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VIA MAIL AND EMAIL

September 7, 2017

Polly Trottenberg
Commissioner
Department of Transportation
55 Maiden Lane, 27th FL
New York, NY 10038

Re: Preliminary Determination for Audit: Review, Evaluation and Monitoring of the Department of Transportation's Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

Dear Commissioner Trottenberg:

On behalf of the members of the Equal Employment Practices Commission (Commission or EEPC), thank you and your agency for the cooperation extended to our staff during the course of this audit. This letter contains the Commission's findings and preliminary determinations pursuant to our audit and analysis of your agency's Employment Practices and Procedures for the period covering January 1, 2014 to December 31, 2016.

Chapter 36, Section 831(d)(5) of the New York City Charter empowers this Commission to audit and evaluate city agencies' employment practices, programs, policies and procedures, and their efforts to ensure fair and effective equal employment opportunity for employees and applicants seeking employment with city agencies. Section 832.c provides that this Commission may, pursuant to an audit, make a preliminary determination that any plan, program or procedure utilized by any city agency does not provide equal employment opportunity and recommend all necessary and appropriate procedures, approaches, measures, standards and programs to be utilized by agencies in these efforts.

The Department of Transportation, which may herein be referred to as "the agency," falls within the Commission's purview under Chapter 36, Section 831(a) of the New York City Charter, which delineates city agency as any "city, county, borough or other office, administration, board, department, division, commission, bureau, corporation, authority, or other agency of government where the majority of the board members of such agency are appointed by the mayor or serve by virtue of being city officers or the expenses of which are paid in whole or in part from the city treasury..."



The purpose of this audit and analysis is to evaluate the agency's employment practices and procedures, not to issue findings of discrimination pursuant to the New York City Human Rights Law. This Commission has adopted *Uniform Standards for EEPC Audits*¹ and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. These standards are founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; the New York City Human Rights Law (NYC Administrative Code §§8-107(1)(a) and (d), 8-107.13, and 8-107.1); the New York State Civil Service Law §55-a; the Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7); the Americans with Disabilities Act and its Accessibility Guidelines; and the equal employment opportunity requirements of the New York City Charter. Prescribed corrective actions are consistent with the aforementioned parameters.

Since this Commission is empowered to review and recommend actions which each agency should consider including in its annual plan of measures and programs to provide equal employment opportunity (Annual EEO Plan), the audited agency should incorporate required corrective actions in its current EEO Program and prospective Annual EEO Plans.

Scope and Methodology

This Commission's audit methodology includes collection and analysis of the documents, records and data the agency provides in response to the *EEPC Document and Information Request Form*; responses to the *EEPC Interview Questionnaires* for EEO professionals and others involved in EEO program administration; and, if applicable, review of the agency's *Annual EEO Plans* and *Quarterly EEO Reports* and analysis of workforce and utilization data from the *Citywide Equal Employment Database System* (CEEDS). (A description of the EEO Job Groups used for this analysis is attached as Appendix 1.)

This Commission reviews the workforce statistics and utilization analysis information available via CEEDS to understand the concentrations of race and gender groups within an agency's workforce. (CEEDS may be unavailable for certain non-mayoral agencies. In such cases, the EEPC requests that the agency submit similar statistics and analysis.) EEO Program Analysts examine imbalances between the number of employees in a particular job category and the number that would reasonably be expected when compared to their availability in the relevant labor market. Personnel transactions are reviewed in order to ascertain the agency's employment practices. Where underutilization is revealed within an agency's workforce, EEO Program Analysts assess whether the agency has undertaken reasonable measures to address it.

EEO professionals (including, but not limited to, past or current EEO Officers, Deputy or Co-EEO Officers, EEO Counselors, EEO Trainers, EEO Investigators, Disability Rights Coordinators, Career Counselors, 55-a Program Coordinators) and others involved in EEO program administration such as the Principal Human Resources Professional are given a two-week deadline to complete and return their individual questionnaires. The Commission's EEO Program Analysts also conduct additional research and follow-up discussions or interviews with EEO professionals, when appropriate.

¹ Corresponding audit/analysis standards are numbered throughout the document.



Description of the Agency

Established by Local Law No. 27 of 1977, the mission of the New York City Department of Transportation (DOT) is to provide for the safe, efficient, environmentally responsible movement of people and goods in New York City. To fulfill this mission, DOT controls and regulates traffic; builds and maintains streets, sidewalks, highways, bridges and municipal parking facilities; maintains and operates the Staten Island Ferry; and acts as an advocate and a voice for better transportation.

DOT had 5,321 employees at the end of the period in review. (See workforce composition, attached as [Appendix 2.](#))

PRELIMINARY DETERMINATIONS AFTER AUDIT AND ANALYSIS

Following are the corresponding audit standards for each subject area along with the EEPC's findings and required corrective actions, where appropriate:

I. ISSUANCE, DISTRIBUTION AND POSTING OF EEO POLICIES:

Determination: The agency is in compliance with the standards for this subject area.

1. Issue a general EEO Policy statement or memorandum reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.
- ✓ During the period in review, the agency head issued an EEO policy memorandum that reiterated the agency's commitment to EEO, and stated the agency's position against discrimination on any protected basis, specifically, the memorandum stated *"the New York City Department of Transportation (DOT) is committed to fair employment practices for all of our employees by encouraging a work environment that respects and appreciates differences among employees. Our mission is to create an inclusive environment characterized by dignity and respect that empowers every employee to serve the agency and the community, and contribute to our success. We commit to recreating a diverse and inclusive workforce and will maintain an atmosphere in the workplace that accepts and embraces that diversity, which is reflective of our City's population [...] Specifically, DOT is firmly committed to equal employment opportunity in all employment practice [...] this commitment extends to all persons, regardless of: race, color, national origin, alienage or citizenship, religion or creed, gender (including gender identity), disability, age (18 or over), military status, prior conviction record, marital status, partnership status, genetic information or predisposing genetic characteristics, sexual orientation, status as a victim or witness of domestic violence, sexual offences or stalking, unemployment status."* Also, attached to the policy memorandum, were the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies (2014)*, the *EEO Handbook About EEO: What You May Not Know*, the *Department of Transportation Discrimination Complaint Procedures*, the *Reasonable Accommodation Procedural Guidelines*, and contact information for the EEO professionals. Additionally, the EEO policy memorandum was posted on the agency's intranet website, accessible to all employees; as well as on bulletin boards at all agency worksites.

2. Distribute/Post a paper or electronic copy of the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies* – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency’s EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.
- ✓ The agency distributed the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies (2014)*, that included a policy against sexual harassment; the 2016 addendum to the EEO policy, which included an up to date list of protected classes: “*The City of New York is an equal opportunity employer and prohibits discriminatory employment actions against and treatment of City employees and applicants for employment based on actual or perceived race, color, national origin, alienage or citizenship status, religion or creed, gender (including “gender identity” – which refers to a person’s actual or perceived sex, and includes self-image, appearance, behavior or expression, whether or not different from that traditionally associated with the legal sex assigned to the person at birth), disability, age (18 and over), military status, prior record of arrest or conviction, marital status, partnership status, caregiver status, genetic information or predisposing genetic characteristic, sexual orientation, status as a victim or witness of domestic violence, sex offenses or stalking, and unemployment status, and consumer credit history.*” The agency also distributed uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations, the Department of Transportation uniform *Discrimination Complaint Procedures*, the *Reasonable Accommodation Procedural Guidelines*, and the *EEO Handbook About EEO: What You May Not Know*, which included contact information for federal, state and local agencies that enforce laws against discrimination. Receipt of the EEO policy, by employees, was documented via the *Department of Transportation Confirmation of Receipt* form. The aforementioned policies and procedures were also posted on the agency’s intranet website, accessible to all employees. During the period in review, managers and supervisors held meetings with staff on a biennial basis to discuss the EEO policy, the complaint investigation procedures, reasonable accommodation procedures and employees’ rights and responsibilities under the policies, confirmation of which was provided via the agency’s *Acknowledgment of Staff Discussion Form*, submitted to the agency’s EEO office.

II. EEO TRAINING FOR AGENCY:

Determination: The agency is in compliance with the standards for this subject area.

3. Establish and implement an EEO training plan for new and existing employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.
- ✓ Attendance sheets and training material demonstrated that, throughout the period in review, the agency’s EEO professionals/trainers conducted 54 training sessions for 5,036 employees, including managers and supervisors. Training covered the following topics: unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and responsibilities; the discrimination complaint and investigation procedures; prevention of sexual harassment; and

reasonable accommodation procedures. Additionally, in a memorandum, dated August 13th, 2014, to all supervisors and managers, the agency head stated that “*all managers and supervisors are required to meet with their staffs at least twice yearly to discuss with them their rights and obligations under the EEO Policy. This includes the right to report violations of the Policy and to make complaints of discrimination to the EEO Office through the Informal Complaint procedure.*”

III. EMPLOYMENT PRACTICES (Recruitment, Hiring & Promotion):

Determination: The agency is in partial compliance with the standards for this subject area.

4. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
- ✓ During the period in review, the agency reviewed the CEEDS Report: *Workforce Compared with Internal and External Pools* for each quarter. The agency conducted targeted recruitment in order to address the underutilization experienced during the period in review (see §III.7.)
 - The agency did not demonstrate that it assessed its recruitment efforts to determine whether such efforts adversely impact any particular group. **Corrective action required.**

Corrective Action #1: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

5. The principal EEO Professional, HR Professional, and General Counsel review the agency’s statistical information (i.e. workforce, hires, promotions, and separations by race/ethnicity and gender), the annual number of EEO complaints, and the agency’s employment practices, policies and programs on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.
- ✓ During the period in review, the agency’s principal EEO Professional regularly reviewed the agency’s statistical information (workforce, hires, promotions, and separations by race/ethnicity and gender), the annual number of EEO complaints, and the agency’s employment practices, policies and programs. The reviews were discussed at quarterly EEO meetings, which included the agency head, the principal EEO Professional, the principal HR Professional, and EEO staff. The agency implemented a plan to conduct targeted recruitment in order to address the underutilization experienced during the period in review (see III.7). The agency reported that no barriers to equal employment were identified during the period in review.
6. Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-

related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

- The agency did not assess the manner in which candidates were selected for employment to determine whether such efforts adversely impacted any particular group. **Corrective action required.**

Corrective Action #2: Assess the manner in which candidates are selected for employment to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

7. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
- ✓ The *CEEDS Report: Workforce Compared with Internal and External Pools* for the 3rd quarter of fiscal year 2014 (first quarter of the period in review) indicated that underutilization of Hispanics in the *Managers* job group, Asian/Pacific Islanders in the *Personal Service* job group, and Females in the *Farming* Job Group, was eliminated by the 2nd quarter of 2017. (See Appendices 3-5.) The agency reported that, when discretionary positions became available, it identified and contacted relevant professional and community organizations serving a broad segment of potential applicants. The agency consulted with the Mayor's *Office of Appointments* for help in identifying diverse pools of talent and additional networks for finding qualified candidates. The agency conducted targeted recruitment for the following titles: for the *Civil Engineer, Assistant Civil Engineer, and Civil Engineer Intern*. The agency placed advertisements with the *National Society of Black Engineers*, and the *Society of Women Engineers* (September-October, 2016); for the *Civil Engineer II* title, the agency placed advertisements with the *National Society of Black Engineers*, and the *Society of Women Engineers* (November 2016); for the *Deputy Commissioner of Traffic Operations, Administrative Transportation Coordinator, Associate Project Manager, and Supervisor of Traffic Device Maintainer* title, the agency placed advertisements with the *National Society of Black Engineers*, and the *Society of Women Engineers* (December, 2016). Additionally, all job vacancy notices were posted on the following websites: *AfricanAmericanHires.com, AsianHires.com, WeHireWomen.com, AllHispanicJobs.com, LatinJobs.org, DisabilityJobs.net, and AllGBTJobs.com*.
 - The *CEEDS Report: Workforce Compared with Internal and External Pools* indicated persistent underutilization of Females in the *Managers*, Females and Blacks in *Science Professionals* job group, Females and Blacks in the *Craft* job group, and Females and Asian/Pacific Islanders in the *Laborers* job group. The same *CEEDS Report* for the 4th quarter of fiscal year 2017 (most recent available quarter) also indicated underutilization of Females and Hispanics in the *Paraprofessionals* job group, and of Hispanics in the *Technicians* job group. **Corrective action required.**

Corrective Action #3: If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

8. If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

- The agency did not demonstrate that it conducted a review of the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. Additionally, the *CEEDS Report: Workforce Compared with Internal and External Pools* indicated persistent underutilization of Females in the *Managers*, Females and Blacks in *Science Professionals* job group, Females and Blacks in the *Craft* job group, and Females and Asian/Pacific Islanders in the *Laborers* job group. The same *CEEDS Report* for the 4th quarter of fiscal year 2017 (most recent available quarter) also indicated that underutilization expanded to include Females and Hispanics in the *Paraprofessionals* job group, and Hispanics in the *Technicians* job group. **Corrective actions required.**

Corrective Action #4: Review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

9. Ensure that human resources professionals, managers, supervisors, and other personnel involved in recruiting and hiring are trained to consider EEO laws/policies and use uniform, job-related techniques to identify, interview and select the most capable candidates (e.g. structured interview training or guide).
 - ✓ The agency's principal EEO Professional completed *Structured Interviewing and Unconscious Bias* training, conducted by DCAS, on October 29, 2015. Attendance sign-in sheets indicated that, throughout the period in review, the agency's *Deputy EEO Officer* and *Senior Investigator/Trainer* also conducted in-house structured interview training for managers and supervisors. Additionally, the agency distributed the DCAS *Structured Interviewing Guide*, to be used by hiring managers and supervisors, and established uniform questionnaires for each position.
10. Promote employees' awareness of opportunities for advancement and transfer within the agency by: administering incentive programs; publicizing promotions, including promotions into, or

changes in, the managerial ranks; and/or using other methods to communicate internal opportunities.

- ✓ Job vacancies, and opportunities for transfer were physically posted on the bulletin boards at all work locations, each division's *Personnel Coordinator* and liaisons were responsible for ensuring that employees were made aware of the availability of these positions via the postings. The aforementioned postings were also available to all employees electronically via *SharePoint*, the agency's internal document sharing program. In addition, the *CEEDS Report: Ethnic/Gender Summary by Agency Type, Job Group and Title* indicated 1,433 promotions occurred during the period in review.
11. Ensure that employees are considered internally for career enhancement, development opportunities and transfer by: providing and encouraging training, development or mentorship programs to improve their performance and skills; establishing internal talent pools via cross-training, cross divisional assignments, job transfers, and/or job rotation; and identifying internal successors with applicable knowledge/skills/abilities.
- ✓ The agency stated that employees were able to apply for promotions and transfer opportunities; additionally, that all applicants were considered based on experience and merit. During new hire orientation and onboarding, employees were informed about the availability of training through the *Department of Transportation Learning Center*; at *HR-101* in-house training, managers and supervisors were also informed about the availability of training through the *Learning Center*. Training information was also available via the agency's *SharePoint*, accessible to all employees. The following types of training were offered annually during the period in review: *Computer, Customer Service, DCAS AUDT, DCAS CMPD, DCAS PTI, DCAS TSDT, Management, Professional Development, and Supervisory*. Throughout the period in review 1,118 employees participated in the agency's professional development trainings.
12. At minimum, indicate the agency is an equal opportunity employer in recruitment literature.
- ✓ During the period in review, the agency advertised several vacant positions including: *Director of Records Management Initiatives, Sidewalk Inspection Management, Bridges Structural Engineer, Deputy Commissioner for Traffic Operations, Safety Trainer Industrial Hygienist, and Administrative Transportation Coordinator*. Each job posting contained the EEO tagline "DOT is an Equal Opportunity Employer".
13. Use and maintain an applicant/candidate log or tracking system which, at minimum, includes the *position, applicants'/candidates' names, identification number, ethnicity, gender, disability or veteran status, interview date, interviewers' names, result, reason selected/not selected (or disposition)* of each applicant, and *recruitment source*. Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.
- ✓ During the period in review, the agency used *New York City Automated Personnel System (NYCAPS) e-Hire* to capture the following applicant and candidate information for each position: *position, applicants'/candidates' names, identification number, ethnicity, gender, disability or veteran status, interview date, interviewers' names, result, reason selected/not selected (or disposition)* of each applicant, and *recruitment source*. Additionally, in order to track candidate

information, the agency maintained *Department of Transportation Recruitment* forms for candidates who were interviewed, which captured the following information: *Title, Job Opening No., Chosen Persons Name, Gender, Ethnicity, Reason for Selection, Number of Candidates Interviewed* (by intra-agency recruitment and extra-agency recruitment), *Interviewers Name*, and the *Date*.

IV. **CAREER COUNSELING:**

Determination: The agency is in partial compliance with the standards for this subject area.

14. Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
- ✓ The agency reported that, during the period in review, it designated a *Volunteer EEO Counselor* as the Career Counselor.
- The agency did not demonstrate that it designated a professional with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Additionally, the agency did not demonstrate that employees were informed of the identity/type of guidance available from the Career Counselor at least once each year. **Corrective action required.**

Corrective Action #5: Designate a professional with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

15. The Human Resources Professional distributes the identity of the agency Career Counselor and ensures that all employees have access to information regarding job responsibilities, performance evaluation standards, examinations, training opportunities and job postings; ensures that all new employees are advised of the EEO policies, their rights and responsibilities under such policies and the discrimination complaint procedures; informs the principal EEO Professional of the number of 55-a program participants and efforts the agency has made to employ, promote or accommodate qualified individuals with disabilities; involves the principal EEO Professional in EEO-related matters; and promptly consults with the principal EEO Professional if informed of, or suspects that a violation of the EEO Policy has occurred.
- ✓ The agency's human resources personnel were responsible for ensuring that employees had access to information regarding exams, job postings, training through the agency's *Learning Center*, via *SharePoint*, as well as via postings on the agency bulletin boards. Additionally, as part of onboarding, human resources personnel provided new employees with their performance evaluation standards, and ensured employees were advised of their rights and responsibilities under the EEO policy, and the discrimination complaint procedures; receipt of the aforementioned information was confirmed via the *New York City Department of Transportation Acknowledgement of Receipt* form. During the period in review, the agency's principal EEO Professional also held the position of *55-a Program Coordinator/Disability Rights Coordinator*. Meeting agendas indicated



that EEO related issues were discussed at the quarterly and bi-weekly EEO meetings with the principal HR Professional and principal EEO Professional (see VI.21).

**V. EEO AND REASONABLE ACCOMMODATIONS FOR EMPLOYEES/
APPLICANTS FOR EMPLOYMENT WITH DISABILITIES:**

Determination: The agency is in compliance with the standards for this subject area.

16. Ensure that information regarding employee rights and obligations, and the complaint, investigation and reasonable accommodation procedures is made available in appropriate alternative formats (i.e., large print, audio tape and/or Braille) upon request to employees and applicants for employment with disabilities.
- ✓ The agency reported that *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies (2014)*, the *Department of Transportation Discrimination Complaint Procedures*, the *EEO Handbook About EEO: What You May Not Know*, and the *Reasonable Accommodation Procedural Guidelines*, were immediately available in large print; audio and Braille formats would be made available upon request.
17. Document reasonable accommodation requests and their outcomes.
- ✓ Requests for reasonable accommodation, and their outcomes, were documented via the *Request for Reasonable Accommodation* form; as well as the *Reasonable Accommodation Request Log*, which included *EEO Case #, Date Filed, Parties, Unit/Division, Basis, Description, Investigative Status, Comments, EEOI, Days Open/Pending, Today's Date, Total # of Days, and # Days >-\= turnaround time (30 or 90)*. The log was maintained by the EEO professionals.

VI. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION - EEO PROFESSIONALS:

Determination: The agency is in partial compliance with the standards for this subject area.

18. Appoint a principal EEO Professional to implement EEO policies and standards within the agency. The principal EEO Professional is trained and knowledgeable regarding city, state, and federal EEO laws; the requirements of the agency's EEO policies, standards and procedures; and the prevention, investigation, and resolution of discrimination complaints.
- ✓ On September 23rd, 2016, the agency appointed the *Chief Diversity/EEO Officer* (principal EEO Professional). The principal EEO Professional completed the following DCAS training: *Diversity and EEO Basic Training for EEO Professionals (November 21st, 2014)*, *Structured Interviewing and Unconscious Bias (October 29th, 2015)*, *Everybody Matters Train the Facilitator Workshop*, and *EEO Complaint Procedural Guidelines (March 10th, 2016)*. Employees were informed of the name and contact information of the principal EEO Professional on September 23rd, 2016, via electronic mail.
19. Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy.
- ✓ In addition to the principal EEO Professional, the agency had a *Deputy EEO Officer* and a *Senior Investigator/EEO Trainer*, to assist the principal EEO Professional with EEO responsibilities, including advising employees of their rights & responsibilities, and conducting complaint

intakes/interviews. The *Deputy EEO Officer* and the *Senior Investigator* completed the DCAS training *Diversity and Equal Employment Opportunity Basic Training for EEO Representatives* on April 12th, 2007 and May 3rd, 2012, respectively. The agency also designated 10 *Volunteer EEO Counselors* to assist in referring EEO matters to senior EEO personnel. The *Volunteer EEO Counselors* completed in-house EEO training conducted by the *Senior Investigator/EEO Trainer*. Additionally, during the period in review, from January 1st 2014 to July 31st 2016, the Assistant Commissioner was a designated *EEO Officer*.

