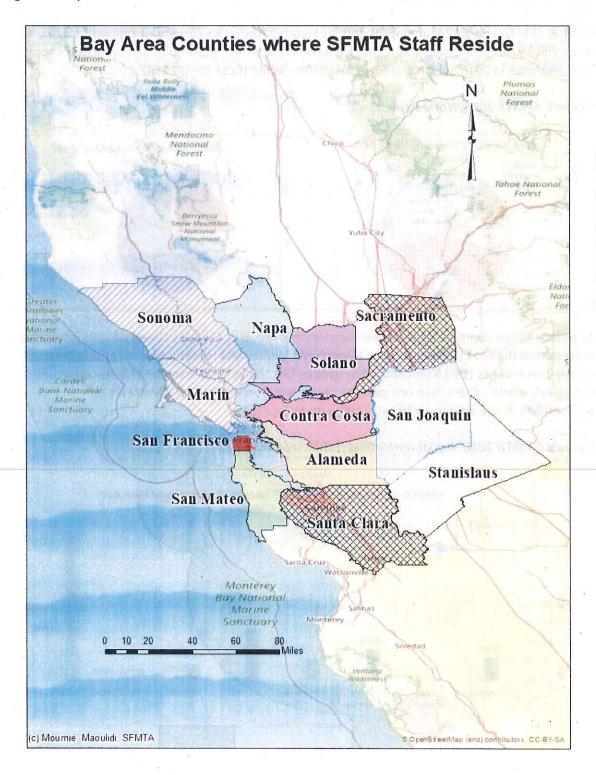
EEO-Race/Ethnic Categories	SFMTA Race Categories
1. White (not Hispanic or Latino)	1. White
2. American Indian/Alaska Native (not Hispanic or Latino)	2. Native American
3. Black or African American (not Hispanic or Latino)	3. African American
4. Hispanic or Latino	4. Hispanic
5. Asian (not Hispanic or Latino)	5a. Asian
	5b. Filipino
6. Native Hawaiian/Other Pacific Islander (not Hispanic or Latino)	
7. Two or more races (not Hispanic or Latino)	6. Multi-Racial

As per California Government Code section 50087, data on Filipino employees is recorded separately from other Asians. In this report, to comply with FTA reporting guidelines, Filipinos are grouped with other Asians. The Multi-racial group consists of individuals with origins in more than one of the federally designated racial/ethnic categories.

Labor market availability data, i.e. the number of persons in the labor force who are employed or are seeking employment, are derived from the 2013-2017 American Community Survey (ACS) statistics for the state of California. SFMTA's workforce utilization analysis uses these labor market availability statistics because they more representative of the agency's workforce. Another reason for using the California data is that there have been changes in local labor force demographics in northern California since 2013-2017 census and these changes have impacted the available labor pool. For instance, the Bay Area's African American population has been decreasing and the job market has been negatively impacted by lack of affordable housing and shortages in skilled labor.

SFMTA staff reside in the following northern California counties: San Francisco, Alameda, Contra Costa, Marin, Napa, Sonoma, Santa Clara, San Mateo, Solano, San Joaquin, Stanislaus and Sacramento. In 2017-2018, 43 percent of the agency's employees resided in San Francisco County, and the rest lived in the other eleven counties. Figure 1 on the following page is a map showing Bay Area counties where SFMTA staff reside.

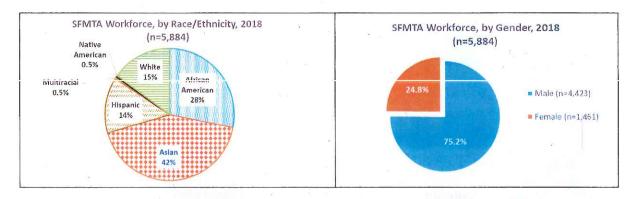
Figure 1. Bay Area Counties Where SFMTA Staff Reside



#### **PART I: SFMTA WORKFORCE**

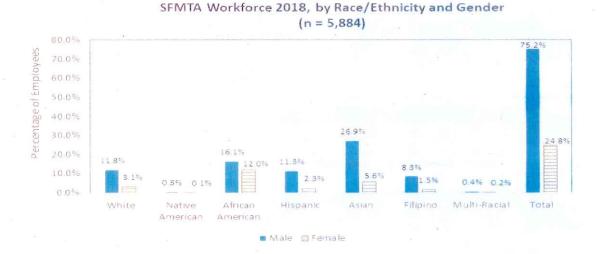
In 2018, SFMTA had 5,884 employees and, as Figure 2, shows 85 percent of this workforce was Non-White. This proportion was higher than the racial/ethnic makeup of San Francisco's total city workforce in 2018, which was 68 percent Non-White (CCSF DHR, 2018).

Figure 2. SFMTA 2018 Workforce



As noted, Asians comprised the largest racial/ethnic group at 42 percent and African-Americans represented the next largest group at 28 percent. Whites and Hispanics were represented at similar percentages (14-15 percent) while groups like Native Americans and Multi-racial individuals made up less than one percent of the workforce. Figure 3, illustrates the composition of the workforce by race/ethnicity and gender.

Figure 3. SFMTA 2018 Workforce by Race/Ethnicity and Gender



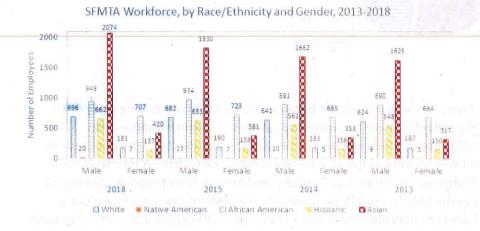
Three quarters of the 2018 SFMTA workforce was male. The largest group was Asian males who were almost 35 percent of the workforce and the next largest groups were African-American males, White males and Hispanic males, who were approximately 16 percent, 12 percent and 11 percent of the workforce respectively.

Women, on the other hand, represented only a quarter of the total workforce. The largest female group was African American women, who constituted 12 percent of the workforce, followed by Asian women who made up 7.1 percent of the workforce. White women were 3.1 percent of SFMTA workers and Hispanic women accounted for 2.3 percent of workers.

When comparing the SFMTA workforce to the total City and County of San Francisco (CCSF) workforce, it is relevant to note that whereas the proportions of Asians and Hispanics in the SFMTA and CCSF workforce were similar, there were almost twice as many Whites in CCSF and half as many African-Americans in CCSF than in SFMTA. For instance, whereas Whites were about 32 percent and African-Americans were 13 percent of the CCSF workforce in 2018, these two groups were 15 percent and 28 percent of the SFMTA workforce respectively.

Figure 4 shows the composition of the SFMTA workforce, by race/ethnicity and sex, during the past five years. Since 2015, the Asian male and female workforce has increased by 13 and 10 percent respectively, whereas the proportions of African-Americans males and females as well as White and Hispanic females have declined.

Figure 4. SFMTA Workforce, by Race/Ethnicity and Sex, 2013-2018

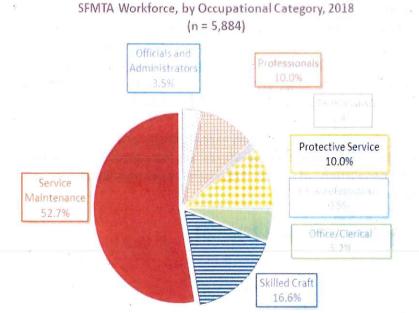


#### SFMTA Workforce by Occupational Categories

In 2018, slightly over half the SFMTA workforce (52.7 percent) was employed in the Service/Maintenance category followed by the Skilled Craft category (16.6 percent), the Professionals and Protective Services category (10 percent each), Office and Clerical category (5.2 percent) and the Officials and Administrators category (3.5 percent). The Technicians

category was 1.4 percent of the workforce and 0.5 percent of all workers were in the Paraprofessional category. Figure 5 shows the distribution of the SFMTA workforce in the different occupational categories, and the proportions of males and females. It can be seen that men and women are almost evenly distributed in managerial, professional, protective service and clerical occupations but men are over-represented in Skilled Crafts and Service/Maintenance jobs. In terms of the total workforce, there are four times as many men as women in Service/Maintenance and the ratio is 16 times in the Skilled Craft category.

Figure 5. SFMTA Workforce, by Occupational Category, 2018



Category	Male	Female
Officials and		
Administrators	2.1%	1.4%
Professionals	5.8%	4.2%
Technicians	1.1%	0.3%
Protective Service	5.3%	4.7%
Paraprofessionals	0.3%	0.2%
Office/Clerical	2.2%	3.0%
Skilled Crafts	16.4%	0.2%
Service/Maintenance	41.9%	10.8%

A cross-tabulation analysis was also conducted because it is useful in identifying underlying relationships between gender/race and occupational categories. Figure 6 shows the distribution of the SFMTA workforce by occupational category and gender. The data reveals that women are more likely to work in five Occupational categories: Office/Clerical; Officials and Administrators; Professionals; Protective Services; and Service Maintenance. Almost 44 percent of all women in the SFMTA workforce were in Service/Maintenance, 19 percent in Protective Service, 17 percent in Professional and 12 percent in Office/Clerical, and 5.6 percent in the Officials and Administrators categories. There were few women working as Technicians (1.4 percent) or in Skilled Crafts (0.8 percent).

For the male workforce, 56 percent was employed in Service/Maintenance and 22 percent worked in the Skilled Craft category. Approximately eight percent of male employees worked in Protective Service and seven percent were in the Professional category.

Figure 6. Distribution of SFMTA Workforce, by Occupational Category and Gender, 2018

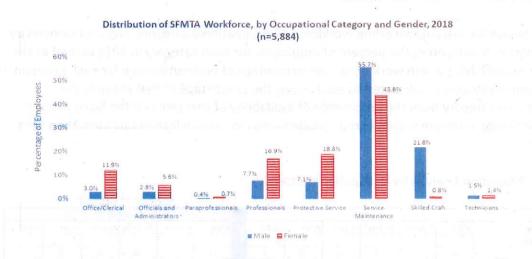
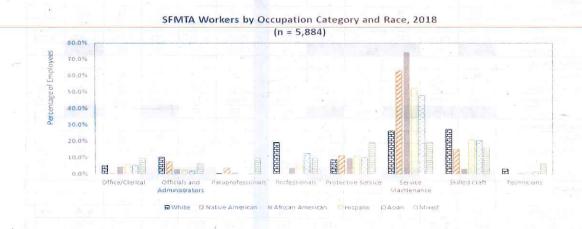


Figure 7 provides a snapshot of the racial composition of the workforce by occupational category. It shows that most African-Americans, Hispanics, Asians and Native Americans are in Service/Maintenance. Whites tend to be employed in the Professional, Skilled Craft and Officials and Administrators categories. The 2018 employee database also includes four apprentices, who were training to be Automotive Machinists and Maintenance Machinists. All four were male and none were African-American, Hispanic or Native American.

Figure 7. Distribution of SFMTA Workforce, by Occupational Category and Race, 2018



#### **PART II: UTILIZATION ANALYSIS**

The utilization analysis compares people that SFMTA has hired with the pool of persons in the labor force who are employed or are seeking employment in each occupational category, by race/ethnic group and sex. The goal is to identify occupational categories where

underutilization and/or concentration of women or minorities exists in relation to their availability in the relevant labor market.

Table 3 shows the breakdown of the workforce by occupational category, cross referenced by race and sex. It also shows the percent of employees for each category in 2018 as well as the percent of availability in the workforce. The percentage of underutilization for each group in an occupational category is calculated by subtracting the percentage of that group in the occupational category from the percentage of availability of that group in the labor market. Underutilization rates are shown in red. Shaded cells indicate utilization rates less than zero percent.

Table 3. Utilization Analysis by Occupational Category

- X			М	ale			Female							
Job Category	White	N. Amer.	Afr. Amer.	Hispanic	Asian	Mixed	White	N. Amer.	Afr. Amer.	Hispanic	Asian	Mixed		
Office/Clerical														
Workforce	31		18	25	57	2	15		58	22	78	1		
Percent in Category	10.1%	0.0%	5.9%	8.1%	18.6%	0.0%	4.9%	0.0%	18.9%	7.2%	25.4%	0.0%		
Percent of Availability	9.31%	0.08%	3.28%	6.65%	8.70%	0.02%	20.53%	0.41%	11.66%	22.10%	16.98%	0.09%		
Percent Underutilized	West .	0%				0%	16%	0%	No.	15%	1725	0%		
Officials & Administrators										- 1				
Workforce	52	1	27	14	30	1	36	1	19	6	19	1		
Percent in Category	25.1%	0.5%	13.0%	6.8%	14.5%	0.0%	17.4%	0.5%	9.2%	2.9%	9.2%	0.0%		
Percent of Availability	27.52%	0.50%	11.43%	7.98%	9.21%	0.04%	20.21%	0.11%	9.24%	6.62%	6.60%	0.03%		
Percent Underutilized		0%		1%		0%	3%	E 2 M	0%	4%		0%		
Paraprofessionals														
Workforce	2		8	4	1	2		1	7		1	1		
Percent in Category	7.4%	0.0%	29.6%	14.8%	3.7%	0.0%	0.0%	3.7%	25.9%	0.0%	3.7%	0.0%		
Percent of Availability	23.46%	0.42%	9.42%	29.51%	9,06%	0.10%	10.37%	0.15%	3.26%	9.13%	4.75%	0.04%		
Percent Underutilized		0%	TOTAL PARTY	15%	5%	0%	10%	127.50		9%	1%	0%		
Professionals							Lagrana	V						
Workforce	111		36	32	159	2	56		25	13	152	1		
Percent in Category	18.9%	0.0%	6.1%	5.5%	27.1%	0.0%	9.5%	0.0%	4.3%	2.2%	25.9%	0.0%		
Percent of Availability	21.68%	0.12%	3.91%	5.10%	18.38%	0.01%	20.92%	0.18%	5.87%	7.34%	16.10%	0.04%		
Percent Underutilized	All ball	0%	18249			0%	11%	0%	2%	5%	A VALUE	0%		
Protective Service														
Workforce	48	3	57	48	156	3	29		105	40	98	3		
Percent in Category	8.1%	0.5%	9.3%	8.1%	26.4%	0.0%	4.9%	0.0%	17.8%	6.8%	16.6%	0.0%		
Percent of Availability	40.08%	0.38%	7.12%	23.36%	11.43%	0.06%	6.65%	0.11%	2.71%	7.16%	0.86%	0.01%		
Percent Underutilized				15%		0%	2%	Ó%		0%		0%		
Service Maintenance														
Workforce	198	12	747	367	1134	5	33	1	486	51	64	1		
Percent in Category	6.4%	0.4%	24.1%	11.8%	36.5%	0.0%	1.1%	0.2%	15.7%	1.6%	2.1%	0.0%		
Percent of Availability	20.12%	0.43%	16.03%	26.32%	13.78%	0.10%	4.55%	0.13%	9.40%	7.59%	2.22%	0.02%		
Percent Underutilized		0%	100	15%		0%	3%	all part		6%	0%	0%		
Skilled Craft														
Workforce	232	4	51	166	504	5	6		2	2	3			
Percent in Category	23.8%	0.4%	5.2%	17.0%	51.7%	0.0%	0.6%	0.0%	0.2%	0.2%	0.3%	0.0%		
Percent of Availability	43.97%	0.54%	6.04%	23.52%	21.63%	0.05%	1.81%	0.03%	0.65%	0.72%	0.94%	0.00%		
Percent Underutilized	27527	0%	1%	7%		0%	1%	0%	0%	1%	1%	0%		
Technicians														
Workforce	20		5	6	32	1	6		5	3	5	1		
Percent in Category	23.8%	0.0%	6.0%	7.1%	38.1%	0.0%	7.1%	0.0%	6.0%	3.6%	6.0%	0.0%		
Percent of Availability	18.49%	2.10%	7.15%	11.13%	14.36%	0.04%	14.26%	0.30%	10.28%	14.20%	7.50%	0.06%		
Percent Underutilized		2%	1%	4%	34. W	0%	7%	0%	4%	11%	2%	0%		

Based on the available data, the utilization analysis identified the groups shown in Table 4 as underutilized in the eight occupational categories. Since the purpose of utilization analysis is also to establish the framework for goals, Table 4 includes a column, labelled "Need", showing the number of employees needed to reach parity.