20. The principal EEO Professional reports directly to the agency head (or an approved direct report other than the General Counsel) in order to exercise the necessary authority and independent judgment to fulfill EEO responsibilities.

✓ The principal EEO Professional reported directly to the Commissioner in order to exercise the necessary authority and independent judgment to fulfill EEO responsibilities. This reporting relationship was reflected in the agency’s organizational chart, dated January 9th, 2017.

21. To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

✓ During the period in review, quarterly EEO meetings were conducted; the agency head, the principal EEO Professional, the principal HR Professional and other EEO staff were in attendance. The agency maintained meeting agendas and memoranda of the topics addressed, which included: *complaint activity, reasonable accommodation activity, diversity and inclusion expectations, EEO office staffing, FTA regulations regarding EEO, DOT EEO and diversity database, citywide workforce numbers, and the Annual Plan.*

➤ The agency did not demonstrate that it maintained documentation from the aforementioned meetings of decisions that impacted the administration and operation of the EEO program. **Corrective action required.**

Corrective Action #6: To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

VII. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION – SUPERVISORS/MANAGERS:
Determination: The agency is in partial compliance with the standards for this subject area.

22. Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

➤ The agency did not demonstrate that it established and administered annual performance evaluations for managerial and non-managerial employees. **Corrective action required.**



Corrective Action #7: Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

23. The managerial performance evaluation form contains a rating for EEO (which covers responsibilities and processes for assuring their ability to make employment decisions based on merit and equal consideration, or treat others in an equitable and impartial manner).
- ✓ The agency employed the *EEO Voluntary Questionnaire* form in order for employees to rate managers on their EEO responsibilities and processes for assuring their ability to make employment decisions based on merit and equal consideration, and treat others in an equitable and impartial manner. The evaluation included the following sections: *Job Satisfaction, Leadership, and Performance*; and included questions concerning opportunity for professional development, and equal treatment of employees; i.e.: *I am given real opportunity to improve my skills, work assignments distributed fairly, and my supervisor is open to my questions and concerns.*

VIII. REPORTING STANDARD FOR AGENCY HEAD:

Determination: The agency is in compliance with the standards for this subject area.

24. Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports² (up to 30 days following each quarter) on efforts to implement the plan.
- ✓ The agency submitted to the EEPC Annual Plans of measures and programs to provide equal employment opportunity of measures and programs to provide equal employment opportunity, and quarterly reports for each the year of the period in review.

After implementation of the EEPC's corrective actions, if any:

1. The agency head distributes a memorandum informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Final Action: Distribute a memorandum signed by the agency head informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Conclusion

The agency has 1 required corrective action(s) at this time.

Pursuant to Chapter 36 of the New York City Charter, your agency has the *option* to respond to this *preliminary determination*, but must respond to our Final Determination if corrective action is required.

²Submission of *Quarterly Reports on EEO Activity* is optional for non-Mayoral agencies.



Optional Response to preliminary determination: If submitted, your optional response should indicate, with attached documentation, what steps your agency has taken or will take to implement the prescribed corrective actions, and must be received in our office within 14 days from the date of this letter. No extensions will be granted for the *option* to respond to the *preliminary determination*.

(Optional Conference) During the Optional Conference, we will discuss the immediate steps your agency should take and address questions regarding your agency's implementation of the prescribed corrective action(s).

(No Response Option) If your agency does not respond to this preliminary determination within 14 days, it will become the EEPC's Final Determination.

Mandatory Response to Final Determination: Following this preliminary determination, the EEPC will issue a Final Determination where we may modify or eliminate the corrective actions based on verified information; identify remaining action which requires further monitoring in order to ensure implementation; and assign a mandatory compliance-monitoring period of up to 6 months for this purpose. Pursuant to Chapter 36 of the New York City Charter your agency must respond to our Final Determination within 30 days. Your response to the Final Determination will initiate the compliance monitoring period.

In closing, we want to thank you and your staff for the cooperation extended to the Equal Employment Practices Commission's EEO Program Analysts during the course of our audit and analysis.

Respectfully Submitted by,

A handwritten signature in blue ink, appearing to read "N. Conway", written over a horizontal line.

Nathan P. Conway, EEO Program Analyst

Approved by,

A handwritten signature in blue ink, appearing to read "Judith G. Quinonez", written over a horizontal line.

Judith G. Quinonez, Esq.
Executive Agency Counsel/ Deputy Director

c: James L. Hallman, Esq., Chief Diversity & EEO Officer

Appendix 1
Department of Transportation
EEO Job Group Descriptions

**DESCRIPTION OF
CITYWIDE EQUAL EMPLOYMENT OPPORTUNITY DATABASE SYSTEM (CEEDS)
JOB GROUP CATEGORIES**

001 Administrators: Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, controllers, chiefs of department, inspector generals and kindred workers.

002 Managers: Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels and kindred workers.

003 Management Specialists: Occupations which require specialized and theoretical knowledge of management, finance or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators and kindred workers.

004 Science Professionals: Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters and kindred workers.

005 Health Professionals: Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dieticians, occupational therapists, physical therapists, speech therapists, physician's assistants and kindred workers.

006 Social Scientists: Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: librarians, archivists, economists, psychologists, sociologists, urban planners and kindred workers.

007 Social Workers: Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, addiction treatment and casework, which is usually acquired through college or training or through work experience and other training which provides comparable knowledge. This category includes: caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy and kindred workers.

008 Lawyers: Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges, and kindred workers.

009 Public Relations: Occupations which require special knowledge or skills in public relations, journalism, modern language or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists and kindred workers.

010 Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: health technicians (clinical laboratory, dental hygienists, health records, radiologic

and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast equipment operators, computer programmers, legal assistants, investigators, and kindred workers.

011 Sales: Not applicable.

012 Clerical Supervisors: Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers and kindred workers.

013 Clerical: Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers and kindred workers.

014 Household Services: Not applicable.

015 Police Supervisors: Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individual units or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: sergeants, captains, lieutenants, inspectors, captains (correction), wardens and kindred workers.

016 Fire Supervisors: Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district or area basis. This category includes: lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

017 Firefighters: Occupations in which uniformed employees are entrusted with public safety, security and protection from destructive forces. This category includes: firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors and kindred workers.

018 Police and Detectives: Occupations in which uniformed employees with peace officer status are entrusted with public safety, security and protection. This category includes: police officer, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation) and kindred workers.

019 Guards: Occupations in which employees are entrusted with public safety and security. This category includes: school crossing guards, housing guards, watch persons, lifeguards, park rangers, school guards and kindred workers.

020 Food Preparation: Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in City facilities (e.g. schools, correctional institutions, and concessions). This category includes: cooks, school lunch helpers, school lunch managers, food service managers, commissary managers and kindred workers.

021 Health Services: Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene and safety of the general public. This category includes: dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies, and kindred workers.

022 Building Services: Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides and kindred workers.

023 Personal Services: Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.

024 Farming: Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers and kindred workers.

025 Craft: Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work in which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision handworking occupations and kindred workers.

026 Operators: Occupations in which employees perform duties which require specialized machine skills which are required through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: printing press operators, high pressure boiler operators, laundry workers and kindred workers.

027 Transportation: Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors and kindred workers.

028 Laborers: Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this category. This category includes: skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers and kindred workers.

029 Sanitation Workers: Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: sanitation workers, debris removers and kindred workers.

030 Teachers: Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: teachers, instructors, professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors and kindred workers.

031 Paraprofessionals: Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates, welfare service workers, child care workers and kindred workers.

Appendix-2

Department of Transportation
Workforce Composition Summary
2nd Quarter of Fiscal Year 2017
(End of Audit Period)

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 841 DEPARTMENT OF TRANSPORTATION

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EEO JOB GROUP TOTAL.....: 94 25 16 37 0 0 31 15 6 6 0 0 0 230
 40.86 10.87 6.96 16.09 0.00 0.00 13.48 6.52 2.61 2.61 0.00 0.00 0.00 100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 003 MANAGEMENT SPECIALISTS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP	
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN			
06688	INVESTIGATOR (EMPLOYEE DIS	0	1	0	0	0	0	0	2	0	0	0	0	0	0	3
1002A	ADMINISTRATIVE STAFF ANALY	18	3	6	3	0	0	14	9	6	3	0	0	0	62	
1002C	ADMINISTRATIVE MANAGER NON	13	10	8	0	1	0	23	96	16	4	0	0	0	171	
1002D	ADMINISTRATIVE STAFF ANALY	13	3	1	0	0	0	8	8	0	0	0	0	0	33	
1007B	ADMINISTRATIVE INSPECTOR (4	1	1	1	0	0	0	0	0	0	0	0	0	7	
1008B	ADMINISTRATIVE QUALITY ASS	1	0	0	0	0	0	0	1	0	0	0	0	0	2	
12158	PROCUREMENT ANALYST	2	1	0	3	0	0	8	12	3	2	1	0	0	32	
12626	STAFF ANALYST	3	0	0	1	0	0	1	10	0	1	0	0	0	16	
12627	ASSOCIATE STAFF ANALYST	9	2	0	3	0	0	13	10	2	5	0	0	0	44	
13389	STRATEGIC INITIATIVE SPECI	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
20122	ESTIMATOR (GENERAL CONSTRU	1	0	0	0	0	0	0	1	0	0	0	0	0	2	
22305	ASSISTANT HIGHWAY TRANSPOR	20	3	4	8	0	0	12	0	3	2	0	0	0	52	
22315	HIGHWAY TRANSPORTATION SPE	56	27	9	21	1	0	10	24	10	3	1	0	0	162	
22425	PROJECT MANAGER INTERN	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
22426	PROJECT MANAGER	4	1	0	0	0	0	1	0	0	0	0	0	0	6	
22427	ASSOCIATE PROJECT MANAGER	25	9	1	16	0	0	4	1	0	1	0	1	0	58	
31626	HIGHWAYS AND SEWERS INSPEC	18	55	18	1	0	0	1	17	2	0	0	0	0	112	
31645	ASSOCIATE INSPECTOR (HIGHW	12	10	8	1	0	0	1	4	1	0	0	0	0	37	
31715	TRAFFIC CONTROL INSPECTOR	14	16	9	17	1	0	3	18	10	1	1	0	0	90	
33765	SERVICE INSPECTOR (DOT)	1	0	1	0	0	0	0	1	0	0	0	0	0	3	
33766	SENIOR SERVICE INSPECTOR (2	0	1	0	0	0	0	0	0	0	0	0	0	3	
34170	QUALITY ASSURANCE SPECIALI	0	2	0	1	0	0	0	0	0	0	0	0	0	3	
34171	QUALITY ASSURANCE SPECIALI	0	1	0	1	0	0	0	0	0	0	0	0	0	2	
34190	ASSOCIATE QUALITY ASSURANC	1	1	1	1	0	0	0	0	0	0	0	0	0	4	
35007	APPRENTICE INSPECTOR (HIGH	18	32	20	3	0	1	1	13	4	1	0	0	0	93	
40502	MANAGEMENT AUDITOR	2	1	0	5	0	0	1	1	0	2	0	0	0	12	
40505	*ASSISTANT ACCOUNTANT	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
40510	ACCOUNTANT	3	1	0	2	0	0	6	4	1	11	0	1	0	29	
40523	CITY TAX AUDITOR	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
50103	STRATEGIC INITIATIVE SPECI	1	0	0	0	0	0	1	0	0	0	0	0	0	2	
54738	CONFIDENTIAL STRATEGY PLAN	3	0	2	0	0	0	0	0	1	0	0	0	0	6	
80184	SPACE ANALYST	0	0	0	0	0	0	0	0	1	0	0	0	0	1	
8297A	ADMINISTRATIVE PROCUREMENT	5	3	2	1	0	0	2	4	0	0	0	0	0	17	
8300B	ADMINISTRATIVE PROJECT MAN	6	2	1	6	0	0	0	1	1	1	0	0	0	18	
EEO JOB GROUP TOTAL.....:		259	185	93	95	3	1	110	237	60	38	2	3	0	1086	
		23.86	17.03	8.56	8.75	0.28	0.09	10.13	21.82	5.52	3.50	0.18	0.28	0.00	100.00	

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 004 SCIENCE PROFESSIONALS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
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TITLE	WHITE	BLACK	HISPANIC	ASIAN	AM IND	UN-	WHITE	BLACK	HISPANIC	ASIAN	AM IND	UN-	OTHER	TOTAL
CODE				PACIS	ALASK	KNOWN				PACIS	ALASK	KNOWN		EMP
1001A ADMINISTRATIVE ENGINEER (N	6	1	0	15	0	0	3	0	0	1	0	0	0	26
13611 COMPUTER ASSOCIATE (TECHNI	1	1	2	5	0	0	0	0	0	0	0	0	0	9
13621 COMPUTER ASSOCIATE (OPERAT	1	4	1	0	0	0	0	0	0	0	0	0	0	6
13631 COMPUTER ASSOCIATE (SOFTWA	4	0	2	1	0	0	2	1	1	0	0	0	0	12
13632 COMPUTER SPECIALIST (SOFTW	3	2	1	4	0	0	5	0	0	9	0	0	0	24
13643 CERTIFIED IT DEVELOPER (AP	0	0	1	1	0	0	1	0	0	1	0	0	0	4
13644 CERTIFIED IT ADMINISTRATOR	1	0	0	0	0	0	0	0	0	0	0	0	0	1
13651 COMPUTER PROGRAMMER ANALYS	2	0	1	2	0	0	0	0	0	0	0	0	0	5
13652 CERTIFIED IT ADMINISTRATOR	3	0	1	5	0	0	0	0	0	0	0	0	0	9
13692 *CERTIFIED WIDE AREA NETWO	0	1	0	0	0	0	0	0	0	0	0	0	0	1
20202 CIVIL ENGINEERING INTERN	10	1	2	8	0	1	2	0	6	1	0	0	0	31
20210 ASSISTANT CIVIL ENGINEER	19	6	4	29	0	0	25	0	4	5	0	0	0	92
20215 CIVIL ENGINEER	29	6	4	48	0	0	7	0	2	5	0	0	0	101
20246 TELECOMMUNICATIONS ASSOCIA	3	1	0	2	0	0	0	0	0	0	0	0	0	6
20247 TELECOMMUNICATIONS ASSOCIA	1	0	0	0	0	0	0	0	0	0	0	0	0	1
20302 ELECTRICAL ENGINEERING INT	0	0	0	3	0	0	0	0	0	0	0	0	0	3
20310 ASSISTANT ELECTRICAL ENGIN	9	2	0	10	0	0	5	0	0	0	0	0	0	26
20315 ELECTRICAL ENGINEER	0	0	0	3	0	0	0	0	0	0	0	0	0	3
20403 MECHANICAL ENGINEERING INT	1	0	0	0	0	0	0	0	0	0	0	0	0	1
20410 ASSISTANT MECHANICAL ENGIN	0	0	0	4	0	0	2	0	0	0	0	0	0	6
20415 MECHANICAL ENGINEER	1	0	0	2	0	0	0	0	0	0	0	0	0	3
20618 ENVIRONMENTAL ENGINEER	0	0	0	0	0	0	0	0	1	0	0	0	0	1
21315 LANDSCAPE ARCHITECT	0	0	0	0	0	0	1	0	0	0	0	0	0	1
21744 CITY RESEARCH SCIENTIST (A	3	0	1	1	0	0	1	0	0	1	0	0	0	7
60910 RESEARCH ASSISTANT	1	2	0	1	0	0	2	4	3	0	0	0	0	13
91522 CHIEF MARINE ENGINEER	21	0	0	2	1	0	1	0	0	0	0	0	0	25
91542 MARINE ENGINEER	16	1	0	3	0	0	3	0	0	0	0	0	0	23
91547 MARINE OILER (FERRY OPERAT	29	9	3	6	1	1	1	0	0	0	0	0	0	50
91628 OILER	11	2	1	2	0	0	0	0	0	0	0	0	0	16
EEO JOB GROUP TOTAL.....:	175	39	24	157	2	2	61	5	17	24	0	0	0	506
	34.57	7.71	4.74	31.03	0.40	0.40	12.06	0.99	3.36	4.74	0.00	0.00	0.00	100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 006 SOCIAL SCIENTISTS

TITLE	TITLE	MALE						FEMALE						OTHER	TOTAL
		WHITE	BLACK	HISPANIC	ASIAN	AM IND	UN-	WHITE	BLACK	HISPANIC	ASIAN	AM IND	UN-		
CODE	DESCRIPTION				PACIS	ALASK	KNOWN				PACIS	ALASK	KNOWN		EMP
1005A ADMINISTRATIVE CITY PLANNE		3	0	1	0	0	0	0	0	0	0	0	0	0	4
22092 ASSISTANT URBAN DESIGNER		2	0	0	0	0	0	5	0	0	0	0	0	0	7
22122 CITY PLANNER		21	1	1	4	0	0	19	4	2	1	0	0	0	53
22124 ASSOCIATE URBAN DESIGNER		2	0	0	0	0	0	0	0	0	0	0	0	0	2
40910 ECONOMIST		1	0	1	0	0	0	0	0	0	0	0	0	0	2
EEO JOB GROUP TOTAL.....:		29	1	3	4	0	0	24	4	2	1	0	0	0	68
		42.66	1.47	4.41	5.88	0.00	0.00	35.29	5.88	2.94	1.47	0.00	0.00	0.00	100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 008 LAWYERS

TITLE	TITLE	MALE						FEMALE						OTHER	TOTAL
		WHITE	BLACK	HISPANIC	ASIAN	AM IND	UN-	WHITE	BLACK	HISPANIC	ASIAN	AM IND	UN-		
CODE	DESCRIPTION				PACIS	ALASK	KNOWN				PACIS	ALASK	KNOWN		EMP

RUN DATE: 01/04/17
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NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
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30086	AGENCY ATTORNEY INTERNE	1	0	0	0	0	0	0	0	0	0	0	0	0	1
30087	AGENCY ATTORNEY	4	1	0	0	0	0	2	2	2	0	0	0	0	11
EEO JOB GROUP TOTAL.....:		5	1	0	0	0	0	2	2	2	0	0	0	0	12
		41.66	8.33	0.00	0.00	0.00	0.00	16.67	16.67	16.67	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 009 PUBLIC RELATIONS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
90635	SENIOR PHOTOGRAPHER	1	0	0	0	0	0	0	0	0	0	0	0	0	1
91415	GRAPHIC ARTIST	0	0	0	1	0	0	3	0	0	0	0	0	0	4
EEO JOB GROUP TOTAL.....:		1	0	0	1	0	0	3	0	0	0	0	0	0	5
		20.00	0.00	0.00	20.00	0.00	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 010 TECHNICIANS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
13615	COMPUTER SERVICE TECHNICIA	0	1	0	0	0	0	0	0	0	0	0	0	0	1
13616	SUPERVISING COMPUTER SERVI	1	0	0	1	0	0	0	0	0	0	0	0	0	2
13620	COMPUTER AIDE	0	0	1	1	0	0	0	4	0	0	0	0	0	6
20113	ENGINEERING TECHNICIAN	3	1	0	0	0	0	1	0	0	0	0	0	0	5
22121	CITY PLANNING TECHNICIAN	5	2	0	2	0	0	0	1	0	3	0	0	0	13
30080	PARALEGAL AIDE	0	0	0	0	0	0	1	1	0	0	0	0	0	2
31105	INVESTIGATOR	1	2	0	0	0	0	0	3	1	0	0	0	0	7
31113	FRAUD INVESTIGATOR	0	1	0	0	0	0	0	0	0	0	0	0	0	1
31121	ASSOCIATE INVESTIGATOR	2	1	0	1	0	0	0	0	0	1	0	0	0	5
31305	INDUSTRIAL HYGIENIST	3	1	0	1	0	0	1	1	1	0	0	0	0	8
40493	ASSOCIATE RETIREMENT BENEF	0	0	0	0	0	0	1	0	0	0	0	0	0	1
91574	MARINE ELECTRONICS TECHNIC	3	0	0	1	0	0	0	0	0	0	0	0	0	4
EEO JOB GROUP TOTAL.....:		18	9	1	7	0	0	4	10	2	4	0	0	0	55
		32.73	16.36	1.82	12.73	0.00	0.00	7.27	18.18	3.64	7.27	0.00	0.00	0.00	100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 012 CLERICAL SUPERVISORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPAN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10124	PRINCIPAL ADMINISTRATIVE A	7	4	3	0	0	0	9	35	5	0	0	0	0	63
EEO JOB GROUP TOTAL.....:		7	4	3	0	0	0	9	35	5	0	0	0	0	63
		11.10	6.35	4.76	0.00	0.00	0.00	14.29	55.56	7.94	0.00	0.00	0.00	0.00	100.00

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 841 DEPARTMENT OF TRANSPORTATION