Table 4. Underutilization Findings

Occupational Category	Underutilized Male Group	Need	Underutilized Female Group	Need
(1) Office/Clerical	who gamestabed below it	1 API	White Females Native American Females Hispanic Females	48 1 45
(2) Officials and Administrators	Hispanic Males	2	White Females Hispanic Females	5 7
(3) Paraprofessionals	Hispanic Males Asian Males	3	White Females Hispanic Females	2 2
(4) Professionals			White Females Native American Females African-American Females Hispanic Females	66 1 9 30
(5) Protective Service	Hispanic Males	89	White Females Hispanic Females	10 2
(6) Service/Maintenance	Native American Males Hispanic Males Multi-racial Males	1 449 3	White Females Hispanic Females Asian Females	108 184 4
(7) Skilled Craft	Native American Males African-American Males Hispanic Males	1 7 63	White Females African-American Females Hispanic Females	11 4 5
(8) Technicians	Native American Males African-American Males Hispanic Males	1 1 3	Asian Females White Females African-American Females Hispanic Females Asian Females	5 3 8 1

The statistical analysis reveals that in all job categories, there is underutilization of women, especially in Service/Maintenance and historically male dominated job categories like Professionals and Skilled Craft. White and Hispanic females are underutilized in all occupation categories while African-American females are underutilized in the Professionals, Skilled Craft and Technicians categories. Asian females are underutilized in Service/Maintenance, Skilled Craft and Technicians categories while Native American females are underutilized in the Professionals and Office/Clerical categories.

Males who are underutilized tend to be Hispanic, African-American, Native American and Multiracial and underutilization for men was concentrated in the areas of Officials and Administrators, Protective Service, Service/Maintenance, Skilled Craft and Technicians. There was no underutilization for men in the Office/Clerical or Professionals categories.

#### PART III. EMPLOYMENT PRACTICES

A four-fifth analysis for applicant vs. hires, promotions, discipline and terminations was conducted for each job group, by race and gender, and this was used as rule of thumb for determining adverse impact. This type of analysis helps identify areas where there is a potential for adverse impact by highlighting differences in selection rates within each job group. According to the 1978 EEO Uniform Guidelines Section 4(D), a selection rate for any race, sex or ethnic group which is less than 80 percent (or four-fifth) of the rate for the group with the highest rate is regarded as evidence of adverse impact.

An Excel-based workbook developed by TSA was used to determine adverse impact. The tool uses the following procedure used to determine adverse impact:

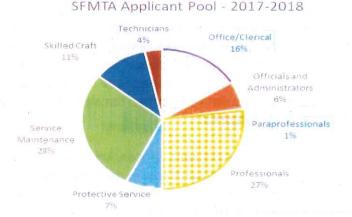
- 1. First, selection rates for different groups is calculated by dividing the number of persons selected from a group by the number of applicants from that group;
- 2. The group with the highest selection rate is then identified;
- 3. Impact ratios are calculated by dividing the selection rate of each group by the rate of the highest group;
- 4. If the impact ratio is less than 0.80, it is determined that there is adverse impact.

Adverse impact may occur in hiring, promotion, and even transfers. However, as the FTA C 4704.1A circular notes, "determining disparate impact is not a pure arithmetic exercise since other factors contribute to a proper analysis of employment practices" (FTA, 2017).

#### Applicants vs. Hired

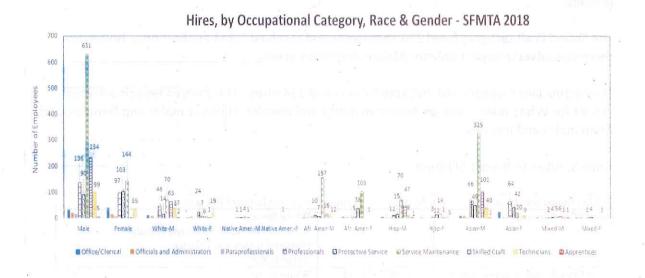
In 2017-2018, 23,533 persons applied for SFMTA positions, but 2,543 did not declare race/ethnicity, 397 did not disclose their sex and 194 records were missing information on occupation category. As a result, the following analysis focuses on 21,504 applicants who did not have missing values. Most SFMTA applicants expressed interest in Service/Maintenance (28 percent) positions, followed by Professional (27 percent), Office/Clerical (16 percent) and Skilled Craft (11 percent) posts.

Figure 8. SFMTA Applicants in 2017-2018



SFMTA strives to be fair and inclusive in its hiring practices. Figure 9 shows the number of applicants who were hired in 2018, by occupation category, race and gender.

Figure 9. 2018 SFMTA Hires, by Race and Gender



The findings from the statistical analysis, presented below and in Table 5, indicate disparate impacts in all occupation categories.

The Office/Clerical (Administrative Support) category received 3,481 applications but only hired 74 employees. There was adverse impact for White females, African-American males and females, Hispanic males and females, and Asian males.

The Officials and Administrators category received 1,387 applications and hired 34 individuals. There was adverse impact for White males, African-American males and females, Hispanic males and females, and Asian males and females.

The Paraprofessional category had 109 applicants and 23 individuals were hired. The data show adverse impact for White females, African-American males and females, Hispanic males and females, and Asian males and females.

The Professional category received 5,790 applications and had 233 hires. Available data show adverse impact for White males and females, African-American males and females, Hispanic males and females, and Asian males.

The Protective Service category hired 193 employees from 1,575 applicants. There was adverse impact for White males and females, African-American males and females, Hispanic males and females, and Asian males.

The Service/Maintenance category had 6,059 applicants and 775 hires. The analysis shows adverse impact for African-American males and females, Hispanic males and females, and Asian females.

The Skilled Craft category hired 236 employees and received 2,343 applications. However, there was adverse impact only for African-American males.

The Technicians category had 760 applications and 134 hires. The analysis reveals adverse impact for White males, African-American males and females, Hispanic males and females, and Asian males and females.

Table 5. Adverse Impact in Hiring

EEO Occupational Category	Applicants	Hires	Adverse Impact Group(s)
(1) Office/Clerical	3,481	74	White females
			African-American males and females
			Hispanic males and females
	-		Asian males
(2) Officials and Administrators	1,387	34	White males
			African-American males and females
			Hispanic males and females
			Asian males and females
(3) Paraprofessionals	109	23	White females
			African-American males and females
			Hispanic males and females
		ĺ	Asian males and females
(4) Professional	5,790 .	233	White males and females
			African-American males and females
			Hispanic males and females
			Asian males
(5) Protective Service	1,575	193	White males and females
			African-American males and females
			Hispanic males and females
·			Asian males
(6) Service/Maintenance	6,059	775	African-American males and females
			Hispanic males and females
			Asian females
(7) Skilled Craft	2,343	236	African-American males
(8) Technicians	760	134	White males
	1		African-American males and females
			Hispanic males and females
			Asian males and females
Total	21,504	1,702	

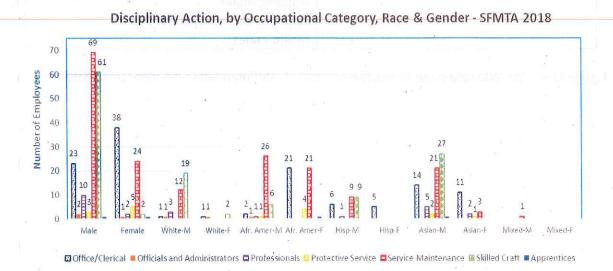
#### Discipline

SFMTA has a progressive discipline policy which provides employees with a clear sense of due process. Under its discipline policy, managers are required to give an employee a verbal warning, then a written warning, and then suspend or terminate an employee if needed. Employees therefore understand what to expect if they behave poorly.

However, in addition to good faith efforts to implement a fair disciplinary policy, it is also imperative to ascertain whether it has been consistently applied by investigating patterns indicating that employees are treated disparately. This is because decades of research show that certain employees tend to be disciplined or penalized more severely than others based on characteristics such as race/ethnicity, gender, disability, age or sexual orientation. The issue of which groups are disproportionately disciplined and why is complex. However, the consensus is that implicit bias — stereotypes or unconscious association about people— often leads supervisory staff to judge behaviors differently, especially based on the individuals' race and sex.

The 2018 SFMTA data reveals that Service/Maintenance, Office/Clerical and Skilled Craft are the occupational categories with the highest number of disciplinary offenses and certain groups within these categories are over-represented among workers receiving disciplinary action. Figure 10 is a visual presentation of Disciplinary Action, by Occupational Category, Race and Gender.

Figure 10. Disciplinary Action, by Occupational Category, Race and Gender



To determine whether racial/gender disproportionality exists in disciplinary action requires comparing one group to a comparison group. The FTA Excel tool for calculating adverse impact first identifies disciplinary rates (the number of workers belonging to a group divided by the

group's population, multiplied by 100) and then compares this rate to the group with the lowest rate. Using this methodology, the analysis finds that African American females, Hispanic males and females, and Asian males were disproportionately disciplined.

To identify potential inequities in discipline practices, separate analyses for certain disciplinary actions are useful. For instance, in addition to examining who is being disciplined, it is also useful to look at who is receiving written warnings, who is being dismissed and who is being suspended. The analysis did not reveal that any particular group was disproportionately disciplined in terms of written warnings, dismissals and suspensions but this could be due to the fact that the number of documented cases was relatively small to draw meaningful conclusions.

#### **Terminations**

Concerning terminations, the analysis found adverse impact in two categories, Technicians and Paraprofessionals. The groups that were adversely impacted are shown in Table 6.

Table 6. Groups Disproportionately Terminated, by Occupational Category

EEO Category	Groups Adversely Impacted
Technicians	White males and White females
	African American males
	Hispanic males and Hispanic females
	Asian males and Asian females
Paraprofessionals	White males
	African American males and African
	American females
	Hispanic males
•	Asian males and Asian females
	Mixed males

Figure 11 on the following page shows the number of staff members who were terminated.

Terminations, by Occupational Category, Race & Gender - SFMTA 2018 200 180 160 140 120 100 80 50 Native Native Afr. Amer-F Male Female White-M White-F Asian-M Total Hisn-M Hisp-F Amer.-M Amer.-F 15 Office/Clerical 20 0 Officials and Administrators 11 ■ Paraprofessionals Professionals 23 Protective Service ☐ Service Maintenance Skilled Craft 21,

Figure 11. Terminations, by Occupational Category, Race and Gender

#### Promotion

■ Technicians
■ Apprentices

When it comes to promotions, data from 2018 show that more males than females were promoted. For instance, more than twice as many males than females were promoted (511 males versus 203 females). However, this does not take into account the fact that there are significantly more men than women in the SFMTA workforce.

Monitoring the number of staff members who are promoted does not by itself provide information on problem areas that could inform an intervention decision. Consequently, an adverse impact analysis was conducted comparing the number of promotions given to a particular group to the total population of that group in the relevant workforce category. The findings showing groups that are adversely impacted are presented in Table 7.

Figure 12. Promotions, by Occupational Category, Race and Gender

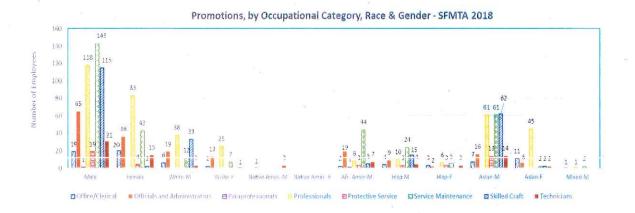


Table 7. Adverse Impact in Promotions

EEO Occupational Category	Adverse Impact Group(s)
(1) Office/Clerical	White females
	African-American males and females
	Hispanic females
	Asian males and females
(2) Officials and Administrators	White males and females
	Hispanic females
	Asian males and females
(3) Paraprofessionals	White males
	Native American females
	African-American females
	Hispanic males
*	Asian males and females
(4) Professional	White males
	African-American males and females
	Hispanic males
	Asian females
(5) Protective Service	White males and females
· ·	African-American males and females
40	Hispanic males
	Asian males
(6) Service/Maintenance	Asian females
(7) Skilled Craft	African-American males
	Hispanic males
(8) Technicians	White males and females
	African-American males
	Hispanic males and females
	Asian males and females

#### CONCLUSION

The SFMTA is committed to working towards eliminating underutilization in its workforce and will strive to eliminate nefarious employment practices, if they exist. To address utilization gaps, we are committed to reviewing the utilization analysis with management staff, identifying gaps, reviewing vacancy projections, staffing needs and recruitment/selection strategies with Human Resources prior to setting hiring goals and timetables towards the goal of having a talented and skilled workforce that reflects the diversity of the communities served.

In addition, the results of this report with respect to our employment practices are highly instructive in identifying areas where we can refocus our efforts to ensure that our personnel policies and practices are consistently and fairly applied across the employees of our workforce.

Diversity and inclusion is a strategic objective in SFMTA's FY2019-2020 Strategic Plan, the agency's road map for the next two years. In addition to promoting equity in the agency's hiring processes, the plan seeks to establish employment practices that foster a more diverse and inclusive workplace. For instance, a standard hiring practice currently in use at SFMTA is to require gender/ethnic diversity in interview panels.

To promote awareness on how implicit bias can unconsciously impact behaviors and attitudes, 313 SFMTA managers and other senior staff participated in implicit bias trainings offered by CCSF DHR in 2017 and 2018. Employees have also participated in online and in-person trainings on cross-cultural communication, accommodations for people with disabilities and fairness in hiring.

Targeted recruitment efforts, career fairs and apprenticeships also help create inclusive workplaces that reflect the available labor market. A list of recruitment activities conducted during the past two years can be found in the Appendix. The apprenticeships provide paid onthe-job trainings to various job-seekers, including under-represented and disadvantaged groups.