PAGE: 217
 REPORT: EBEP210

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 013 CLERICAL

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
10250	CLERICAL AIDE	0	0	0	0	0	0	1	1	1	0	0	0	0	3
10251	CLERICAL ASSOCIATE	10	24	9	6	0	0	19	132	39	11	1	0	0	251
10252	SECRETARY	0	2	0	1	0	0	1	11	3	0	0	0	18	
11702	OFFICE MACHINE AIDE	2	0	0	2	0	0	0	4	0	0	0	0	8	
11704	SUPERVISOR OF OFFICE MACHI	1	1	0	0	0	0	0	0	0	0	0	0	2	
12200	STOCK WORKER	4	2	3	1	0	0	0	0	0	0	0	0	10	
12202	SUPERVISOR OF STOCK WORKER	4	1	1	0	0	0	0	0	0	0	0	0	6	
40526	BOOKKEEPER	2	1	0	0	0	0	2	0	0	3	0	0	8	
60215	PUBLIC RECORDS AIDE	0	3	0	0	0	0	1	2	0	0	0	0	6	
60888	CUSTOMER INFORMATION REPRE	1	0	0	0	0	0	1	1	0	0	0	0	3	
95999	SECRETARY TO DEPUTY COMMIS	0	1	0	0	0	0	1	0	0	0	0	0	2	
EEO JOB GROUP TOTAL.....:		24	35	13	10	0	0	26	151	43	14	1	0	0	317
		7.58	11.04	4.10	3.15	0.00	0.00	8.20	47.63	13.56	4.42	0.32	0.00	0.00	100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 018 POLICE

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
70817	SUPERVISING SPECIAL OFFICE	1	1	3	1	0	0	0	0	0	0	0	0	0	6
EEO JOB GROUP TOTAL.....:		1	1	3	1	0	0	0	0	0	0	0	0	0	6
		16.66	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 022 BUILDING SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
90644	CITY CUSTODIAL ASSISTANT	0	1	1	0	0	0	1	0	0	0	0	0	0	3
EEO JOB GROUP TOTAL.....:		0	1	1	0	0	0	1	0	0	0	0	0	0	3
		0.01	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 023 PERSONAL SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
90647	CITY ATTENDANT	3	10	7	0	0	0	1	8	9	0	0	0	0	38

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 841 DEPARTMENT OF TRANSPORTATION

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EEO JOB GROUP TOTAL.....: 0 1 0 0 0 0 0 0 0 0 0 0 0 0 1
 0.00 100.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 100.00

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 028 LABORERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
90692	ASSISTANT CITY HIGHWAY REP	201	148	82	9	1	1	14	29	16	1	0	0	0	502
90702	CITY LABORER	9	8	3	2	0	0	0	0	0	0	0	0	22	
90736	RUBBER TIRE REPAIRER	0	0	1	0	0	0	0	0	0	0	0	0	1	
90753	*LABORER	1	0	0	0	0	0	0	0	0	0	0	0	1	
91722	ELECTRICIAN'S HELPER	0	2	1	0	0	0	0	1	0	0	0	0	4	
92225	MASON'S HELPER	0	0	1	0	0	0	0	0	0	0	0	0	1	
92306	BLACKSMITH'S HELPER	0	0	1	0	0	0	0	0	0	0	0	0	1	
EEO JOB GROUP TOTAL.....:		211	158	89	11	1	1	14	30	16	1	0	0	532	
		39.65	29.70	16.73	2.07	0.19	0.19	2.63	5.64	3.01	0.19	0.00	0.00	100.00	

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 029 SANITATION WORKERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
90699	CITY DEBRIS REMOVER	4	4	0	0	0	0	0	0	0	0	0	0	8	
EEO JOB GROUP TOTAL.....:		4	4	0	0	0	0	0	0	0	0	0	0	8	
		50.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	

AGENCY CODE : 841 DEPARTMENT OF TRANSPORTATION
 EEO JOB GROUP : 031 PARA PROFESSIONAL OCCUPATIONS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
1020B	COLLEGE AIDE - ASSIGNMENT	1	0	0	1	0	0	0	0	0	2	0	0	4	
10209	COLLEGE AIDE	19	10	2	15	0	2	10	8	3	14	0	2	86	
12749	STAFF ANALYST TRAINEE	2	1	2	2	0	0	2	0	1	0	0	0	10	
20271	OPERATIONS COMMUNICATIONS	2	4	5	0	0	0	0	4	1	0	0	0	16	
20272	ASSOCIATE OPERATIONS COMMU	0	1	1	0	0	0	0	0	0	0	0	0	2	
52406	COMMUNITY SERVICE AIDE	0	1	0	0	0	0	0	1	0	0	0	0	2	
56056	COMMUNITY ASSISTANT	0	1	1	0	0	0	3	8	5	0	0	1	19	
56057	COMMUNITY ASSOCIATE	5	12	4	2	0	1	3	14	6	3	0	0	50	
56058	COMMUNITY COORDINATOR	18	6	6	4	0	0	21	19	9	7	0	1	91	
EEO JOB GROUP TOTAL.....:		47	36	21	24	0	3	39	54	25	26	0	3	280	
		16.78	12.86	7.50	8.57	0.00	1.07	13.93	19.29	8.93	9.29	0.00	1.07	100.00	

RUN DATE: 01/04/17
RUN TIME: 13:22:22.7

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
WORK FORCE COMPOSITION SUMMARY
QUARTER 2 YEAR 2017 AGENCY 841 DEPARTMENT OF TRANSPORTATION

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AGENCY TOTAL.....:	2084	973	568	445	12	9	350	593	209	116	4	6	2	5371
	38.79	18.12	10.58	8.29	0.22	0.17	6.52	11.04	3.89	2.16	0.07	0.11	0.04	100.00

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 559
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 001 ADMINISTRATORS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	5	0	5	.5092	2.55	2.45	2.20	0.014	N - N<=8
ETH	BLACK	0	5	5	.1745	0.87	-0.87	-1.03	0.152	N - N<=8
ETH	HISPANIC	0	5	5	.1543	0.77	-0.77	-0.96	0.170	N - N<=8
ETH	ASIAN / PAC ISL	0	5	5	.1123	0.56	-0.56	-0.80	0.213	N - N<=8
ETH	NATIVE AMERICAN	0	5	5	.0068	0.03	-0.03	-0.19	0.427	N - N<=8
ETH	ETH UNKNOWN	0	5	5	.0247	0.12	-0.12	-0.36	0.361	N - N<=8
GEN	MALE	3	2	5	.5906	2.95	0.05	0.04	0.483	N - N<=8
GEN	FEMALE	2	3	5	.3841	1.92	0.08	0.07	0.471	N - N<=8
GEN	GENDER UNKNOWN	0	5	5	.0046	0.02	-0.02	-0.15	0.440	N - N<=8

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 560
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 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	135	122	257	.5133	131.92	3.08	0.38	0.350	
ETH	BLACK	44	213	257	.1889	48.55	-4.55	-0.72	0.234	
ETH	HISPANIC	18	239	257	.1297	33.33	-15.3	-2.85	<.01	U
ETH	ASIAN / PAC ISL	60	197	257	.1017	26.14	33.86	6.99	<.01	O
ETH	NATIVE AMERICAN	0	257	257	.0018	0.46	-0.46	-0.68	0.248	N-05%RUL
ETH	ETH UNKNOWN	0	257	257	.0402	10.33	-10.3	-3.28	<.01	N-05%RUL
GEN	MALE	204	53	257	.5345	137.37	66.63	8.33	<.01	O
GEN	FEMALE	53	204	257	.4206	108.09	-55.1	-6.96	<.01	U
GEN	GENDER UNKNOWN	0	257	257	.0197	5.06	-5.06	-2.27	0.012	N-05%RUL

RUN DATE: 04/01/14
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 561
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 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 003 MNGMNT SPECS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	307	536	843	.4094	345.12	-38.1	-2.67	<.01	N-05%RUL
ETH	BLACK	338	505	843	.2958	249.36	88.64	6.69	<.01	O
ETH	HISPANIC	105	738	843	.1295	109.17	-4.17	-0.43	0.334	
ETH	ASIAN / PAC ISL	88	755	843	.1301	109.67	-21.7	-2.22	0.013	N-05%RUL
ETH	NATIVE AMERICAN	4	839	843	.0022	1.85	2.15	1.58	0.057	
ETH	ETH UNKNOWN	1	842	843	.0207	17.45	-16.5	-3.98	<.01	N-05%RUL
GEN	MALE	494	349	843	.5718	482.03	11.97	0.83	0.202	
GEN	FEMALE	349	494	843	.4032	339.90	9.10	0.64	0.261	
GEN	GENDER UNKNOWN	0	843	843	.0126	10.62	-10.6	-3.28	<.01	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 004 SCIENCE PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	218	209	427	.4568	195.05	22.95	2.23	0.013	O
ETH	BLACK	47	380	427	.1762	75.24	-28.2	-3.59	<.01	U
ETH	HISPANIC	30	397	427	.1023	43.68	-13.7	-2.18	0.014	N-05%RUL
ETH	ASIAN / PAC ISL	130	297	427	.2258	96.42	33.58	3.89	<.01	O
ETH	NATIVE AMERICAN	2	425	427	.0024	1.02	0.98	0.96	0.167	
ETH	ETH UNKNOWN	0	427	427	.0315	13.45	-13.5	-3.73	<.01	N-05%RUL
GEN	MALE	351	76	427	.6586	281.22	69.78	7.12	<.01	O
GEN	FEMALE	76	351	427	.3131	133.69	-57.7	-6.02	<.01	U
GEN	GENDER UNKNOWN	0	427	427	.0201	8.58	-8.58	-2.96	<.01	N-05%RUL

RUN DATE: 04/01/14
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 006 SOCIAL SCI

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	47	21	68	.6146	41.79	5.21	1.30	0.097	
ETH	BLACK	7	61	68	.1667	11.34	-4.34	-1.41	0.079	U-80%RUL
ETH	HISPANIC	4	64	68	.0913	6.21	-2.21	-0.93	0.176	N-05%RUL
ETH	ASIAN / PAC ISL	10	58	68	.0957	6.51	3.49	1.44	0.075	
ETH	NATIVE AMERICAN	0	68	68	.0024	0.16	-0.16	-0.40	0.343	N-05%RUL
ETH	ETH UNKNOWN	0	68	68	.0251	1.71	-1.71	-1.32	0.093	N-05%RUL
GEN	MALE	41	27	68	.4873	33.14	7.86	1.91	0.028	
GEN	FEMALE	27	41	68	.4930	33.52	-6.52	-1.58	0.057	
GEN	GENDER UNKNOWN	0	68	68	.0163	1.11	-1.11	-1.06	0.144	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 008 LAWYERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	8	4	12	.5889	7.07	0.93	0.55	0.292	
ETH	BLACK	2	10	12	.1310	1.57	0.43	0.37	0.357	
ETH	HISPANIC	0	12	12	.1020	1.22	-1.22	-1.17	0.122	U-80%RUL
ETH	ASIAN / PAC ISL	2	10	12	.0721	0.87	1.13	1.27	0.103	
ETH	NATIVE AMERICAN	0	12	12	.0011	0.01	-0.01	-0.11	0.454	N-05%RUL
ETH	ETH UNKNOWN	0	12	12	.0200	0.24	-0.24	-0.49	0.310	N-05%RUL
GEN	MALE	4	8	12	.4396	5.28	-1.28	-0.74	0.229	U-80%RUL
GEN	FEMALE	8	4	12	.4738	5.69	2.31	1.34	0.090	
GEN	GENDER UNKNOWN	0	12	12	.0010	0.01	-0.01	-0.11	0.456	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 009 PUBLIC REL

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	3	1	4	.5650	2.26	0.74	0.75	0.228	N - N<=8
ETH	BLACK	0	4	4	.1549	0.62	-0.62	-0.86	0.196	N - N<=8
ETH	HISPANIC	0	4	4	.1170	0.47	-0.47	-0.73	0.233	N - N<=8
ETH	ASIAN / PAC ISL	1	3	4	.0851	0.34	0.66	1.18	0.119	N - N<=8
ETH	NATIVE AMERICAN	0	4	4	.0012	0.00	-0.00	-0.07	0.472	N - N<=8
ETH	ETH UNKNOWN	0	4	4	.0322	0.13	-0.13	-0.36	0.358	N - N<=8
GEN	MALE	3	1	4	.5803	2.32	0.68	0.69	0.246	N - N<=8
GEN	FEMALE	1	3	4	.3401	1.36	-0.36	-0.38	0.352	N - N<=8
GEN	GENDER UNKNOWN	0	4	4	.0220	0.09	-0.09	-0.30	0.382	N - N<=8

RUN DATE: 04/01/14
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	30	66	96	.3514	33.73	-3.73	-0.80	0.212	
ETH	BLACK	38	58	96	.3293	31.61	6.39	1.39	0.083	
ETH	HISPANIC	13	83	96	.1923	18.46	-5.46	-1.41	0.079	U-80%RUL
ETH	ASIAN / PAC ISL	15	81	96	.1005	9.65	5.35	1.82	0.035	
ETH	NATIVE AMERICAN	0	96	96	.0027	0.26	-0.26	-0.51	0.305	N-05%RUL
ETH	ETH UNKNOWN	0	96	96	.0182	1.75	-1.75	-1.33	0.091	N-05%RUL
GEN	MALE	54	42	96	.6181	59.34	-5.34	-1.12	0.131	
GEN	FEMALE	42	54	96	.3662	35.16	6.84	1.45	0.074	
GEN	GENDER UNKNOWN	0	96	96	.0098	0.94	-0.94	-0.97	0.165	N-05%RUL

RUN DATE: 04/01/14
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 012 CLERICAL SUPS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	31	102	133	.2238	29.77	1.23	0.26	0.399	
ETH	BLACK	82	51	133	.5619	74.73	7.27	1.27	0.102	
ETH	HISPANIC	16	117	133	.1348	17.93	-1.93	-0.49	0.312	
ETH	ASIAN / PAC ISL	4	129	133	.0511	6.80	-2.80	-1.10	0.135	N-05%RUL
ETH	NATIVE AMERICAN	0	133	133	.0038	0.51	-0.51	-0.71	0.238	N-05%RUL
ETH	ETH UNKNOWN	0	133	133	.0245	3.26	-3.26	-1.83	0.034	N-05%RUL
GEN	MALE	27	106	133	.2093	27.84	-0.84	-0.18	0.429	
GEN	FEMALE	106	27	133	.7769	103.33	2.67	0.56	0.289	
GEN	GENDER UNKNOWN	0	133	133	.0138	1.84	-1.84	-1.36	0.086	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 568
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 013 CLERICAL

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	43	236	279	.1867	52.09	-9.09	-1.40	0.081	
ETH	BLACK	174	105	279	.5347	149.18	24.82	2.98	<.01	O
ETH	HISPANIC	40	239	279	.1509	42.10	-2.10	-0.35	0.363	
ETH	ASIAN / PAC ISL	18	261	279	.0716	19.98	-1.98	-0.46	0.323	
ETH	NATIVE AMERICAN	4	275	279	.0039	1.09	2.91	2.80	<.01	N-05%RUL
ETH	ETH UNKNOWN	0	279	279	.0478	13.34	-13.3	-3.74	<.01	N-05%RUL
GEN	MALE	68	211	279	.2820	78.68	-10.7	-1.42	0.078	
GEN	FEMALE	211	68	279	.6776	189.05	21.95	2.81	<.01	O
GEN	GENDER UNKNOWN	0	279	279	.0359	10.02	-10.0	-3.22	<.01	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 569
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	2	3	.2141	0.64	0.36	0.50	0.307	N - N<=8
ETH	BLACK	1	2	3	.3208	0.96	0.04	0.05	0.481	N - N<=8
ETH	HISPANIC	1	2	3	.3373	1.01	-0.01	-0.01	0.494	N - N<=8
ETH	ASIAN / PAC ISL	0	3	3	.0650	0.19	-0.19	-0.46	0.324	N - N<=8
ETH	NATIVE AMERICAN	0	3	3	.0027	0.01	-0.01	-0.09	0.464	N - N<=8
ETH	ETH UNKNOWN	0	3	3	.0284	0.09	-0.09	-0.30	0.384	N - N<=8
GEN	MALE	2	1	3	.6348	1.90	0.10	0.11	0.454	N - N<=8
GEN	FEMALE	1	2	3	.3223	0.97	0.03	0.04	0.484	N - N<=8
GEN	GENDER UNKNOWN	0	3	3	.0110	0.03	-0.03	-0.18	0.428	N - N<=8

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 570
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 023 PERSONAL SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	3	41	44	.2737	12.04	-9.04	-3.06	<.01	U
ETH	BLACK	25	19	44	.2584	11.37	13.63	4.69	<.01	O
ETH	HISPANIC	16	28	44	.2881	12.68	3.32	1.11	0.134	
ETH	ASIAN / PAC ISL	0	44	44	.0918	4.04	-4.04	-2.11	0.017	U
ETH	NATIVE AMERICAN	0	44	44	.0025	0.11	-0.11	-0.33	0.370	N-05%RUL
ETH	ETH UNKNOWN	0	44	44	.0298	1.31	-1.31	-1.16	0.123	N-05%RUL
GEN	MALE	24	20	44	.5359	23.58	0.42	0.13	0.449	
GEN	FEMALE	20	24	44	.4047	17.81	2.19	0.67	0.250	
GEN	GENDER UNKNOWN	0	44	44	.0040	0.18	-0.18	-0.42	0.337	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 571
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	5	6	11	.3221	3.54	1.46	0.94	0.174	
ETH	BLACK	2	9	11	.3166	3.48	-1.48	-0.96	0.168	U-80%RUL
ETH	HISPANIC	4	7	11	.2661	2.93	1.07	0.73	0.232	
ETH	ASIAN / PAC ISL	0	11	11	.0498	0.55	-0.55	-0.76	0.224	N-05%RUL
ETH	NATIVE AMERICAN	0	11	11	.0032	0.04	-0.04	-0.19	0.425	N-05%RUL
ETH	ETH UNKNOWN	0	11	11	.0193	0.21	-0.21	-0.47	0.321	N-05%RUL
GEN	MALE	11	0	11	.6967	7.66	3.34	2.19	0.014	O
GEN	FEMALE	0	11	11	.2778	3.06	-3.06	-2.06	0.020	U
GEN	GENDER UNKNOWN	0	11	11	.0019	0.02	-0.02	-0.14	0.442	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 572
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1160	777	1937	.3705	717.66	442.3	20.81	<.01	O
ETH	BLACK	415	1522	1937	.3209	621.58	-207	-10.1	<.01	U
ETH	HISPANIC	262	1675	1937	.1322	256.07	5.93	0.40	0.345	
ETH	ASIAN / PAC ISL	92	1845	1937	.0686	132.88	-40.9	-3.67	<.01	N-05%RUL
ETH	NATIVE AMERICAN	8	1929	1937	.0030	5.81	2.19	0.91	0.182	
ETH	ETH UNKNOWN	0	1937	1937	.0983	190.41	-190	-14.5	<.01	U
GEN	MALE	1849	88	1937	.8102	1569.4	279.6	16.20	<.01	O
GEN	FEMALE	88	1849	1937	.0986	190.99	-103	-7.85	<.01	U
GEN	GENDER UNKNOWN	0	1937	1937	.0846	163.87	-164	-13.4	<.01	U

RUN DATE: 04/01/14
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 573
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 026 OPERATORS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	5	10	15	.3876	5.81	-0.81	-0.43	0.333	
ETH	BLACK	4	11	15	.1740	2.61	1.39	0.95	0.172	
ETH	HISPANIC	3	12	15	.1385	2.08	0.92	0.69	0.245	
ETH	ASIAN / PAC ISL	3	12	15	.0524	0.79	2.21	2.57	<.01	O
ETH	NATIVE AMERICAN	0	15	15	.0032	0.05	-0.05	-0.22	0.413	N-05%RUL
ETH	ETH UNKNOWN	0	15	15	.0507	0.76	-0.76	-0.90	0.185	U-80%RUL
GEN	MALE	14	1	15	.7025	10.54	3.46	1.96	0.025	
GEN	FEMALE	1	14	15	.1213	1.82	-0.82	-0.65	0.258	U-80%RUL
GEN	GENDER UNKNOWN	0	15	15	.0299	0.45	-0.45	-0.68	0.248	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 574
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	117	231	348	.2630	91.52	25.48	3.10	<.01	O
ETH	BLACK	152	196	348	.3027	105.34	46.66	5.44	<.01	O
ETH	HISPANIC	71	277	348	.2268	78.93	-7.93	-1.01	0.155	
ETH	ASIAN / PAC ISL	7	341	348	.0821	28.57	-21.6	-4.21	<.01	U
ETH	NATIVE AMERICAN	1	347	348	.0029	1.01	-0.01	-0.01	0.496	
ETH	ETH UNKNOWN	0	348	348	.0534	18.58	-18.6	-4.43	<.01	U
GEN	MALE	330	18	348	.6625	230.55	99.45	11.27	<.01	O
GEN	FEMALE	18	330	348	.2356	81.99	-64.0	-8.08	<.01	U
GEN	GENDER UNKNOWN	0	348	348	.0332	11.55	-11.6	-3.46	<.01	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 575
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 029 SANIT WORK