# **APPENDIX**

# <u>Utilization</u>

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recent of Availability engen Lineary Versition international Control of State Control international Control in	150 My 151 Mg 15	307	7 4% 31 10 1% 232 23 8%	102 33.2% 730 74.9%	49% 6 06%	159 . 51 8%	23 48% 31 10 1% 9 31% 232 23 8% 43 97%	0 0% No 0 0% 0 0% 0 0 4% 0 4% 0 0 4%	9.42% No 18 5.9% 3.25% No No 15,24 1	29 5 1% 15% 25 5 6 1% 5 6 5 % 1 1% 5 6 5 % 1 1% 5 6 5 % 1 1% 5 6 5 % 1 1% 5 6 5 % 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	9 00% 5% 70% 70% 10% 10% 10% 10% 10% 10% 10% 10% 10% 1	0 0% 0 02% No 0 02% No	2 2 0 7% 0 0 0 0 % No	10 37% 10% Yes 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	0 05% No	726% No No 10 9% 11 60% Ho 20 25% 97% Ves	913% 918 Yes 2 22 22 7.24 22 tolk 15% Yes 0.25% 15% Yes 16% Yes 16% Yes 16% Yes 16% Ye	788 No 78	0.04% No 0.05% No 0.05% No	0079 No 0 354 0 354 No 0 0019 No	
ercent of Availability ercent in Availability ercent of Availability	*Entry	307	7.4% 31 10.1% 232 23.8%	102 33.2% 730 74.9%	49% 6 06%	159 . 51 aW	31 10 1% 9 31%	0 0% No 0 0% 0 0% 0 0 4% 0 4% 0 0 4%	9 4 2% No 18 5 5 5% 3 20% No 	29 51% 15% 25 51% 8 60% No 17 0% 23 52% Vea	900m 5% 795 1 57 18 6% 9 70m No 504 517% 21 63%	0 0% 0 02% No 0 02% No	2 2 0 7% 0 0 0 0 % No	10 37% 10% Yes 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	0 05% No	55 18.9% 11.00% No.	913% 918 Yes 2 22 22 7.24 22 tolk 15% Yes 0.25% 15% Yes 16% Yes 16% Yes 16% Yes 16% Ye	78 78 78 25 49 16 93% No	0.04% No 0.05% No 0.05% No	0079 No 0 354 0 354 No 0 004 0 004	
recent of Availability experiments of Availability experim	150 My 151 Mg 15	307	7 4% 31 10 1% 232 23 8%	102 33.2% 730 74.9%	49% 6 06%	159 . 51 8%	23 48% 31 10 1% 9 31% 232 23 8% 43 97%	0 0% No 0 0% 0 0% 0 0 4% 0 4% 0 0 4%	9 42% No No 18 5 5% No No 18 5 2% No No No 18 5 2% No No 18 5 2% No No 18 5 2% No	29 5 1% 15% 25 5 6 1% 5 6 5 % 1 1% 5 6 5 % 1 1% 5 6 5 % 1 1% 5 6 5 % 1 1% 5 6 5 % 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	900 900 900 900 900 900 900 900 900 900	0 0% 0 02% No 0 02% No	2 2 0 7% 0 0 0 0 % No	10 37% 10% Yes 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	0 05% No 0 05% 9 41% Ves 0 05% No 0 05% No 0 05%	326% No	913% 918 Yes 2 22 22 7.24 22 tolk 15% Yes 0.25% 15% Yes 16% Yes 16% Yes 16% Yes 16% Ye	788 No 78	0 00% No	007% No	
recent of Availability Engral Undersulvers Indeputing Teverholo Indeputi	150 My 151 Mg 15	307	7 4% 31 10 1% 232 23 8%	102 33.2% 730 74.9%	49% 6 06%	159 . 51 8%	23 48% 31 10 1% 9 31% 232 23 8% 43 97%	0 0 2% No 0 0 0 1	9.42% No 18 5.9% 3.25% No No 15,24 1	2015194 1519	9 00% 5% 70% 70% 10% 10% 10% 10% 10% 10% 10% 10% 10% 1	0 0% 0 02% No 0 02% No	2 2 0 7% 0 0 0 0 % No	99 29% 199 20 29% 20 20 20% 40 40% 40 40%	0 05% No	726% No No 10 9% 11 60% Ho 20 25% 97% Ves	913% 918 Yes 2 22 22 7.24 22 tolk 15% Yes 0.25% 15% Yes 16% Yes 16% Yes 16% Yes 16% Ye	788 No 78	0.04% No 0.05% No 0.05% No	0079 No 0 354 0 354 No 0 004 0 004	
recent of Availability Engal Unificative Vervillage Indemolytical Vervi	150 My 151 Mg 15	307	7 4% 31 10 1% 232 23 8%	102 33.2% 730 74.9%	49% 6 06%	159 . 51 8%	23 48% 31 10 1% 9 31% 232 23 8% 43 97%	0 0 2% No 0 0 0 1	9 42% No No 18 5 5% No No 18 5 2% No No No 18 5 2% No No 18 5 2% No No 18 5 2% No	2015194 1519	900 900 900 900 900 900 900 900 900 900	0 0% 0 02% No 0 02% No	2 2 0 7% 0 0 0 0 % No	99 29% 199 20 29% 20 20 20% 40 40% 40 40%	0 05% No 0 05% 9 41% Ves 0 05% No 0 05% No 0 05%	326% No	9 (15) Yes 2 7 (24) 2 (15) Yes 4 (15) 4	788 No 78	0 00% No	007% No	
recent of Availability Engold Understand Teverified Engold Understand Teverified Engold Understand Teverified Engold Understand Understand Francis Under Engold Understand Francis Understand Francis Francis Understand Francis Francis Understand Engold Eng	150 My 151 Mg 15	307	7 4% 31 10 1% 232 23 8%	102 33.2% 730 74.9%	49% 6 06%	159 . 51 8%	23 48% 31 10 1% 9 31% 232 23 8% 43 97%	0 0 2% No 0 0 0 1	9 42% No No 18 5 5% No No 18 5 2% No No No 18 5 2% No No 18 5 2% No No 18 5 2% No	2015194 1519	900 900 900 900 900 900 900 900 900 900	0 0% 0 02% No 0 02% No	2 2 0 7% 0 0 0 0 % No	99 29% 199 20 29% 20 20 20% 40 40% 40 40%	0 05% No 0 05% 9 41% Ves 0 05% No 0 05% No 0 05%	326% No	9 (15) Yes 2 7 (24) 2 (15) Yes 4 (15) 4	788 No 78	0 00% No	007% No	
great of Availability great linearity and the second reading of the second reading r	150 My 151 Mg 15	307	7 4% 31 10 1% 232 23 8%	102 33.2% 730 74.9%	49% 6 06%	159 . 51 8%	23 48% 31 10 1% 9 31% 232 23 8% 43 97%	0 0 2% No 0 0 0 1	9 42% No No 18 5 5% No No 18 5 2% No No No 18 5 2% No No 18 5 2% No No 18 5 2% No	2015194 1519	900 900 900 900 900 900 900 900 900 900	0 0% 0 02% No 0 02% No	2 2 0 7% 0 0 0 0 % No	99 29% 199 20 29% 20 20 20% 40 40% 40 40%	0 05% No 0 05% 9 41% Ves 0 05% No 0 05% No 0 05%	326% No	9 (15) Yes 2 7 (24) 2 (15) Yes 4 (15) 4	788 No 78	0 00% No	007% No	

# **Discipline**

to province the Province	To	tal	A PAR	V	AV	AVAN		1 8 1		H/L			NH	OPI		4
Job Category (Use EEO-4)	Male	Female	M	File	M	P	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators	and the second											. Intimizza				
Total Workforce	125	82	52	36	1	1	27	19	14	6	30	19	1127 1 1 8		1	
Disciplinary Action	2	1	1	1			1									
Discipline Rate	1.6%	1.2%	1.9%	2.8%	N/A	N/A	3.7%	0.0% -	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	76.2%	100.0%	0.0%	0.0%	N/A	N/A	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	NIA	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
Written Warning	9		6 05								*	-			140	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	NA	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
Dismissal						-			-			- 1			(4)	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No -	No	No	N/A	N/A	N/A	N/A
Probation Extended	-				7						- Um - 143					
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A.	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
Sick Leave Restriction	PRINT AL	Control of								dominate 8				Strange of the St		
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Polential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>														**	1	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	NA	N/A	NA
Ratio to Lowest Rate	100.0%	100,0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	NIA	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
		and the latest of the				CHILD ON SER						10.71	The state of		Eska PE	TO SERVE
2 - Professionals				56	San Property and			25	STATE STATE		been a market	State of State of	NOT SELECT	STREET, SAN	and the last of	-
Total Workforce	340	247	111	56			36	25	32	13	159	152			2	-
Disciplinary Action	10	2	The second second			-	1		1		5	2	1000		-	-
Discipline Rate	2.9%	0.8%	2.7%	0.0%	N/A	N/A N/A	2.6%	100.0%	3.1%	0.0%	3.1%	1.3%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate		100.0%	0.0%	100,0%	N/A		0.0%		0.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No) Written Warning	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
Discipline Rate	0.3%	0.0%	0.9%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		NA	NA	500
Ratio to Lowest Rate	0.0%	100.0%	0.9%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A N/A			N/A
Potential Adverse Impact (Yes/No)	No.	No.	No	No.	N/A	N/A	No	No	STREET, STREET	No.	STATE OF THE PARTY AND ADDRESS.	THE RESERVE ASSESSMENT ASSESSMENT	N/A	N/A N/A	N/A N/A	N/A N/A
Dismissal	No	NO	No	NO	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
Discipline Rate	0.00	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			N/A	
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A A/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No.0%	No	No.	No.	N/A	N/A	No	No.	No.0%	No		No No	N/A N/A			N/A
Probation Extended	NO	NO	NO	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
Discipline Rate	0.3%	0.4%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.6%	0.7%		NA	1110	- AUA
													N/A		N/A	N/A
Ratio to Lowest Rate	100.0%	72.6%	100.0%	100.0%	N/A	N/A N/A	100.0%	100.0%	100.0%	100.0%	0.0%	0.0%	N/A	NA	N/A	N/A
Potential Adverse Impact (Yes/No) Sick Leave Restriction	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
	0.20	0.00	0.74	0.00	N//A	NUA	0.00	0.00	0.05	0.06	0.00	0.00		-	N//A	1114
Discipline Rate	0.3%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.6%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
<enter discipline="" type=""></enter>	-				-			-		-		-		-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	NA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	NA	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Na	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A

3 - Technicians				No. of Lot		P	-					District of the last				
Total Workforce	64	0.0		San		The Street	ALC: UNKNOWN		a post firm	Barrier III					-	
Disciplinary Action	64	20	20	- 6			5	- 5	6	- 3	32	- 5		- Designation	1	-
	0.00	0.00	0.04	0.00	12/4	11/2		2.00	-	-	1000	0.000	and the same of		-	Haller
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	NA	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100 0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No) Written Warning	No	No	No	No	NVA	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
						-								- 4		1000
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	NA	N/A
Dismissal	-								* 1					10 10 10 10 10	-	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	NA
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	NA	N/A	NA	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	NA	No	No	No	No	No	No	N/A	N/A	N/A	NA
Probation Extended						-					10 / 10 mm	-			A SHIP OF	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	NA	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
Sick Leave Restriction			THE REAL PROPERTY.						117			111	100000			14.71
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	NA	N/A	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	N/A	NA	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	NA	N/A
<enter discipline="" type=""></enter>	140	140	NO	140	TEM	NA	180	140	140	140	PVO	140	IVA	IVA	NA	PAIN
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	NA		100.0%									
			100.0%	100.0%	N/A	NA	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	N/A	NA	N/A	N/A
	61.		NI	Alle	ATTA	4 41 4	41	8.1	A1-						A 2/ A	
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No		No	No	N/A	N/A	No	No	No	No	No	No	N/A	NA	N/A	N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service		No			N/A	N/A					NINGS		N/A	NA	N/A	N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce	315	No 275	No 48	No 29	N/A 3	N/A	No 57	105	No 48	No 40	No 156	98	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action	315	No 275 5	46	29	3		57	105	48	40	156	98			3	
Potential Adverse Impact (Yes/No)  4 - Protective Service Total Workforce Disciplinary Action Discipline Rate	315 3 1.0%	No 275 5 1.8%	46 0.0%	29	N/A	N/A	57 1	105 4 3.8%	4H 0.0%	40	156 2 1.3%	98 1	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)  4 - Profective Service Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate	315 3 1.0% 100.0%	No 275 5 1.8% 52.4%	0.0% 100.0%	0.0% 100.0%	N/A N/A	N/A N/A	57 1 1.8% 0.0%	105 4 3.8% 0.0%	0.0% 100.0%	0.0% 100.0%	156 2 1.3% 0.0%	98 1 1.0% 0.0%	N/A N/A	N/A N/A	N/A N/A	N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinery Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)	315 3 1.0%	No 275 5 1.8%	46 0.0%	29	N/A	N/A	57 1	105 4 3.8%	4H 0.0%	40	156 2 1.3%	98 1	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Without Adverse Impact (Yes/No) Written Warning	315 3 1.0% 100.0% No	275 5 1.8% 52.4% No	0.0% 100.0% No	0.0% 100.0% No	N/A N/A N/A	N'A N'A N'A	57 1 1.8% 0.0% No	105 4 3.8% 0.0% No	0.0% 100.0% No	0.0% 100.0% No	156 2 1.3% 0.0% No	98 1 1.0% 0.0% No	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Disciplinary Action Disciplinar Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate	315 3 1.0% 100.0% No 1 0.3%	275 5 1.8% 52.4% No	46 0.9% 100.0% No	29 0.0% 100.0% No	N/A N/A N/A	N/A N/A N/A	57 1 1.8% 0.0% No	105 4 3.8% 0.0% No	0.0% 100.0% No	0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6%	98 1 1.0% 0.0% No	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Written Warning Disciplinary Action Written Warning Disciplina Rate Ratio to Lowest Rate	315 3 1.0% 100.0% No 1 0.3% 0.0%	275 5 1.8% 52.4% No 0.0%	0.9% 100.0% No 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0%	N/A N/A N/A N/A	N/A N/A N/A N/A	57 1 1.8% 0.0% No - 0.0% 100.0%	105 4 3.8% 0.0% No 0.0%	0.0% 100.0% No 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0%	156 2 1.3% 0.0% No 1 0.6% 0.0%	98 1 1.0% 0.9% No 0.0%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)	315 3 1.0% 100.0% No 1 0.3%	275 5 1.8% 52.4% No	46 0.9% 100.0% No	29 0.0% 100.0% No	N/A N/A N/A	N/A N/A N/A	57 1 1.8% 0.0% No	105 4 3.8% 0.0% No	0.0% 100.0% No	0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6%	98 1 1.0% 0.0% No	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Discipline Rate Discipline Rate Discipline Rate Discipline Rate Discipline Rate Discipline Discipline Rate Discipline Discipline Rate Discipline Discipline Rate	315 3 1.0% 100.0% No 1 0.3% 0.0% No	275 5 1.8% 52.4% No 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	57 1 1.8% 0.0% No 0.0% 100.0%	105 4 3.8% 0.0% No 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6% 0.0% No	95 1 1.0% 0.9% No 0.0% 100.0%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Ballo to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplinary Rate Disciplinary Rate Disciplinary Rate	315 3 1.0% 100.0% No 1 0.3% 0.0% No	No 275 5 1.8% 52.4% No 0.0% No 0.0% No 0.0%	0.0% 100.0% No 0.0% 100.0% No 0.0%	0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	57 1 1.8% 0.0% No 0.0% 100.0% No	105 4 3.8% 0.0% No 100.0% No	0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6% 0.0% No	98 1 1.0% 0.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Mritten Warning Disciplinary Disciplinary Disciplinary Disciplinary Disciplinary Disciplinary Dismissal Dismissal Dismissal Dismissal Disciplinary Disciplinary Dismissal	315 3 1.0% 100.0% No 1 0.3% 0.0% No -	275 5 1.8% 52.4% No 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	57 1 1.8% 0.0% No 0.0% 100.0%	105 4 3.8% 0.0% No 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6% 0.0% No	95 1 1.0% 0.9% No 0.0% 100.0%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A
Patential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinery Action Discipliner Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warring Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate	315 3 1.0% 100.0% No 1 0.3% 0.0% No	No 275 5 1.8% 52.4% No 0.0% No 0.0% No 0.0%	0.0% 100.0% No 0.0% 100.0% No 0.0%	0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	57 1 1.8% 0.0% No 0.0% 100.0% No	105 4 3.8% 0.0% No 100.0% No	0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6% 0.0% No	98 1 1.0% 0.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A
Actional Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Military Action Written Warning Disciplinary Batie to Lowest Rate Ratie to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplinary Discipli	315 3 1.0% 100.0% No 1 0.3% 0.0% No -	275 5 1.8% 52.4% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0% No 0.0%	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	57 1 1.8% 0.0% No 0.0% 100.0% No	105 4 3.8% 0.0% No 100.0% Na 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6% 0.0% No 0.0%	98 1 1.0% 0.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Military Written Warning Disciplinary Bratie Ratie to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Dismissal Dismissal Dismissal Dismissal Probation Extended	315 3 1.0% 100.0% No 1 0.3% 0.0% No -	275 5 1.8% 52.4% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0% No 0.0%	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	57 1 1.8% 0.0% No 0.0% 100.0% No	105 4 3.8% 0.0% No 100.0% Na 0.0% 100.0%	0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6% 0.0% No 0.0%	98 1 1.0% 0.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate	315 3 1.0% 100.0% No 1 0.3% 0.0% No 0.0% No	275 5 1.8% 52.4% No 0.0% 100.0% No 0.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	57 1.8% 0.0% No 0.0% No 0.0% 0.0% No	105 3.8% 0.0% No  0.0% 100.0% Na 0.0%	0.0% 100.0% No 100.0% No 100.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0%	156 2 1.3% 0.0% No 1 0.6% No 0.0% No 0.0% No	38 11.0% 0.0% No 0.0% 100.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A
4 - Protective Service Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Probation Extended Discipline Rate Ratio to Lowest Rate	315 3 1.0% 100.0% No 10.3% 0.0% No 100.0% No	275 5 1.8% 52.4% No 0.0% 100.0% No 100.0% No 100.0% No 100.0% No 100.0%	0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0%	29 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A N/A N/A	N'A N'A N'A N'A N'A N'A N'A	57 1 1 1.8% 0.0% No 0.0% 100.0% No 0.0% 100.0% No	105 4 3.8% 0.0% No No No No No No No No No 100.0% No 100.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 1.0.6% 0.0% No 0.0% No 0.0% No	98 1 1 0% 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate	315 3 1.0% 100.0% No 0.3% 0.0% No 0.0% No	275 5 1.8% 52.4% No 0.0% 100.0% No 100.0% No 1 0.4% 0.0% 0.0%	0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0% No	29 0.0% 100.0% No 0.0% 100.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A	NYA NYA NYA NYA NYA NYA NYA NYA NYA	57 1 1.8% 0.0% No 0.0% No 0.0% 100.0% No 0.0% 100.0% No	105 4 3.8% 0.0% No 0.0% 100.0% Na 0.0% Na 100.0% Na 100.0%	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0%	0.0% 100.0% NO 0.0% No 0.0% 100.0% No 0.0% 100.0%	156 2 1.3% 0.0% No 1 1.0.6% 0.0% No 0.0% No 0.0% No	98 1 1.0% 0.0% No 0.0% No 0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate State Adverse Impact (Yes/No) Stick Leave Restriction	315 3 1.0% 100.0% No	No 275 5 1.8% 52.4% No	46 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0%	29 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	57. 1.8% 0.0% No 0.0%	105 4 3.8% 0.0% No 0.0% 100.0% No 100.0% No 100.0% No	0.0% 100.0% No 0.0% No 0.0% 100.0% No 0.0% 100.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.5% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No No	98 1 1.0% 0.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinery Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate	315 3 1.0% 100.0% No 100.0%	No 275 5 1.8% 52.4% No 0.0% 100.0% No 100.0% No 100.0% No 100.0% No 100.0% No 0.0% No	46 0 0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No No No No No No No No No No No No No	29 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	577 1.8% 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No	105 4 3 8% 0.0% No 0.0% No 100.0% Na 100.0% No 100.0% No 100.0%	0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0% No No No No No No No No No No No No No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6% No 0.0% No 0.0% No 0.0% No 0.0%	98 1 1.0% 0.0% No 0.0% 100.0% No 0.0% 100.0% 100.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinery Action Discipliner Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warring Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate Ratio to Lowest Rate	315 3 3 1.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No	No 275 5 1.8% 52.4% No 0.0% 100.0% No 100.0% No 100.0% No 100.0% No 0.4% 0.0% No 0.4% 100.0% No 0.4% 100.0% No 100.0%	46 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0%	29 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N'A N'A N'A N'A N'A N'A N'A N'A N'A N'A	1.8% 0.0% No 0.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	105 4 3.8% 0.0% No 0.0% 100.0% Na 0.0% 100.0% No 0.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.0% No No 0.0% No 0.0 No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0 No 0 No	38 1 1.0% No 0.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinery Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warring Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate Ratio to Lowest Rate	315 3 1.0% 100.0% No 1 0.3% 0.0% No 0.0% No 0.0% No 0.0% No	No 275 5 1.8% 52.4% No 0.0% 100.0% No 100.0% No 100.0% No 100.0% No 100.0% No 0.0% No	46 0 0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No No No No No No No No No No No No No	29 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	577 1.8% 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No	105 4 3 8% 0.0% No 0.0% No 100.0% Na 100.0% No 100.0% No 100.0%	0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0% No No No No No No No No No No No No No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	156 2 1.3% 0.0% No 1 0.6% No 0.0% No 0.0% No 0.0% No 0.0%	98 1 1.0% 0.0% No 0.0% 100.0% No 0.0% 100.0% 100.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No)  4 - Protective Service Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio fo Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio fo Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate Ratio to Lowest Rate	315 3 1.0% No 1 0.3% No 0.0 No 0.0 No 0 No	No  275  1.8% 52.4% No 0.0% No No 0.0% No	0.0% 100.0% No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0 No	29 0.0% 100.0% No 0.0% No 0.0% No 0.0% No 100.0% No 0.0% No 0.0% No 0.0% No 100.0% No No No No No No No No No No No No No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	NYA NYA NYA NYA NYA NYA NYA NYA NYA NYA	1.8% No 0.0% No 0.0% No	106 4 3 8% No 0.0% No 0.0% No 100.0% No 100.0% No 100.0% No 1.0% No 0.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0% No 0.0% No 0.0% No No 0.0% No No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0 No 0 No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0%	156 2 1.3% 0.0% No 1 0.6% No 1 0.0% No 1 0.0% No 0.0% No 0.0% No No 0.0% No	9.8 1 1.0% No 0.0% No 0.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0 No 0 No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	NIA NIA NIA NIA NIA NIA NIA NIA NIA NIA	N'A N'A N'A N'A N'A N'A N'A N'A N'A N'A
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinery Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)	315 3 1.0% 100.0% No 100.0% No	No 275 5 1,8% 52,4% No 0.0% No 100.0% No 0.0%	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.	29 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0%	N'A N'A N'A N'A N'A N'A N'A N'A N'A N'A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	57 1 1.8% 0.0% No 0.0% No 0.0% 100.0% No No 0.0% 100.0% No 0.0% No 0.0% No	106 4 3.8% No.0% No.0% 100.0% No.0% 100.0% No.0%	0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0% 100.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No No No No No No No No No No No No No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No	156 2 1.3% No No 1 0.0% No 1 0.0% No No 0.0% No 0.0 No 0.0 No 0.0 No No 0.0 No 0 No	96 1 1 0% 0.0% No 0.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	ANA ANA ANA ANA ANA ANA ANA ANA ANA ANA
Potential Adverse Impact (Yes/No) 4 - Protective Service Total Workforce Disciplinery Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warring Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate Ratio to Lowest Rate	315 3 1.0% No 1 0.3% No 0.0 No 0.0 No 0 No	No  275  1.8% 52.4% No 0.0% No No 0.0% No	0.0% 100.0% No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0 No	29 0.0% 100.0% No 0.0% No 0.0% No 0.0% No 100.0% No 0.0% No 0.0% No 0.0% No 100.0% No No No No No No No No No No No No No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	NYA NYA NYA NYA NYA NYA NYA NYA NYA NYA	1.8% No 0.0% No 0.0% No	106 4 3 8% No 0.0% No 0.0% No 100.0% No 100.0% No 100.0% No 1.0% No 0.0% No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0% No 0.0% No 0.0% No No 0.0% No No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0 No 0 No	0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0%	156 2 1.3% 0.0% No 1 0.6% No 1 0.0% No 1 0.0% No 0.0% No 0.0% No No 0.0% No	9.8 1 1.0% No 0.0% No 0.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0 No 0 No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	NIA NIA NIA NIA NIA NIA NIA NIA NIA NIA	N/A N/A N/A N/A N/A N/A N/A N/A N/A