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	2	5	7	.5789	4.05	-2.05	-1.57	0.058	N - N<=8
ETH	BLACK	3	4	7	.2271	1.59	1.41	1.27	0.102	N - N<=8
ETH	HISPANIC	2	5	7	.1676	1.17	0.83	0.84	0.201	N - N<=8
ETH	ASIAN / PAC ISL	0	7	7	.0134	0.09	-0.09	-0.31	0.379	N - N<=8
ETH	NATIVE AMERICAN	0	7	7	.0025	0.02	-0.02	-0.13	0.447	N - N<=8
ETH	ETH UNKNOWN	0	7	7	.0105	0.07	-0.07	-0.27	0.393	N - N<=8
GEN	MALE	7	0	7	.9621	6.73	0.27	0.53	0.300	N - N<=8
GEN	FEMALE	0	7	7	.0300	0.21	-0.21	-0.47	0.321	N - N<=8
GEN	GENDER UNKNOWN	0	7	7	.0081	0.06	-0.06	-0.24	0.406	N - N<=8

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 576
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	42	89	131	.3243	42.48	-0.48	-0.09	0.464	
ETH	BLACK	46	85	131	.2673	35.02	10.98	2.17	0.015	O
ETH	HISPANIC	25	106	131	.2449	32.08	-7.08	-1.44	0.075	U-80%RUL
ETH	ASIAN / PAC ISL	18	113	131	.0964	12.63	5.37	1.59	0.056	
ETH	NATIVE AMERICAN	0	131	131	.0025	0.33	-0.33	-0.57	0.283	N-05%RUL
ETH	ETH UNKNOWN	0	131	131	.0269	3.52	-3.52	-1.90	0.029	N-05%RUL
GEN	MALE	63	68	131	.3798	49.75	13.25	2.38	<.01	O
GEN	FEMALE	68	63	131	.5812	76.14	-8.14	-1.44	0.075	
GEN	GENDER UNKNOWN	0	131	131	.0011	0.14	-0.14	-0.38	0.352	N-05%RUL

Appendix - 4
Department of Transportation
Workforce Compared with Internal and External Pools
2nd quarter of fiscal year 2017
(End of Audit Period)

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 572
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 001 ADMINISTRATORS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	1	7	.5092	3.56	2.44	1.84	0.033	N - N<=8
ETH	BLACK	0	7	7	.1745	1.22	-1.22	-1.22	0.112	N - N<=8
ETH	HISPANIC	0	7	7	.1543	1.08	-1.08	-1.13	0.129	N - N<=8
ETH	ASIAN / PAC ISL	1	6	7	.1123	0.79	0.21	0.26	0.399	N - N<=8
ETH	NATIVE AMERICAN	0	7	7	.0068	0.05	-0.05	-0.22	0.413	N - N<=8
ETH	ETH UNKNOWN	0	7	7	.0247	0.17	-0.17	-0.42	0.337	N - N<=8
GEN	MALE	5	2	7	.5906	4.13	0.87	0.67	0.253	N - N<=8
GEN	FEMALE	2	5	7	.3841	2.69	-0.69	-0.54	0.296	N - N<=8
GEN	GENDER UNKNOWN	0	7	7	.0046	0.03	-0.03	-0.18	0.429	N - N<=8

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 573
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	125	105	230	.5133	118.06	6.94	0.92	0.180	
ETH	BLACK	40	190	230	.1889	43.45	-3.45	-0.58	0.281	
ETH	HISPANIC	22	208	230	.1297	29.83	-7.83	-1.54	0.062	N-05%RUL
ETH	ASIAN / PAC ISL	43	187	230	.1017	23.39	19.61	4.28	<.01	O
ETH	NATIVE AMERICAN	0	230	230	.0018	0.41	-0.41	-0.64	0.260	N-05%RUL
ETH	ETH UNKNOWN	0	230	230	.0402	9.25	-9.25	-3.10	<.01	N-05%RUL
GEN	MALE	172	58	230	.5345	122.94	49.07	6.49	<.01	O
GEN	FEMALE	58	172	230	.4206	96.74	-38.7	-5.17	<.01	U
GEN	GENDER UNKNOWN	0	230	230	.0197	4.53	-4.53	-2.15	0.016	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 574
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 003 MNGMNT SPECS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	369	717	1086	.4094	444.61	-75.6	-4.67	<.01	U
ETH	BLACK	422	664	1086	.2958	321.24	100.8	6.70	<.01	O
ETH	HISPANIC	153	933	1086	.1295	140.64	12.36	1.12	0.132	
ETH	ASIAN / PAC ISL	133	953	1086	.1301	141.29	-8.29	-0.75	0.227	
ETH	NATIVE AMERICAN	5	1081	1086	.0022	2.39	2.61	1.69	0.045	
ETH	ETH UNKNOWN	4	1082	1086	.0207	22.48	-18.5	-3.94	<.01	N-05%RUL
GEN	MALE	636	450	1086	.5718	620.97	15.03	0.92	0.178	
GEN	FEMALE	450	636	1086	.4032	437.88	12.12	0.75	0.227	
GEN	GENDER UNKNOWN	0	1086	1086	.0126	13.68	-13.7	-3.72	<.01	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 575
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 004 SCIENCE PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	236	270	506	.4568	231.14	4.86	0.43	0.332	
ETH	BLACK	44	462	506	.1762	89.16	-45.2	-5.27	<.01	U
ETH	HISPANIC	41	465	506	.1023	51.76	-10.8	-1.58	0.057	N-05%RUL
ETH	ASIAN / PAC ISL	181	325	506	.2258	114.25	66.75	7.10	<.01	O
ETH	NATIVE AMERICAN	2	504	506	.0024	1.21	0.79	0.71	0.238	
ETH	ETH UNKNOWN	2	504	506	.0315	15.94	-13.9	-3.55	<.01	N-05%RUL
GEN	MALE	399	107	506	.6586	333.25	65.75	6.16	<.01	O
GEN	FEMALE	107	399	506	.3131	158.43	-51.4	-4.93	<.01	U
GEN	GENDER UNKNOWN	0	506	506	.0201	10.17	-10.2	-3.22	<.01	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 EXTRACT DATE: 12/31/16

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 006 SOCIAL SCI

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	53	15	68	.6146	41.79	11.21	2.79	<.01	O
ETH	BLACK	5	63	68	.1667	11.34	-6.34	-2.06	0.020	U
ETH	HISPANIC	5	63	68	.0913	6.21	-1.21	-0.51	0.305	
ETH	ASIAN / PAC ISL	5	63	68	.0957	6.51	-1.51	-0.62	0.267	N-05%RUL
ETH	NATIVE AMERICAN	0	68	68	.0024	0.16	-0.16	-0.40	0.343	N-05%RUL
ETH	ETH UNKNOWN	0	68	68	.0251	1.71	-1.71	-1.32	0.093	N-05%RUL
GEN	MALE	37	31	68	.4873	33.14	3.86	0.94	0.174	
GEN	FEMALE	31	37	68	.4930	33.52	-2.52	-0.61	0.270	
GEN	GENDER UNKNOWN	0	68	68	.0163	1.11	-1.11	-1.06	0.144	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 008 LAWYERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	5	12	.5889	7.07	-0.07	-0.04	0.484	
ETH	BLACK	3	9	12	.1310	1.57	1.43	1.22	0.111	
ETH	HISPANIC	2	10	12	.1020	1.22	0.78	0.74	0.230	
ETH	ASIAN / PAC ISL	0	12	12	.0721	0.87	-0.87	-0.97	0.167	U-80%RUL
ETH	NATIVE AMERICAN	0	12	12	.0011	0.01	-0.01	-0.11	0.454	N-05%RUL
ETH	ETH UNKNOWN	0	12	12	.0200	0.24	-0.24	-0.49	0.310	N-05%RUL
GEN	MALE	6	6	12	.4396	5.28	0.72	0.42	0.337	
GEN	FEMALE	6	6	12	.4738	5.69	0.31	0.18	0.428	
GEN	GENDER UNKNOWN	0	12	12	.0010	0.01	-0.01	-0.11	0.456	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
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 EXTRACT DATE: 12/31/16

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 009 PUBLIC REL

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	1	5	.5650	2.83	1.18	1.06	0.145	N - N<=8
ETH	BLACK	0	5	5	.1549	0.77	-0.77	-0.96	0.169	N - N<=8
ETH	HISPANIC	0	5	5	.1170	0.59	-0.59	-0.81	0.208	N - N<=8
ETH	ASIAN / PAC ISL	1	4	5	.0851	0.43	0.57	0.92	0.179	N - N<=8
ETH	NATIVE AMERICAN	0	5	5	.0012	0.01	-0.01	-0.08	0.469	N - N<=8
ETH	ETH UNKNOWN	0	5	5	.0322	0.16	-0.16	-0.41	0.342	N - N<=8
GEN	MALE	2	3	5	.5803	2.90	-0.90	-0.82	0.207	N - N<=8
GEN	FEMALE	3	2	5	.3401	1.70	1.30	1.23	0.110	N - N<=8
GEN	GENDER UNKNOWN	0	5	5	.0220	0.11	-0.11	-0.34	0.369	N - N<=8

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	22	33	55	.3514	19.33	2.67	0.75	0.225	
ETH	BLACK	19	36	55	.3293	18.11	0.89	0.25	0.399	
ETH	HISPANIC	3	52	55	.1923	10.58	-7.58	-2.59	<.01	U
ETH	ASIAN / PAC ISL	11	44	55	.1005	5.53	5.47	2.45	<.01	O
ETH	NATIVE AMERICAN	0	55	55	.0027	0.15	-0.15	-0.39	0.350	N-05%RUL
ETH	ETH UNKNOWN	0	55	55	.0182	1.00	-1.00	-1.01	0.156	N-05%RUL
GEN	MALE	35	20	55	.6181	34.00	1.00	0.28	0.390	
GEN	FEMALE	20	35	55	.3662	20.14	-0.14	-0.04	0.484	
GEN	GENDER UNKNOWN	0	55	55	.0098	0.54	-0.54	-0.74	0.230	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 012 CLERICAL SUPS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	16	47	63	.2238	14.10	1.90	0.57	0.283	
ETH	BLACK	39	24	63	.5619	35.40	3.60	0.91	0.180	
ETH	HISPANIC	8	55	63	.1348	8.49	-0.49	-0.18	0.428	
ETH	ASIAN / PAC ISL	0	63	63	.0511	3.22	-3.22	-1.84	0.033	U-80%RUL
ETH	NATIVE AMERICAN	0	63	63	.0038	0.24	-0.24	-0.49	0.312	N-05%RUL
ETH	ETH UNKNOWN	0	63	63	.0245	1.54	-1.54	-1.26	0.104	N-05%RUL
GEN	MALE	14	49	63	.2093	13.19	0.81	0.25	0.400	
GEN	FEMALE	49	14	63	.7769	48.94	0.06	0.02	0.493	
GEN	GENDER UNKNOWN	0	63	63	.0138	0.87	-0.87	-0.94	0.174	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 013 CLERICAL