5 - Paraprofessional	dia yas	6 Lane 18	N 100 100 100	THE REAL PROPERTY.		- VANCO	- Williams		- 145		THE RESERVE	THE PERSON		Carlot State		
Total Workforce	17	10	2			1	8	7	4	Carles II	1	1			2	
Disciplinary Action										- 40						Same of Lan
Discipline Rate	0.0%	0.0%	0.0%	N/A	NA	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	NA	N/A	No	No	No	No	N/A	No	No	N/A	N/A	No	No
Written Warning			Salar Salar					January 10							+	
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	No	N/A	No	No	N/A	N/A	No	No
Dismissal	-		Samuel Land	Lawrence						=		-				
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0% -	0.0%	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	No	N/A	No	No	N/A	N/A	No	No
Probation Extended																
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	NA	No	No	No	No	N/A	No	No	N/A	N/A	No	No
Sick Leave Restriction					Andrew L							A	-			
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Potential Adverse impact (Yes/No)	No	No	No	N/A	NVA	No	No	No	No	N/A	No	No	N/A	N/A	No	No
<enter discipline="" type=""></enter>	110			1771	-											
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	100.0%	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	No	No	No	No	N/A	No	No	N/A	N/A	No	No
	THE RESERVE	The Real Property lies	ALC: NO	Total Street	-	Name and Address of the Owner, where		Name and Address of the Owner, where	THE RESERVE	STATE STATE	No. of Concession, Name of Street, or other party of the Concession, Name of Street, or other pa	NAME OF STREET	STATE OF THE PARTY.	STATE OF THE PARTY OF	Stall of Square	A STATE OF THE PARTY OF
and the second s							The second second		The second second		Market San Street	The Real Property lies, the Parket Inc.	THE RESERVE OF THE PERSON NAMED IN		The Real Property lies	Total State of
6 - Administrative Support	Samuel Co.					A Property of		Car Story	and the same of	E. Branch						
6 - Administrative Support Total Workforce	133	174	31	15			18	58	25	22	57	78			2	
Total Workforce	133		31	15			18		25 6	22	57 14	78 11			2	
Total Workforce Disciplinary Action	23	38	1	15 1 6.7%	N/A	N/A	18 2	21				11	N/A	N/A	N/A	N/A
Total Workforce Disciplinary Action Discipline Rate	17.3%	38 21.8%	3.2%	6.7%			11.1%	21 36.2%	24.0%	5 22.7%	24.6%	11 14,1%		N/A N/A	NA	N/A N/A
Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate	23	38	1	1	N/A N/A	N/A N/A	2	21	24 0% 13.4%	5	14	11	N/A N/A			
Total Workforce Disciplinary Action Discipline Rate	17.3% 100.0%	38 21.8% 79.2% No	3.2% 100.0%	6.7% 48.4%	N/A	N/A	11.1% 29.0%	21 36.2% 8.9%	24.0%	22.7% 14.2%	24.6% 13.1%	11 14,1% 22,9%	N/A	N/A	N/A N/A	N/A
Total Workforce  Disciplinary Action  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Written Warning	23 17.3% 100.0% No	38 21.8% 79.2% No	3.2% 100.0%	6.7% 48.4%	N/A	N/A	11.1% 29.0%	21 36.2% 8.9% Yes	24 0% 13.4%	5 22.7% 14.2% Yes	24.6% 13.1%	11 14.1% 22.9% No	N/A	N/A	N/A N/A	N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate	23 17.3% 100.0% No 8 6.0%	38 21.8% 79.2% No 10 5.7%	3.2% 100.0% No	6.7% 48.4% No	N/A N/A	N/A N/A	2 11.1% 29.0% No	21 36.2% 8.9% Yes 4 6.9%	24 0% 13.4% Yes 2 8 0%	5 22.7% 14.2% Yes 2 9.1%	14 24.6% 13.1% Yes 6 10.5%	11 14.1% 22.9% No 4 5.1%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate	23 17 3% 100.0% No 8 6.0% 95.5%	38 21.8% 79.2% No 10 5.7% 100.0%	3.2% 100.0% No 0.0% 100.0%	1 6.7% 48.4% No 0.0%	N/A N/A N/A	N/A N/A N/A	2 11.1% 29.0% No 0.0% 100.0%	21 36.2% 8.9% Yes 4 6.9% 0.0%	6 24 0% 13.4% 7 2 8 0% 0.0%	5 22.7% 14.2% 7 2 9.1% 0.0%	14 24.6% 13.1% 769 6 10.5% 0.0%	11 14.1% 22.9% No 4 5.1% 0.0%	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A
Total Workforce Disciplinary Action Discipline Rate Rate to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No)	23 17.3% 100.0% No 8 6.0%	38 21.8% 79.2% No 10 5.7%	3.2% 100.0% No	6.7% 48.4% No	N/A N/A	N/A N/A	2 11.1% 29.0% No	21 36.2% 8.9% Yes 4 6.9%	24 0% 13.4% Yes 2 8 0%	5 22.7% 14.2% Yes 2 9.1%	14 24.6% 13.1% Yes 6 10.5%	11 14.1% 22.9% No 4 5.1%	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A	N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal	23 17.3% 100.0% No 8 6.0% 95.5% No	38 21.8% 79.2% No 10 5.7% 100.0% No	1 3.2% 100.0% No 0.0% 100.0% No	1 6.7% 48.4% No 0.0% 100.0% No	N/A N/A N/A N/A	N/A N/A N/A N/A	29.0% No 0.0% 100.0%	21 36.2% 8.9% Yes 4 6.9% 0.6% No	6 24 0% 13.4% Yes 2 8 0% 0.0% No	5 22.7% 14.2% Yes 2 9.1% 0.0% No	14 24.6% 13.1% Yes 6 10.5% 0.0% No	11 14.1% 22.9% No 4 5.1% 0.0%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A
Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate	23 17.3% 100.0% No 8 6.0% 95.5% No	38 21.8% 79.2% No 10 5.7% 100.0% No 1	1 3.2% 100.0% No 0.0% 100.0% No	1 6.7% 48.4% No 0.0% No 0.0% No 0.0%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	2 11.1% 29.0% No 0.0% 100.0% No	21 36.2% 8.9% Yes 4 6.9% 0.6% No	6 24 0% 13.4% Yes 2 8 0% 0.0% No	5 22.7% 14.2% Yes 2 9.1% 0.0% No	14 24.6% 13.1% Yes 6 10.5% 0.0% No	11 14.1% 22.9% No 4 5.1% 0.0% No	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Disciplinary	23 17 3% 100.0% No 8 6.0% 95.5% No 0.0%	38 21.8% 79.2% No 10 5.7% 100.0% No 1 0.6%	1 3.2% 100.0% No 0.0% 100.0% No 0.0%	1 6.7% 48.4% No 0.0% 100.0% No 0.0% 100.0%	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	29.0% No 0.0% 100.0% No 0.0%	21 36.2% 8.9% Yes 4 6.9% 0.6% No 1.7% 1.7%	6 24 0% 13.4% Yes 2 8 0% 0.0% No 0.0% 100.0%	5 22.7% 14.2% Yes 2 9.1% 0.0% No 0.0% 100.0%	14 24.6% 13.1% 6 10.5% 0.0% No 0.0%	11 14.1% 22.9% No 4 5.1% 0.0% No 0.0%	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Ratio to Lowest Rate Pation to Lowest Rate Potential Adverse Impact (Yes/No)	23 17.3% 100.0% No 8 6.0% 95.5% No	38 21.8% 79.2% No 10 5.7% 100.0% No 1 0.6% No	1 3.2% 100.0% No 0.0% 100.0% No	1 6.7% 48.4% No 0.0% No 0.0% No 0.0%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	2 11.1% 29.0% No 0.0% 100.0% No	21 36.2% 8.9% Yes 4 6.9% 0.6% No	6 24 0% 13.4% Yes 2 8 0% 0.0% No	5 22.7% 14.2% Yes 2 9.1% 0.0% No	14 24.6% 13.1% Yes 6 10.5% 0.0% No	11 14.1% 22.9% No 4 5.1% 0.0% No	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Rate Ratio to Lowest Rote Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended	23 17.3% 100.0% No 8 6.0% 95.5% No 0.0%	38 21.8% 79.2% No 10 5.7% 100.0% No 1 0.6% No	1 3.2% 100.0% No 0.0% 100.0% No 0.0% No	1 6.7% 48.4% No 0.0% 100.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	29.0% No 0.0% 100.0% No 0.0% 100.0% No	21 36.2% 8.9% 4 6.9% 0.6% No 1 1.7% 0.0% No	6 24 0% 13.4% Yes 2 8 0% 0.0% No 0.0% 100.0% Na	5 22.7% 14.2% 7 2 9.1% 0.0% No 0.0% 100.0%	14 24.6% 13.1% 6 10.5% 0.0% No 0.0% No 100.0%	11 14.1% 22.9% No 4 5.1% 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplinar Rate	23 17.3% 100.0% No 8 6.0% 95.5% No 0.0% 100.0%	38 21.8% 79.2% No 10 5.7% 100.0% No 1 0.6% No 1 1.6.3%	1 3.2% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	1 6.7% 48.4% No 0.0% 100.0% No 0.0%	NVA NVA NVA NVA NVA NVA NVA	N/A N/A N/A N/A N/A N/A N/A	29.0% No 0.0% 100.0% No 0.0% No 0.0% No	21 36.2% 8.9% Yes 4 6.9% 0.6% No 1 1.7% 0.0% No 9	6 24 0% 13 4% Yes 2 8 0% 0.0% No 0.0% 100.0% No	5 22.7% 14.2% 7 2 9.1% 0.0% No 100.0% No 14.5%	14 24.6% 13.1% 76 6 10.5% No 0.0% No 100.0% No 1 1.8%	11 14.1% 22.9% No 4 5.1% 0.0% No 0.0% No 100.0%	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Written Warning Disciplinary Action Written Warning Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Probation Extended Disciplina Rate Ratio to Lowest Rate Disciplinary Action Probation Extended Disciplinary Action Disciplinary Action Probation Extended Disciplinary Action Disciplinar	23 17.3% 100.0% No 8 6.0% 95.5% No 100.0% Ng	38 21.8% 79.2% No 10 5.7% 100.0% No 1 0.6% 0.0% No 11.11 6.3%	1 3.2% 100.0% No	1 6.7% 48.4% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No 0	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	2 11.1% 29.0% No 0.0% No 100.0%	21 36.2% 8.9% 4 6.9% 0.0% No 1.7% 1.7% 1.7% No No 0.0% No 0.0% No	6 24 0% 13.4% 2 8 0% 0.0% No 0.0% 100.0% No 0.0% 100.0%	5 22.7% 14.2% 2 9.1% 0.0% No 100.0% No 14.5% 0.0%	14 24.6% 13.1% 6 10.5% 0.0% No 100.0% No 11.8% 0.0%	11 14,1% 22,9% No 4 5,1% 0,0% No 100,0% No 11,3% 0,0%	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Disciplinary Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplinary Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplinary Rate Ratio to Lowest Rate	23 17.3% 100.0% No 8 6.0% 95.5% No 0.0% 100.0% No 100.0% No No	38 21.8% 79.2% No 10 5.7% 100.0% No 1 0.6% No 11 6.3% No	1 3.2% 100.0% No 0.0% 100.0% No 0.0% 100.0% No	1 6.7% 48.4% No 0.0% 100.0% No 0.0%	NVA NVA NVA NVA NVA NVA NVA	N/A N/A N/A N/A N/A N/A N/A	29.0% No 0.0% 100.0% No 0.0% No 0.0% No	21 36.2% 8.9% Yes 4 6.9% 0.6% No 1 1.7% 0.0% No 9	6 24 0% 13 4% Yes 2 8 0% 0.0% No 0.0% 100.0% No	5 22.7% 14.2% 7 2 9.1% 0.0% No 100.0% No 14.5%	14 24.6% 13.1% 76 6 10.5% No 0.0% No 100.0% No 1 1.8%	11 14.1% 22.9% No 4 5.1% 0.0% No 0.0% 100.0% No 1 1.3% 0.0% No	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplinary Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Disciplinary Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Lowes Rate Ratio to Lowest Rate	23 17.3% 100.0% No 8 6.0% 95.5% No 0.0% 100.0% No 100.0% No	38 21.8% 79.2% No 10.57% 100.0% No 10.6% No 11.6.3% No 11.9% No 33	1 3.2% 100.0% No 100.0%	1 6.7% 48.4% No 0.0%	NIA NIA NIA NIA NIA NIA NIA NIA NIA	N/A N/A N/A N/A N/A N/A N/A N/A	29.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0%	21 36.2% 8.9% 4 6.9% 0.6% No 1.7% 1.7% 10.0% No 0.0% No 0.0%	6 24 0% 13.4% Yes 2 8 0% 0.0% No 100.0% No 100.0% No 100.0% No 100.0% No 100.0% No 2	\$ 22.7% 14.2% Yet 2 9.1% 0.0% No 10.0% No 14.5% No	14 24 6% 13 1% 48 8 10 5% 0.0% No 1 1.6% No 0.0% No 0.	11 14.1% 22.9% No 5.1% 0.0% No 0.0% No 100.0% No 13.3% 0.0% No 2.0% No No No No No No No No No No No No No	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Rate Rate to Lowest Rete Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Rate to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplina Rate Rate to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Disciplina Rate	23 17.3% 100.0% No 8 6.0% 95.5% No 100.0% 100.0% 100.0% 100.0%	38 21 8% 79.2% No 10 5.7% No 10 0.6% No 1 10.6% No 1 1 1.7% No 1 1 1.7% No 3 1.7%	1 3.2% 100.0% No	1 6.7% 48.4% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	2 11.1% 29.0% No 0.0% 100.0% No 0.0%	21 36.2% 8.9% 4 6.9% 0.6% No 1.7% 0.0% No 9 15.5% 0.0%	6 24 0% 13.4% 7 2 8 0% No	5 22.7% 14.2% 7 2 2 9.1% No 100.0% No 1 4.5% No 0.0%	14 24 6% 13 1% Yes 6 10 5% 0.0% No. 0.0% No. 1 1 1.8% 0.0% No. 0.0	11 14.1% 22.9% No 4 5.1% 0.0% No 0.0% No 100.0% No 11 1.3% 0.0% No 2 2.6%	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplinar Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Restriction Disciplinar Rate Ratio to Lowest Rate	23 17.3% 100.0% No 8 6.0% 95.5% No 0.0% 100.0% No 100.0% 100.0% 100.0% 100.0% 38.2%	38 21.8% 79.2% No 10.5.7% 100.0% No 10.6% 0.0% No 11.9% No 3.1.7% 100.0%	1 3.2% 100.0% No 0.0% No 0.0% 100.0% No 0.0% N	1 6.7% 48.4% No 0.0% No	NYA NYA NYA NYA NYA NYA NYA NYA NYA NYA	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	2 11 1% 29.0% No 0.0% 100.0% No 0.0% N	21 36.2% 8.9% Yes 4 6.9% No 1 1.7% No 9 15.5% No 15.5% No 0.0%	6 24 0% 13.4% 13.4% 28 0% 0.0% No 0.0%	5 22.7% 14.2% 7 4 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	14 24.6% 13.1% 6 10.5% 0.0% No 1 1.8% No 4 4 7.0% 0.0% 0.0% 0.0% 0.0% No 4 0.0% No 4 0.0% No 4 0.0% No 4 0.0% 0.0% No 4 0.0% No 4 0.0% 0.0% 0.0%	11 14.1% 22.9% No 4 5.1% 0.0% No 0.0% No 1 1.3% No 2 2.6% No 0.0% No 0	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Discipline Ratie Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Retriction Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Retriction Discipline Rate Ratio to Lowest Rate	23 17.3% 100.0% No 8 6.0% 95.5% No 100.0% 100.0% 100.0% 100.0%	38 21 8% 79.2% No 10 5.7% No 10 0.6% No 1 10.6% No 1 1 1.7% No 1 1 1.7% No 3 1.7%	1 3.2% 100.0% No	1 6.7% 48.4% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	2 11.1% 29.0% No 0.0% 100.0% No 0.0%	21 36.2% 8.9% 4 6.9% 0.6% No 1.7% 0.0% No 9 15.5% 0.0%	6 24 0% 13.4% 7 2 8 0% No	5 22.7% 14.2% 7 2 2 9.1% No 100.0% No 1 4.5% No 0.0%	14 24 6% 13 1% Yes 6 10 5% 0.0% No. 0.0% No. 1 1 1.8% 0.0% No. 0.0	11 14.1% 22.9% No 4 5.1% 0.0% No 0.0% No 100.0% No 11 1.3% 0.0% No 2 2.6%	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Rate Rate to Lowest Rete Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplinary Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Restriction Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Restriction Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Restriction Disciplina Rate Ratio To Lowest Rate	23 17.3% 100.0% No 8 6.0% 95.5% No 100.0% 100.0% No 100.0% No 100.0% No 100.0% No 100.0%	38 21.8% 79.2% No 100.0% No 11.63% No 11.7% No 3 1.7% No 100.0% No	1 3.2% 100.0% No	0.0% 48.4% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0% No No No No No No No No No No No No No	NYA NYA NYA NYA NYA NYA NYA NYA NYA NYA	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	2 11.1% 29.0% No 0.0% 100.0% No 0.0% N	21 36.2% 8.9% Yes 4 6.9% No 1 1.7% 0.0% No 0.0 No 0 No	6 24 0% 13 4% Yes 2 8 0% 0.0% No 100.0% No 100.0% No 100.0% No 100.0% No 100.0% No	5 22.7% 14.2% 29.1% 0.0% No	14 24.6% 13.1% 6 10.5% 0.0% No 1 1.6% No 1.0% No 1 1.6% No 1.6	11 14,1% 22,9% No 4 5.1% 0.0% No 0.0% No 100.0% No 11,3% No 0.0% No 2,2.6% No No No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Rate (Yes/No)	23 17.3% 100.0% No 8 6.0% 95.5% No 0.0% 100.0% No 100.0% No 6 4.5% 38.2% No	38 21.8% 79.2% No 100.0% No 11.7% 100.0% No 11.7% No 0.0%	1 3.2% No	1 6.7% 48.4% No 0.0% 100.0% No 0.0% 100.0% No 0.0% 100.0% No 0.0%	NIA NIA NIA NIA NIA NIA NIA NIA NIA NIA	N/A	2 11.1% 29.0% No No	21 36.2% 8.9% Ves 4 6.9% No 1.7% 0.0% No 1.7% No No No No No No No No No No No No No	6 24 0% 13 4% 13 4% 2 8 0% 0.0% No 0.0% 100.0% No 0.0%	5 22.7% 14.2% 2 9.1% 0.0% No 10.0% No 0.0%	14 24.6% 13.1% 76% 10.0% No	11 14.1% 22.9% No 4 5.1% 0.0% No 0.0% No 100.0% No 1 1.3% 0.0% No 2 2.6% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A
Total Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Rate Rate to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Disciplinary Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Restriction Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Restriction Disciplina Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Loave Restriction Disciplina Rate Ratio To Lowest Rate	23 17.3% 100.0% No 8 6.0% 95.5% No 100.0% 100.0% No 100.0% No 100.0% No 100.0% No 100.0%	38 21.8% 79.2% No 100.0% No 11.63% No 11.7% No 3 1.7% No 100.0% No	1 3.2% 100.0% No	0.0% 48.4% No 0.0% 100.0% No 0.0% 100.0% No 0.0% No 0.0% No No No No No No No No No No No No No	NYA NYA NYA NYA NYA NYA NYA NYA NYA NYA	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	2 11.1% 29.0% No 0.0% 100.0% No 0.0% N	21 36.2% 8.9% Yes 4 6.9% No 1 1.7% 0.0% No 0.0 No 0 No	6 24 0% 13 4% Yes 2 8 0% 0.0% No 100.0% No 100.0% No 100.0% No 100.0% No 100.0% No	5 22.7% 14.2% 29.1% 0.0% No	14 24.6% 13.1% 6 10.5% 0.0% No 1 1.6% No 1.0% No 1 1.6% No 1.6	11 14,1% 22,9% No 4 5.1% 0.0% No 0.0% No 100.0% No 11,3% No 0.0% No 2,2.6% No No No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A

7 - Skilled Craft		Model of the				-			المنابعط	المحاض			on the same	المحتري إلى	A STATE OF	-
Total Workforce	962	13	232	6	4		51	2	166	2	504	3	12/1/2014	1	5	
Disciplinary Action	61	2	19	2			6		9		27	Victoria de la compansión de la compansi	A 100 C 100	Total Control		
Discipline Rate	6.3%	15.4%	8.2%	N/A	N/A	N/A	11.8%	N/A	5.4%	N/A	5.4%	N/A	N/A	N/A	NA	N/A
Ratio to Lowest Rate	100.0%	41.2%	65.4%	N/A	N/A	NA	45.5%	NVA	98.8%	N/A	100.0%	N/A	NA	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Na	N/A	N/A	N/A	No	N/A	No	N/A	No	NA	NA	N/A	N/A	N/A
Written Warning	20	Ψ.	3				5011		5		12		10 E 1 P 2 T 2		and the same	
Discipline Rate	2.1%	0.0%	1.3%	N/A	N/A	N/A	0.0%	N/A	3.0%	N/A	2.4%	NA	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	100.0%	N/A	0.0%	N/A	0.0%	NA	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	NA	No	N/A	N/A	N/A	N/A	N/A
Dismissal	5		3		STATE OF				1		1					
Discipline Rate	0.5%	0.0%	1.3%	N/A	N/A	N/A	0.0%	N/A	0.6%	N/A	0.2%	NA	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	N/A	N/A	N/A	100.0%	N/A	0.0%	N/A	0.0%	N/A	NA	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	· No	N/A	N/A	N/A	N/A	N/A
Probation Extended	15	1	5	1			4				6				Total Control of	
Discipline Rate	1.6%	7.7%	2.2%	N/A	N/A	N/A	7.8%	N/A	0.0%	N/A	1.2%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	20.3%	0.0%	N/A	N/A	N/A	0.0%	N/A	100.0%	N/A	0.0%	NA	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	· N/A	No	NA	No	NA	No	N/A	N/A	NA	N/A	NA
Sick Leave Restriction		4				APPENDING N		- 2 2		10.11		VIII 10 10 10 10 10	A-101 A	(4)	100000	2
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	NA	NA
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	NA	100.0%	N/A	100.0%	NA	100.0%	N/A	N/A	NA	NA	NA
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	N/A	NA	N/A	NA
<enter discipline="" type=""></enter>		-			THE REAL		TO THE REAL PROPERTY.					Land Land	1000			V.
Discipline Rate	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	NA	N/A	NA
Ratio to Lowest Rate	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No.	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	NA	NA	N/A	N/A
Potential Adverse Impact (Yes/No)				N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)				N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	NA	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)				N/A 33	N/A	N/A 5	No. 747	N/A 486	No 367	N/A 51	No.	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No			N/Á		SEVIAN					N/A	N/A	N/A 5	N/A
Potential Adverse Impact (Yes/No)  3 -Service-Maintenance Total Workforce	No 2,463	No 640	No 196			N/A 5	747	486	367		1,134		N/A	N/A	N/A 5	
Potential Adverse Impact (Yes/No) Service-Maintenance Total Workforce Disciplinary Action	No 2,463 69	No 640 24	No 198	33	12	5	747 26	486 21	367 9	51	1,134 21 1.9%	64	N/A	N/A	5 1 N/A	N/A
Polential Adverse Impact (Yes/No)  3 - Service-Maintenance Fotal Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate	2,463 69 2,8%	640 24 3.8%	No 198 12 6.1%	33 N/A	12 N/A	5 N/A	747 26 3.5%	486 21 4.3%	367 9 2.5%	51 N/A	1,134 21	64 3 4.7%			5	
Polential Adverse Impact (Yes/No)  3 -Service-Maintenance Total Workforce  Disciplinary Action  Discipline Rate	2,463 69 2,8% 100.0%	840 24 3.8% 74.7%	No 196 12 6.1% 30.6%	33 N/A N/A	N/A N/A	N/A N/A	747 26 3.5% 53.2%	486 21 4.3% 42.9%	367 9 2.5% 75.5%	N/A N/A	1,134 21 1,9% 100.0%	64 3 4.7% 39.5%	N/A N/A	N/A N/A	5 1 N/A N/A	N/A N/A
Potential Adverse Impact (Yes/No)  - Service-Maintenance  Cotal Workforce  Disciplinary Action  Discipline Rate  Ratio to Lowest Rate  Potential Adverse Impact (Yes/No)  Writter Warning	2,463 69 2,8% 100.0% No	840 24 3.8% 74.7%	No 196 12 6.1% 30.6%	33 N/A N/A	N/A N/A	N/A N/A	747 26 3.5% 53.2%	486 21 4.3% 42.9%	367 9 2.5% 75.5%	N/A N/A	1,134 21 1,9% 100.0%	64 3 4.7% 39.5%	N/A N/A	N/A N/A	5 1 N/A N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No) i -service-Maintenance folal Workforce Disciplinary Action Discipline Rate Ratio 16 Dowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate	2,463 69 2.8% 100.0% No	640 24 3.8% 74.7% No	198 12 6.1% 30.6% No	33 N/A N/A N/A	N/A N/A N/A	5 N/A N/A N/A	747 26 3.5% 53.2% No	486 21 4 3% 42 9% No	367 9 2.5% 75.5% No	N/A N/A N/A	1,134 21 1,9% 100,0% No	64 3 4.7% 39.5% No	N/A N/A N/A	N/A N/A N/A	5 1 N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No)  3-Service-Maintenance Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Colential Adverse Impact (Yes/No)	2,463 69 2,8% 100.0% No 8	640 24 3.8% 74.7% No 3 0.5%	198 12 6.1% 30.6% No -3	33 N/A N/A N/A	N/A N/A N/A	5 N/A N/A N/A	747 26 3.5% 53.2% No 4	486 21 4 3% 42 9% No 2 0.4%	367 9 2.5% 76.5% No 1 0.3%	N/A N/A N/A	1,134 21 1,9% 100.0% No	64 3 4.7% 39.5% No 1	N/A N/A N/A	N/A N/A N/A	5 1 N/A N/A N/A N/A	N/A N/A N/A N/A
Potential Adverse Impact (Yes/No)  Service-Maintenance Fotal Workforce  Disciplinary Action  Discipline Rate Ratio to Lowest Rate  Vicinity Adverse Impact (Yes/No)  Written Warning  Discipline Rate Ratio to Lowest Rate	2,463 69 2,8% 100.0% No 8 0.3% 100.0%	640 24 3.8% 74.7% No 3 0.5% 69.3%	198 12 6.1% 30.6% No -3 1.5% 0.0%	33 N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5%	486 21 4.3% 42.9% No 2 0.4% 0.0%	367 9 2.5% 76.5% No 1 0.3% 0.0%	N/A N/A N/A N/A	1 134 21 1 9% 100.0% No	64 3 4.7% 39.5% No 1 1.6% 0.0%	N/A N/A N/A	N/A N/A N/A	5 1 N/A N/A N/A	N/A N/A N/A
Potential Adverse Impact (Yes/No) I-service-Maintenance fotal Workforce Disciplinary Action Discipline Rate talio to Lowest Rate Otlential Adverse Impact (Yes/No) Written Warning Discipline Rate talio to Lowest Rate Cotential Adverse Impact (Yes/No) Discipline Rate Discipline Rate Discipline Rate Discipline Rate Discipline Rate Discipline Rate	2,463 69 2,8% 100.0% No 8 0.3% 100.0%	No 640 24 3.8% 74.7% No 3 0.5% 69.3% No	198 12 6.1% 30.6% No -3 1.5% 0.0%	33 N/A N/A N/A N/A	N/A N/A N/A N/A	N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% 0.0%	486 21 4.3% 42.9% No 2 0.4% 0.0%	367 9 2.5% 76.5% No 1 0.3% 0.0%	N/A N/A N/A N/A	1 134 21 1 9% 100.0% No	64 3 4.7% 39.5% No 1 1.6% 0.0% No	N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) I-Service-Maintenance folal Workforce Disciplinary Action Discipline Rate Aliatio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Tatio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Dismissal	2,463 69 2,8% 100.0% No 8 0.3% 100.0%	No 640 24 3.8% 74.7% No 3 0.5% 69.3% No 7	No 198 12 6.1% 30.6% No 3 1.5% 0.0% No	33 N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% 0.0% No	486 21 4 3% 42 9% No 2 0.4% 0.0% No	367 9 2.5% 76.5% No 1 0.3% 0.0% No	N/A N/A N/A N/A N/A	1.134 21 1.9% 100.0% No 0.0% 100.0% No	64 3 4.7% 39.5% No 1 1.6% 0.0%	N/A N/A N/A N/A N/A	N/A N/A N/A	5 1 N/A N/A N/A N/A	N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) I-service-Maintenance fotal Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Dismissal Discipline Rate Discipline Rate Discipline Rate Ratio to Lowest Rate	2,463 699 2,8% 100.0% No 8 0.3% 100.0% No 11 0.4%	No 640 24 3.8% 74.7% No 3 0.5% No 7 1.1%	No 198 12 6.1% 30.6% No 3 1.5% 0.0% No	33 N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% No 4 0.5%	486 21 4.3% 42.9% No 2 0.4% No No 7	367 9 2.5% 76.5% No 1 0.3% 0.0% No	N/A N/A N/A N/A N/A	1.134 21 1.9% 100.0% No 0.0% 100.0% No 4 0.4%	64 3 4.7% 39.5% No 1 1.6% 0.0% No	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A
J-Service-Maintenance fotal Workforce Disciplinary Action Discipline Rate Aliatio to Lowest Rate Potential Adverse (mpact (Yes/No) Writen Warning Discipline Rate Ratio to Lowest Rate Potential Adverse impact (Yes/No) United Worth Warning Discipline Rate Ratio to Lowest Rate Potential Adverse impact (Yes/No) Dismissal Discipline Rate Rate Potential Adverse impact (Yes/No)	2,463 69 2,8% 100.0% No 8 0.3% 100.0% No 11 0.4%	No 640 24 3.8% 74.7% No 3 0.5% 69.3% No 7 1.1% 40.8%	No 198 12 6.1% 30.6% No 3 1.5% 0.0% No 2 1.0%	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% 0.0% No 4 0.5%	486 21 4.3% 42.9% No 2 0.4% 0.0% No 7 1.4% 0.0%	367 9 2.5% 76.5% No 1 0.3% 0.0% No	N/A N/A N/A N/A N/A N/A N/A	1.134 21 1.9% 100.0% No 0.0% 100.0% No 4 0.4% 0.0%	64 3 4.7% 39.5% No 1 1.6% 0.0% No	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) I-service-Maintenance Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Delential Adverse Impact (Yes/No) Written Warming Discipline Rate Ratio to Lowest Rate Discipline Rate	2,463 69 2,8% 100.0% No 8 0.3% 100.0% No 110.0% No	No 640 24 3.8% 74.7% No 3 0.5% No 7 1.1% No 7	No 198 12 6.1% 30.6% No 3 1.5% 0.0% No 2 1.0%	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% 0.0% No 4 0.5%	486 21 4.3% 42.9% No 2 0.4% 0.0% No 7 1.4% 0.0%	367 9 2.5% 76.5% No 1 0.3% 0.0% No	N/A N/A N/A N/A N/A N/A N/A	1 134 21 1 9% 100.0% No 0 0% 100.0% No 4 0.4% 0.0% No	64 3 4.7% 39.5% No 1 1.6% 0.0% No	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A	5 1 N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) I-service-Maintenance fotal Workforce Disciplinary Action Discipline Rate fallio to Lowest Rate Otlential Adverse Impact (Yes/No) Written Warning Discipline Rate fallio to Lowest Rate Otlential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Otlential Adverse Impact (Yes/No) Probation Extended Discipline Rate	2,463 69 2,8% 100,0% No 8 0,3% 100,0% No 11 0,4% 100,0% No	No 640 24 3.8% 74.7% No 3 0.5% No 7 1.1% 40.8% No 2	No 198 12 6.1% 30.6% No 3 1.5% No	N/A N/A N/A N/A N/A N/A N/A N/A	12 N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% 0.0% No 4 0.5% 0.0%	486 21 4 3% 42 9% No 2 0.4% No 7 1.4% 0.0% No	367 9 2.5% 75.5% No 1 0.3% 0.0% No 1 1 0.3% 0.0% No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0 No	N/A N/A N/A N/A N/A N/A N/A N/A N/A	1,134 21 1,9% 100.0% No 0 0% 100.0% No 4 0.4% 0.0% No 0 0.5%	64 3 4.7% 39.5% No 1 1.6% 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	5 1 N/A	N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No)Service-Maintenance ofal Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Written Warning Disciplinary Disciplinary Disciplinary Disciplinary Disciplinary Dismissal Dis	2,463 69 2,8% No 8 0,3% 100,0% No 11 0,4% 100,0% No 15 0,5%	No 640, 24 3.8% No 3 0.5% No 7 1.1% No 40.8% No 2 0.3%	No 198 12 6.1% No 3 1.5% No No 2 1.0% No No 2 1.0% No No 2 1.0% No No 2 1.0% No	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% 0.0% No 0.5% 0.0% No 0.5%	486 21 4 3% 42.9% No 2 0.4% 0.0% No 7 1.4% 0.0% No	367 9 2.5% 76.5% No 1 0.3% No 1 0.0% No 0.0% No 0.0%	51. N/A	1,134 21 1,9% 100.0% No 0.0% 100.0% No 4 0.4% 0.0% No 6 0.5% 0.0%	64 3 4.7% 39.5% No 1 1.6% 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	S T NIA	N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) - Service-Maintenance ofal Workforce Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplinary Action Disciplina Rate definition Adverse Impact (Yes/No) Written Warning Disciplina Rate Disciplinary Action Dismissal Disciplina Rate Dismissal Disciplinary Action Dismissal Dismissal Disciplinary Dismissal Di	2,463 69 2,8% No 8 0,3% No 100,0% No 11 0,4% No 15 0,5%	No 640 24 3.8% 74.7% No 3 0.5% No 7 7 1.1% 40.8% No 2 0.3% 100.0%	No 198 12 6.1% 30.6% No 3 1.5% No 2 1.0% No 2 2 1.	33 N/A N/A N/A N/A N/A N/A N/A N/A N/A	12 N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% 0.0% No 4 0.5% No 0.0% No 0.0% No	486 21 4 3% 42 9% No 2 0.4% 0.0% No 7 7 1.4% 0.0% No 2 0.0%	367 9 2.5% 76.5% No 0.3% 0.0% No 1 0.3% 0.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A	1,134 21 1,9% 100.0% No 0 0% 100.0% No 4 0.4% 0.0% No 0 0.5%	64 3 4.7% 39.5% No 1 1.6% 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A	5 1 N/A	N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No)  1-Service-Maintenance folal Workforce Disciplinary Action Discipline Rate Alloi to Lowest Rate Potential Adverse Impact (Yes/No) Writen Warning Discipline Rate Tatio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Tatio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate	2,463 69 2,8% 100.0% No 8 0.3% 100.0% No 11 0.4% 100.0% No 15 0.6%	No 640 24 3.8% 74.7% No 3 0.5% No 7 7 1.1% 40.8% No 2 0.3% 100.0%	No 198 12 6.1% 30.6% No 3 1.5% No 2 1.0% No 2 2 1.	33 N/A N/A N/A N/A N/A N/A N/A N/A N/A	12 N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% No 4 0.5% 0.0% No 4 0.5% No 0.0% No 0.0% No	486 21 4 3% 42 9% No 2 0.4% 0.0% No 7 7 1.4% 0.0% No 2 0.0%	367 9 2.5% 76.5% No 0.3% 0.0% No 1 0.3% 0.0% No 0.0%	51. N/A	1,134 21 1,9% 100.0% No 0.0% 100.0% No 4 0.4% 0.0% No 6 0.5% 0.0%	64 3 4.7% 39.5% No 1 1.6% 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	S S S S S S S S S S S S S S S S S S S	N/A N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) I-service-Maintenance Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Discipline Rate Discipline Rate Discipline Rate Discipline Rate Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Discipline Rate Discipline Rate Discipline Rate Ratio to Lowest Rate Discipline Rate Discipline Rate Ratio to Lowest Rate	2,463 69 2,8% 100.0% No 8 0,3% 100.0% No 11 0,4% 100.0% No 100.0% No 100.0% No 100.0%	No 640, 24 3.8% 74.7% No 3 0.5% 69.3% No 7 1.1% No 2 0.3% No 7 1.10% No 8 100.0% No 8 100.0% No 8 100.0% No 8 100.0%	No 198 12 6.1% 6.1% 630.6% No 3 1.5% 0.0% No 2 1.0% No 2 1.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	747 26 3 5% 53.2% No 4 0.5% 0.0% No 4 0.5% 0.0% No 0.5% 0.0% No 0.5% 0.0% No No 0.0% No 0.0 No 0.0 No 0.0 No No 0.0 No No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0 No	486 21 4 3% 42 9% No 0 .0% No 7 1.4% No 0.0% No 0.0% No 0.0% No 0.0% No	367 9 2.5% No 1 0.3% 0.0% No 1 0.3% 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	1.134 21 1.9% 100.0% No 0.0% 100.0% No 4.0.4% No 0.5% 0.0% No 0.5% 0.0%	64 3 4.7% 39.5% No 1 1.6% 0.0% No 0.0% No 0.0% No	NIA NIA NIA NIA NIA NIA NIA NIA NIA NIA	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	S S S S S S S S S S S S S S S S S S S	N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No) I-service-Maintenance fotal Workforce Disciplinary Action Discipline Rate Adverse Impact (Yes/No) Writen Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Writen Warning Discipline Rate Ratio to Lowest Rate Discipline Rate	2,463 69 2,8% 100.0% No 8 0.3% 100.0% No 11 0.4% 100.0% No 15 0.5% No 15 0.4%	No 640, 24 3.8% 74.7% No 3 0.5% 69.3% No 7 1.1% No 2 0.3% No 0.5% No 0.3% No 0	No 198 198 172 6.1% 63.6% No 3 1.5% 0.0% No 2 1.0% No 2 1.0% No 3 1.5% 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% 53.2% No 4 0.5% 0.0% No 4 0.5% 0.0% No 4 0.5% No 4 0.5% No 4 0.5% No 4 0.5% No 0.0% No 0.0%	486 21 4 3% 42 9% No 2 0.4% 0.0% No 7 1.4% 0.0% No 2 0.4% 0.0% No 0.0 No 0 No	367 9 2.5% 76.5% No 1 0.3% 0.0% No 1 0.3% 0.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	1.134 21 1.9% 100.0% No 0.0% 100.0% No 4 0.4% 0.0% No 0.5% 0.0% No 0.0%	64 3 4.7% 39.5% No 1 1.6% 0.0% No 0.0% No 0.0% No 0.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	S T T NIA	N/A N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No)  I-Service-Maintenance Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Discipline Rate Ratio to Lowest Rate Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate	2,463 69 2,8% 100.0% No 8 0,3% 100.0% No 110.0% No 15,3% No 15,3% No 0,4%	No 640 640 640 640 640 640 640 640 640 640	No 196 12 6.1% 8 30.6% No 3 1.5% 9.0% No 2 1.0% No 3 1.5% No 3 1.5%	N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	747 26 3 5% 53.2% No 4 0.5% 0.0% No 4 0.5% 0.0% No 0.5% 0.0% No 0.5% 0.0% No No 0.0% No 0.0 No 0.0 No 0.0 No No 0.0 No No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0 No	486 21 4 3% 42 9% No 0 .0% No 7 1.4% No 0.0% No 0.0% No 0.0% No 0.0% No	367 9 2.5% No 1 0.3% 0.0% No 1 0.3% 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	1.134 21 1.9% 100.0% No 0.0% 100.0% No 4.0.4% No 0.5% 0.0% No 0.5% 0.0%	64 3 4.7% 39.5% No 1 1.6% 0.0% No 0.0% No 0.0% No	NIA NIA NIA NIA NIA NIA NIA NIA NIA NIA	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	S S S S S S S S S S S S S S S S S S S	N/A N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No)  J-Service-Maintenance  Total Workforce  Disciplinary Action  Discipline Rate  Allo to Lowest Rate  Potential Adverse Impact (Yes/No)  Writen Warning  Discipline Rate  Antio to Lowest Rate  Potential Adverse Impact (Yes/No)  Dismissal  Discipline Rate  Adverse Impact (Yes/No)  Dismissal  Discipline Rate  Adverse Impact (Yes/No)  Probation Extended  Discipline Rate  Adverse Impact (Yes/No)  Sick Leave Restriction  Discipline Rate  Allo to Lowest Rate  Potential Adverse Impact (Yes/No)  Sick Leave Restriction  Discipline Rate  Josephen Ra	2,463 69 2,8% 100,0% No 100,0% No 100,0% No 100,0% No 15 0,6% 51,3% No 10,0% No 100,0% No No No No No No No No No No No No No	No 640, 24 3.8% No 74.7% No 7 1.1% 40.8% No 7 1.1% No 7 1.1% No 7 1.1% No 8% No 7 1.1% No 8% No 100.0% No 8 1.3% No 8 32.5% No	No  198 198 127 6.1% 30.6% No 3 1.5% No 0.0% No 2 1.0% 0.0% No 1.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	747 26 35% 53.2% No 0.5% 0.0% No 4 0.5% 0.0% No 4 0.5% 0.0% No No 0.0% No 0.0% No 0.0% No 0.0% No 0.0 No 0 No	486 21 4 3% 42.9% No 2 0.0% No 7 1.4% 0.0% No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No 0.0 No No 0.0 No No 0.0 No 0.0 No 0.0 No 0.0 No 0 No	367 9 2.5% 76.5% No 0.3% 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	1,134 21 19% 100.0% No 0.0% No 4 0.0% No 6 0.5% 0.0% No 0.0% No No 0.0% No No No No No No No No No No No No No	64 3 4.7% No 1 1.6% 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	NIA NIA NIA NIA NIA NIA NIA NIA NIA NIA	5 1 N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A
Potential Adverse Impact (Yes/No)  3 - Service-Maintenance Total Workforce Disciplinary Action Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Written Warning Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Dismissal Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Probation Extended Discipline Rate Ratio to Lowest Rate Potential Adverse Impact (Yes/No) Sick Leave Restriction Discipline Rate Ratio Lowest Rate Potential Adverse Impact (Yes/No) Discipline Rate Ratio Lowest Rate	2,463 69 2,8% 100.0% No 8 0,3% 100.0% No 110.0% No 15,3% No 15,3% No 0,4%	No 640 640 640 640 640 640 640 640 640 640	No 198 198 172 6.1% 63.6% No 3 1.5% 0.0% No 2 1.0% No 2 1.0% No 3 1.5% 0.0% No	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	747 26 3.5% 53.2% 53.2% No 4 0.5% 0.0% No 4 0.5% 0.0% No 4 0.5% No 4 0.5% No 4 0.5% No 4 0.5% No 0.0% No 0.0%	486 21 4 3% 42 9% 42 9% No 2 0.4% 0.0% No 7 1.4% 0.0% No 2 0.4% No 0.0 No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0 No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0% No 0.0 No 0 No	367 9 2.5% 76.5% No 1 0.3% 0.0% No 1 0.3% 0.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	1.134 21 1.9% 100.0% No 0.0% 100.0% No 4 0.4% 0.0% No 0.5% 0.0% No 0.0%	64 3 4.7% 39.5% No 1 1.6% 0.0% No 0.0% No 0.0% No 0.0% No 0.0%	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A N/A N/A N/A N/A N/A	S T T NIA	NVA NVA NVA NVA NVA NVA NVA NVA NVA

## **Promotions**

Four-Fifths Adverse Impact Analysis by Job Category
Promotions

110000000000000000000000000000000000000	To	tal	V	V.	AVA	W			H/	L			NH	OPI	A STATE OF THE PARTY OF THE PAR	A
Job Category (Use EEO-4)	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
- Officials & Administrators					THE REAL PROPERTY.		THE REAL PROPERTY.		THE 18		STATE OF THE PARTY OF		TO THE O	RESTRICTED IN		90000
Number Applied	125	82	52	36	1	1	27	19	14	6	30	19	100		1	
Total Promotions	65	36	19	13	1	and the latest terms	19	15	9	2	16	6	-	7 - 1	1	
Selection Rate	52.0%	43.9%	36.5%	36.1%	N/A	N/A	70.4%	78.9%	64.3%	33.3%	53.3%	31.6%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	84.4%	46.3%	45.7%	N/A	N/A	89.1%	100.0%	81.4%	42.2%	67.6%	40.0%	N/A	N/A	N/A	NIA
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	No	No	Ven	Yes	Yes	N/A	N/A	N/A	NIA
2 - Professionals		HARDE SER	N S IN COL								H02-12-12-1					ratise :
Number Applied	340	247	111	56	THE PERSON	1000	36	25	32	13	159	152			2	4500
Total Promotions	118	83	38	25	San Marie		8	7	10	6	61	45		STATE OF STREET	1	
Selection Rate	34.7%	33.6%	34.2%	44.6%	N/A	N/A	22.2%	28.0%	31.3%	46.2%	38.4%	29.6%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	96.8%	74.2%	96.7%	N/A	N/A	48.1%	60.7%	67.7%	100.0%	83.1%	64.1%	N/A	N/A	N/A	NV
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	Yes	Yes	Yes	No	No	Yes	N/A	N/A	N/A	N/A
3 - Technicians	ACC VINE	D. SUMM														
Number Applied	64	20	20	6	Sun in the	-05/400	5	5	6	3	32	5	Sales of the	A CHARLES	1	
Total Promotions	31	15	3	1	3		7	9	4	3	14	2	A SECOND	Herengel	Jan Barrell	
Salection Rate	48.4%	75.0%	15.0%	16.7%	N/A	N/A	140.0%	180.0%	66.7%	100.0%	43.8%	40.0%	N/A	N/A	N/A	NU
Ratio to Highest Rate	64.6%	100.0%	8.3%	9.3%	N/A	N/A	77.8%	100.0%	37.0%	55.6%	24.3%	22.2%	N/A	N/A	N/A	N/
Potential Adverse Impact (Yes/No)	Yes	No	Yealth	Yes	N/A	N/A	Yes	No	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/
4 - Protective Service	AST .	NET LINE				Name of Street	D. LIE					A SECOND				
Number Applied	315	275	48	29	3	MEDICE !	57	105	48	40	156	98		A STATE OF THE PARTY OF	3	
Total Promotions	19	4					3	1	3	3	13		10000			
Selection Rate	6.0%	1.5%	0.0%	0.0%	N/A	N/A	5.3%	1.0%	6.3%	7.5%	8.3%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	24.1%	0.0%	0.0%	N/A	N/A	63.2%	11.4%	75.0%	90.0%	100.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	Yes	Y85	No	No	Yes	N/A	N/A	N/A	N/A
5 - Paraprofessional	index.		Continue.		0100000	Viz Su		CONTRACTOR OF THE PARTY OF THE	CT PLANTED				2000		(ASSISTED	William .
Number Applied	17	10	2		1000	1	8	7	4		1	1		1000	2	
Total Promotions	1				7500 LT		1						100 CT			
Selection Rate	5.9%	0.0%	0.0%	N/A	N/A	0.0%	12.5%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	. 0.0
Ratio to Highest Rate	100.0%	NA	0.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	N/A	0.0%	0.0%	N/A	N/A	0.0%	0.0
Potential Adverse Impact (Yes/No)	No	No	Yes	N/A	N/A	Yes	No	Yes	Yes	N/A	Yes	Yes	N/A	N/A	Yes	Yes
6 - Administrative Support																
Number Applied	133	174	31	15	Sec. 3. 157	500	18	58	25	22	57	78	and the same		2	1
Total Promotions	19	20	6	2	Transfer (Sale		2	4	4	3	7	11	1000	STREET, SQUARE,	Constitution 1	620
Selection Rate	14.3%	11.5%	19.4%	13.3%	N/A	N/A	11.1%	6.9%	16.0%	13.6%	12.3%	14.1%	N/A	N/A	N/A	N/
Ratio to Highest Rate	100.0%	80.5%	100.0%	68.9%	N/A	N/A	57.4%	35.6%	82.7%	70.5%	63.5%	72.9%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	Yes	Yes	No	Yes	Yes	Yea	N/A	N/A	N/A	N/A
7 - Skilled Craft	6000		250		LANGE OF		Deliver to	STATE OF THE PARTY OF				O'CHEE	AUST 633	949000		
Number Applied	962	13	232	6	4		51	2	166	2	504	3	No extent		5	
Total Promotions	115	2	33		11, 11		5		15		62	2				100
Selection Rate	12.0%	15.4%	14.2%	N/A	N/A	N/A	9.8%	N/A	9.0%	N/A	12.3%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	77.7%	100.0%	100,0%	N/A	N/A	N/A	68.9%	N/A	63.5%	N/A	86.5%	N/A	N/A	N/A	N/A	N
Potential Adverse Impact (Yes/No)	Yes	No	No	N/A	N/A	N/A	Yes	N/A	Yes	N/A_	No	N/A	N/A	N/A	N/A	N/
8 -Service-Maintenance	Dichitz.	LE TOUR DE			Dr. Toler					NI DE	No.			NO SERVICE OF	W. diesent	Same
Number Applied	2,463	640	198	33	12	5	747	486	367	51	1,134	64			5	
Total Promotions	143	43	12	7	1000	1	44	29	24	5	61	2			2	
Selection Rate	5.8%	6.7%	6.1%	N/A	N/A	N/A	5.9%	6.0%	6.5%	N/A	5.4%	3.1%	N/A	N/A	N/A	N/
Ratio to Highest Rate	86.4%	100.0%	92.7%	N/A	N/A	N/A	90.1%	91.2%	100.0%	N/A	82.3%	47.8%	N/A	INA	N/A	N/
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	No					N/A	N/A	N/A	N/

Notes: Instead of number of applicants applied, SFMTA used total number of employees. This is because the promotion process does not always involve applications. Staff can take exams to qualify for promotion

## <u>Hires</u>

Attachment 2-3

Four-Fifths Adverse Impact Analysis by Job Category Hires

Job Category (Use EEO-4)		tal	V	٧ .	AV.	AN		3	H	1_		Sale of Consumer	NM	OPI		M
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	
- Officials & Administrators	MENDER.	BEELDE ST			NAME OF		1221	de la company			THE SELECT	<b>原型方面</b>				
umber Applied	968	419	432	138	7	1.	190	111	111	42	228	127				OTO
otal Hires	20	14	7	6		No.	4	3	2		7	4				
Selection Rate	2.1%	3.3%	1.6%	4.3%	N/A	N/A	2.1%	2.7%	1.8%	0.0%	3.1%	3.1%	N/A	N/A	N/A	N
Ratio to Highest Rate	61.8%	100.0%	37.3%	100.0%	N/A	N/A	48.4%	62.2%	41.4%	0.0%	70.6%	72.4%	N/A	N/A	N/A	N
otential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	Yes	Yen	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N
- Professionals		The second second		VALUE OF THE OWNER.			Property and									Alleganic
Tumber Applied	3,547	2,243	1.182	584	18	5	366	280	374	211	1.607	1,163	-	STATE OF THE PERSON NAMED IN		-
olal Hires	136	97	46	24	1	-	10	5	11	3	66	64			2	-
election Rate	3.8%	4.3%	3.9%	4.1%	N/A	N/A	2.7%	1.8%	2.9%	1.4%	4.1%	5.5%	N/A	N/A	N/A	N
Ratio to Highest Rate	88.7%	100.0%	70.7%	74.7%	N/A	N/A	49.6%	32.4%	53.4%	25.8%	74.6%	100.0%	N/A	N/A	N/A	N
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Ves	Yes	33.474 Yes	20.079 Yes	74.076 Yes	No.	N/A	N/A	N/A	N
THE RESERVE OF THE PARTY OF THE		IND	101	tes	IVA	NA	7.05	199	THE STATE OF THE S	Tes	Yes	IVO	NA	N/A	N/A	N
- Technicians		STATE OF THE PARTY OF		(THEAD		STATE OF BRIDE	Marian Contract			No. of Concession, Name of Street, or other party of the Concession, Name of Street, or other pa		SHE USE				
Number Applied	563	197	179	55	3	2	118	76	87	28	176	36	32	TOTAL		
otal Hires	99	35	37	19	Paring.		12	1	9	5	40	9	1000		1	
Selection Rate	17.6%	17.8%	20.7%	34.5%	N/A	N/A	10.2%	1.3%	10.3%	17.9%	22.7%	25.0%	N/A	N/A	N/A	N
Ratio to Highest Rate	99.0%	100.0%	59.8%	100.0%	N/A	N/A	29.4%	3.8%	29.9%	51.7%	65.8%	72.4%	N/A	N/A	N/A	N
otential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N
- Protective Service		The same	SIAS IN						LOSS SECTIONS	PROBLEM OF		Anna Male (Sale	STATE OF THE PARTY			Total Control
tumber Applied	927	540	97	35	- 4	-	201	327	144	39	425	177		-	_	
otal Hires	90	103	14	7	1	1	7	38	15	12	49	42			4	+
election Rate	9.7%	15.9%	14.4%	18.4%	N/A	N/A	2.7%	11.6%	10.4%	12.1%	11.5%	23.7%	N/A	N/A	N/A	N
Ratio to Highest Rate	61.1%	100.0%	60.8%	77.6%	N/A	N/A	11.5%	49.0%	43.9%	51.1%	48.6%	100.0%	N/A	N/A	N/A	N
otential Adverse Impact (Yes/No)	Yes	No	Yos	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Ves Ves	No I	N/A	N/A	N/A	N
- Paraprofessional			SECRETARIA DE LA COMPANIONA DE LA COMPAN						Market Street	Della					12 C (15)	1
Number Applied	56	53	3	5	2	Contract of the	17	33	15	2	19	12		BIOLINE CO.	Name of Street	1300
Total Hires	16	7	2	3	_		7	55	3	- 3	10	12	-		74	-
Selection Rate	28.6%	13.2%	66.7%	0.0%	N/A	N/A	41.2%	15.2%	20.0%	0.000	5.3%	16.7%	N/A	N/A	N/A	N
Ratio to Highest Rate	100.0%	46.2%								0.0%						
Polential Adverse Impact (Yes/No)	No.		100.0%	0.0%	N/A	N/A	61.8%	22.7%	30.0%	0.0%	7.9%	25.0%	N/A	N/A	N/A	N
	No	Yes	No	Yes	N/A	N/A	Yes	Yes	Ves	Yes	Yes	Yes	N/A	N/A	N/A	N
- Administrative Support	DAPES OF	MISSINGE,			The state of the s								HEAT IN			
Number Applied	1,593	1,888	279	187	13	14	343	737	278	306	680	644			- / L +	
Total Hires	33	41	11	3			4	6	6	4	10	26			2	
Selection Rate	2.1%	2.2%	3.9%	1.6%	N/A	N/A	1.2%	0.8%	2.2%	1.3%	1,5%	4.0%	N/A	N/A	N/A	N
Ratio to Highest Rate	95.4%	100.0%	97.7%	39.7%	N/A	N/A	28.9%	20.2%	53.5%	32.4%	36.4%	100.0%	N/A	N/A	N/A	N
otential Adverse Impact (Yes/No)	No	No	No	Kes	N/A	N/A	Yes	Yes.	Yes	Yen	Yes	No	N/A	N/A	N/A	N
- Skilled Craft		THE RESERVE	19 X407 (1)		STATISTICS.											(
Number Applied	2,283	60	535	14	22	1	232	13	446	13	1.048	19				
otal Hires	234	2	63	1	1		16		47	1	101			1000	6	
election Rate	10.2%	3.3%	11.8%	N/A	N/A	N/A	6.9%	N/A	10.5%	N/A	9.6%	N/A	N/A	N/A	N/A	N
Ratio to Highest Rate	100.0%	32.5%	100.0%	N/A	N/A	N/A	58.6%	N/A	89.5%	N/A	81.8%	N/A	N/A	N/A	N/A	1
otential Adverse Impact (Yes/No)	No.	Yes	No.	N/A	N/A	N/A	70.076 Ves	N/A	No No	N/A	No No	N/A	N/A	N/A	N/A	1
-Service-Maintenance								NAME OF PERSONS								
Number Applied	1070	1 707	433	FO	A STATE OF THE PARTY NAMED IN	- 10	1.400	4.004	706	191	4 700			Department of the		-
	4,273	1,786		69	16	18	1,420	1,091	702		1.702	417			-	-
Total Hires Selection Rate	631	144	70	6	4	1	157	103	70	14	325	20			5	
	14.8%	8.1%	16.2%	N/A	N/A	N/A	11.1%	9.4%	10.0%	7.3%	19.1%	4.8%	N/A	N/A	N/A	1
			84.7%	N/A	N/A	N/A	57.9%	49.4%	52.2%	38.4%	100.0%	25.1%	N/A	N/A	N/A	1
Ratio to Highest Rate Potential Adverse Impact (Yes/No)	100.0% No	54.6%	No	N/A	N/A	N/A	Yes	Yes	Yes	Yes	No	Yes	N/A	N/A	N/A	1

# **Terminations**

#### Four-Fifths Adverse Impact Analysis by Job Category Terminations

	To	tal		v I	AV	AN			- 16	1			MIL	OPI		M
Job Category (Use EEO-4)	Male	Female	M	F	M	E	M	F	M	E	M	F	M	F	M	E
- Officials & Administrators	mars	Lettera			O)		GI	1000	Pri		PN .		-		TW.	THE REAL PROPERTY.
otal Workforce	125	82	52	36	1	1	27	19	14	6	30	19		-	1	-
Otal Involuntary Terminations	8	3	4	30	-		2		-	-	30	1		-		-
nvoluntary Termination Rate	6.4%	3.7%	7.7%	5.6%	N/A	N/A	7.4%	0.0%	7.1%	0.0%	3.3%	5.3%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	57.2%	100.0%	0.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
otential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
· Professionals	Description of the last of the														No. of the last	
otal Workforce	340	247	111	56			36	25	32	13	159	152	Name and Address of the Owner, where	Carlo Branco de	2	
Total Involuntary Terminations	23	8	5	1			1	1	6		11	6				
nvoluntary Termination Rate	6.8%	3.2%	4.5%	1.8%	N/A	N/A	2.8%	4.0%	18.8%	0.0%	6.9%	3.9%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	47.9%	100.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
otential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
- Technicians	Marine Coll			Total State of the last				TO THE REAL PROPERTY.		Pile South	SART STATE	To Married Williams	A STATE OF THE STA		COLUMN DESIGNATION OF THE PARTY	COLUMN TO SERVICE
otal Workforce	64	20	20	6			5	5	6	1	32	5			1	-
Total Involuntary Terminations	55	33	24	18			7	-	5	- 1	19	14				-
nvoluntary Termination Rate	85.9%	165.0%	120.0%	300.0%	N/A	N/A	140.0%	0.0%	83.3%	33.3%	59.4%	280.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	52.1%	0.0%	0.0%	N/A	N/A	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Otential Adverse Impact (Yes/No)	No	You	Yes	Yes	NA	N/A	Yes	No	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A
THE RESERVE THE PERSON NAMED IN	A CONTRACTOR OF THE PARTY OF TH			Name of Street			CONTRACTOR					9783				
I - Protective Service	245	9.16	48	29			57	105		40		0.0		10000920	Della Line	2000
Total Involuntary Terminations	315 12	275	48	29	3		57	105	48	40	156	98			3	-
nvoluntary Termination Rate		20	0.000	0.00		A1/A	7.00		2	4		-			-	
Ratio to Lowest Rate	3.8%	7,3% 52,4%	100.0%	100.0%	N/A N/A	N/A	7.0%	11.4%	0.0%	10.0%	1.9%	3.1%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No.0%	No No	No.076	No.	N/A	N/A N/A	No	No	No.	No.	0.0% No	0.0% No	N/A N/A	N/A N/A	N/A N/A	N/A
								140	140	.,,,,	140	The state of the s	N/A	IIIA	, INIA	107
5 - Paraprofessional Total Workforce			A		The State of	200			THE REAL PROPERTY.				200	No. of Concession, Name of Street, or other Designation, Name of Street, Name	STORES OF THE PARTY OF	100000
	17	10	- 4			- 1	8		- 4		1	1			2	
Total Involuntary Terminations	. 20	6	1				13	. 3	4	1	1	2			1	-
nvoluntary Termination Rate	117.6%	60.0%	50.0%	N/A	N/A	0.0%	162.5%	42.9%	100.0%	N/A	100.0%	200.0%	N/A	N/A	50.0%	0.0%
Ratio to Lowest Rate Potential Adverse Impact (Yes/No)	51,0%	100.0% No	0.0%	N/A N/A	N/A N/A	100.0% No	0.0%	0.0%	0.0%	N/A N/A	0.0%	0.0%	N/A	N/A	0.0%	100.0
rotenbal Adverse Impact (Teshib)	V65	NO	146	N/A	N/A	No	165	105	Yes	N/A	Ves	Yes	N/A	N/A	Yes	No
- Administrative Support													N. W. Barrier	300	Total Co.	
Total Workforce	133	174	31	15			18	58	25	22	57	78		1000	2	
Total Involuntary Terminations	5	15	1	-			1	6	1	2	2	6				
nvoluntary Termination Rate	3.8%	8.6%	3.2%	0.0%	N/A	N/A	5.6%	10.3%	4.0%	9.1%	3.5%	7.7%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	43.6%	0.0%	100.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	No	No	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Total Workforce	962	13	232	6	4		51	2	166	2	504	3		1000	5	
Total Involuntary Terminations	25		12	-			3		6		4					
nvoluntary Termination Rate	2.6%	0.0%	5.2%	N/A	N/A	N/A	5.9%	N/A	3.6%	N/A	0.8%	N/A	N/A	N/A	N/A	NIA
Ratio to Lowest Rate	0.0%	100.0%	15.3%	N/A	N/A	N/A	13.5%	N/A	22.0%	N/A	100.0%	N/A	N/A	N/A	N/A	NIA
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	No	N/A	No	N/A	No	N/A	N/A	N/A	N/A	NIA
3 -Service-Maintenance	DOM:		200			Corp. Cal.						tuling a		FREE PROPERTY.		
Total Workforce	2,463	640	198	33	12	5	747	486	367	51	1,134	64			5	100
Total Involuntary Terminations	142	51	20	3		1	50	40	15	4	56	3		1000	1	-
nvoluntary Termination Rate	5.8%	8.0%	10.1%	N/A	N/A	N/A	6.7%	8.2%	4.1%	N/A	4.9%	4.7%	N/A	N/A	N/A	NIA
	100.0%	72.3%	40.5%	N/A	N/A	N/A	61.1%	49.7%	100.0%	N/A	00.00	87.2%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate Potential Adverse Impact (Yes/No)	No.0%	No No	No	N/A	N/A	N/A	No.	No	100.076	N/A	82.5%	01/2/0	N/A	IN/A	INA	

# **List of Event**

<b>Event Date</b>	Org	Event Name
8/17/2017	Hiring Heros	Honor A Hero - Hire a Veteran!
9/19/2017	CCSF	CCSF Veterans Hiring Day
11/14/2017	CCSF	CCSF Holiday Job Fair
	Society of Women Engineers College	
	Chapters: CSEB, UCB, UCSF, Standford,	
1/9/2017	Santa Clara	2018 Smmer Student Intern Programs
2/6/2018	US Chamber of Commerce	Veterans Transition Career Fair
	Skyline College - Automotive Technology	
3/13/2018	Program	Hiring Day @ Skyline College
5/9/2018	Unions / SFGov - OEWD	Apprenticeship Career Fair
6/13/2018	US Chamber of Commerce	Hiring Our Heroes
		Meeting to discuss partnership with
6/28/2018	Human Services Agency	JobsNow and Crossing Guard Prog.
		Meeting to discuss outreach collaboration &
7/12/2018	SF Community Living Campaign	partnerships
7/27/2018	SFUSD	SFUSD Summer Fellowship Celebration
9/25/2018	SF Fleet Week Association	2018 Veterans Resource Fair - Fleet Week
	·	Crafting an Impactful Talent Brand
10/3/2018	LinkedIn	Workshop
		City & County of San Francisco and San
		Francisco City College Pre-Apprenticeship
10/19/2018	City's Apprenticeship Program	Program Completion Ceremony
12/12/2018	City Hall	Opportunities for All Partner Engagement
1/10/2019	One Treasure Island	Presentation to Commercial B trainees
1/11/2019	SFUSD	Career pathway Partnership & Networking
1/12/2019	SF Rec & Parks	City Job / Community Fairs
1/16/2019	OEWD / Chariot	Chariot / SFMTA Event
1/17/2019	Success Center & SF Boys & Girls Club	Job Fair/Spotlight Event
1/22/2019	Goodwill	Goodwill Employer spotlight
1/23/2019	HRC - City Hall	Opportunties for All
1/26/2019	SF Rec & Parks	City Job / Community Fairs
1/28/2019	Goodwill	Goodwill Employer spotlight
1/30/2019	SFUSD	SFUSD Showcase
3/21/2019	SFUSD - SFMTA Sustainable Streets	SFUSD - SFMTA Site Visit
4/8/2019	City of SF	Spring Career Fair - Apprenticeships
4/18/2019	CCSF .	Spring Job Fair - Mission Campus