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	50	267	317	.1867	59.18	-9.18	-1.32	0.093	
ETH	BLACK	186	131	317	.5347	169.50	16.50	1.86	0.032	
ETH	HISPANIC	56	261	317	.1509	47.84	8.16	1.28	0.100	
ETH	ASIAN / PAC ISL	24	293	317	.0716	22.70	1.30	0.28	0.388	
ETH	NATIVE AMERICAN	1	316	317	.0039	1.24	-0.24	-0.21	0.416	
ETH	ETH UNKNOWN	0	317	317	.0478	15.15	-15.2	-3.99	<.01	N-05%RUL
GEN	MALE	82	235	317	.2820	89.39	-7.39	-0.92	0.178	
GEN	FEMALE	235	82	317	.6776	214.80	20.20	2.43	<.01	O
GEN	GENDER UNKNOWN	0	317	317	.0359	11.38	-11.4	-3.44	<.01	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	5	6	.4164	2.50	-1.50	-1.24	0.107	N - N<=8
ETH	BLACK	1	5	6	.3039	1.82	-0.82	-0.73	0.232	N - N<=8
ETH	HISPANIC	3	3	6	.2189	1.31	1.69	1.67	0.048	N - N<=8
ETH	ASIAN / PAC ISL	1	5	6	.0487	0.29	0.71	1.34	0.090	N - N<=8
ETH	NATIVE AMERICAN	0	6	6	.0040	0.02	-0.02	-0.16	0.438	N - N<=8
ETH	ETH UNKNOWN	0	6	6	.0077	0.05	-0.05	-0.22	0.415	N - N<=8
GEN	MALE	6	0	6	.7409	4.45	1.55	1.45	0.074	N - N<=8
GEN	FEMALE	0	6	6	.2529	1.52	-1.52	-1.43	0.077	N - N<=8
GEN	GENDER UNKNOWN	0	6	6	.0056	0.03	-0.03	-0.18	0.427	N - N<=8

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	2	3	.2141	0.64	0.36	0.50	0.307	N - N<=8
ETH	BLACK	1	2	3	.3208	0.96	0.04	0.05	0.481	N - N<=8
ETH	HISPANIC	1	2	3	.3373	1.01	-0.01	-0.01	0.494	N - N<=8
ETH	ASIAN / PAC ISL	0	3	3	.0650	0.19	-0.19	-0.46	0.324	N - N<=8
ETH	NATIVE AMERICAN	0	3	3	.0027	0.01	-0.01	-0.09	0.464	N - N<=8
ETH	ETH UNKNOWN	0	3	3	.0284	0.09	-0.09	-0.30	0.384	N - N<=8
GEN	MALE	2	1	3	.6348	1.90	0.10	0.11	0.454	N - N<=8
GEN	FEMALE	1	2	3	.3223	0.97	0.03	0.04	0.484	N - N<=8
GEN	GENDER UNKNOWN	0	3	3	.0110	0.03	-0.03	-0.18	0.428	N - N<=8

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 023 PERSONAL SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	34	38	.2737	10.40	-6.40	-2.33	<.01	U
ETH	BLACK	18	20	38	.2584	9.82	8.18	3.03	<.01	O
ETH	HISPANIC	16	22	38	.2881	10.95	5.05	1.81	0.035	
ETH	ASIAN / PAC ISL	0	38	38	.0918	3.49	-3.49	-1.96	0.025	U-80%RUL
ETH	NATIVE AMERICAN	0	38	38	.0025	0.09	-0.09	-0.31	0.379	N-05%RUL
ETH	ETH UNKNOWN	0	38	38	.0298	1.13	-1.13	-1.08	0.140	N-05%RUL
GEN	MALE	20	18	38	.5359	20.36	-0.36	-0.12	0.453	
GEN	FEMALE	18	20	38	.4047	15.38	2.62	0.87	0.193	
GEN	GENDER UNKNOWN	0	38	38	.0040	0.15	-0.15	-0.39	0.348	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	4	8	.3221	2.58	1.42	1.08	0.141	N - N<=8
ETH	BLACK	2	6	8	.3166	2.53	-0.53	-0.40	0.343	N - N<=8
ETH	HISPANIC	2	6	8	.2661	2.13	-0.13	-0.10	0.459	N - N<=8
ETH	ASIAN / PAC ISL	0	8	8	.0498	0.40	-0.40	-0.65	0.259	N - N<=8
ETH	NATIVE AMERICAN	0	8	8	.0032	0.03	-0.03	-0.16	0.436	N - N<=8
ETH	ETH UNKNOWN	0	8	8	.0193	0.15	-0.15	-0.40	0.346	N - N<=8
GEN	MALE	8	0	8	.6967	5.57	2.43	1.87	0.031	N - N<=8
GEN	FEMALE	0	8	8	.2778	2.22	-2.22	-1.75	0.040	N - N<=8
GEN	GENDER UNKNOWN	0	8	8	.0019	0.02	-0.02	-0.12	0.451	N - N<=8

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1213	912	2125	.3705	787.31	425.7	19.12	<.01	O
ETH	BLACK	499	1626	2125	.3209	681.91	-183	-8.50	<.01	U
ETH	HISPANIC	309	1816	2125	.1322	280.93	28.08	1.80	0.036	
ETH	ASIAN / PAC ISL	95	2030	2125	.0686	145.78	-50.8	-4.36	<.01	N-05%RUL
ETH	NATIVE AMERICAN	7	2118	2125	.0030	6.38	0.63	0.25	0.402	
ETH	ETH UNKNOWN	2	2123	2125	.0983	208.89	-207	-15.1	<.01	U
GEN	MALE	2037	88	2125	.8102	1721.7	315.3	17.44	<.01	O
GEN	FEMALE	88	2037	2125	.0986	209.53	-122	-8.84	<.01	U
GEN	GENDER UNKNOWN	0	2125	2125	.0846	179.78	-180	-14.0	<.01	U

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 026 OPERATORS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	8	13	21	.3876	8.14	-0.14	-0.06	0.475	
ETH	BLACK	4	17	21	.1740	3.65	0.35	0.20	0.421	
ETH	HISPANIC	5	16	21	.1385	2.91	2.09	1.32	0.093	
ETH	ASIAN / PAC ISL	4	17	21	.0524	1.10	2.90	2.84	<.01	O
ETH	NATIVE AMERICAN	0	21	21	.0032	0.07	-0.07	-0.26	0.398	N-05%RUL
ETH	ETH UNKNOWN	0	21	21	.0507	1.06	-1.06	-1.06	0.145	U-80%RUL
GEN	MALE	19	2	21	.7025	14.75	4.25	2.03	0.021	O
GEN	FEMALE	2	19	21	.1213	2.55	-0.55	-0.37	0.357	N-05%RUL
GEN	GENDER UNKNOWN	0	21	21	.0299	0.63	-0.63	-0.80	0.211	N-05%RUL

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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 027 TRANSPORTATION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	0	1	1	.1897	0.19	-0.19	-0.48	0.314	N - N<=8
ETH	BLACK	1	0	1	.4871	0.49	0.51	1.03	0.152	N - N<=8
ETH	HISPANIC	0	1	1	.1720	0.17	-0.17	-0.46	0.324	N - N<=8
ETH	ASIAN / PAC ISL	0	1	1	.0381	0.04	-0.04	-0.20	0.421	N - N<=8
ETH	NATIVE AMERICAN	0	1	1	.0037	0.00	-0.00	-0.06	0.476	N - N<=8
ETH	ETH UNKNOWN	0	1	1	.1083	0.11	-0.11	-0.35	0.364	N - N<=8
GEN	MALE	1	0	1	.7529	0.75	0.25	0.57	0.283	N - N<=8
GEN	FEMALE	0	1	1	.1439	0.14	-0.14	-0.41	0.341	N - N<=8
GEN	GENDER UNKNOWN	0	1	1	.1023	0.10	-0.10	-0.34	0.368	N - N<=8

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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 028 LABORERS

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 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	225	307	532	.2630	139.92	85.08	8.38	<.01	O
ETH	BLACK	188	344	532	.3027	161.04	26.96	2.54	<.01	O
ETH	HISPANIC	105	427	532	.2268	120.66	-15.7	-1.62	0.053	
ETH	ASIAN / PAC ISL	12	520	532	.0821	43.68	-31.7	-5.00	<.01	U
ETH	NATIVE AMERICAN	1	531	532	.0029	1.54	-0.54	-0.44	0.331	N-05%RUL
ETH	ETH UNKNOWN	1	531	532	.0534	28.41	-27.4	-5.29	<.01	U
GEN	MALE	471	61	532	.6625	352.45	118.6	10.87	<.01	O
GEN	FEMALE	61	471	532	.2356	125.34	-64.3	-6.57	<.01	U
GEN	GENDER UNKNOWN	0	532	532	.0332	17.66	-17.7	-4.27	<.01	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 029 SANIT WORK

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	4	8	.5789	4.63	-0.63	-0.45	0.326	N - N<=8
ETH	BLACK	4	4	8	.2271	1.82	2.18	1.84	0.033	N - N<=8
ETH	HISPANIC	0	8	8	.1676	1.34	-1.34	-1.27	0.102	N - N<=8
ETH	ASIAN / PAC ISL	0	8	8	.0134	0.11	-0.11	-0.33	0.371	N - N<=8
ETH	NATIVE AMERICAN	0	8	8	.0025	0.02	-0.02	-0.14	0.444	N - N<=8
ETH	ETH UNKNOWN	0	8	8	.0105	0.08	-0.08	-0.29	0.385	N - N<=8
GEN	MALE	8	0	8	.9621	7.70	0.30	0.56	0.287	N - N<=8
GEN	FEMALE	0	8	8	.0300	0.24	-0.24	-0.50	0.309	N - N<=8
GEN	GENDER UNKNOWN	0	8	8	.0081	0.06	-0.06	-0.26	0.399	N - N<=8

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 591
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	87	193	280	.3243	90.80	-3.80	-0.49	0.314	
ETH	BLACK	91	189	280	.2673	74.84	16.16	2.18	0.015	O
ETH	HISPANIC	46	234	280	.2449	68.57	-22.6	-3.14	<.01	U
ETH	ASIAN / PAC ISL	50	230	280	.0964	26.99	23.01	4.66	<.01	O
ETH	NATIVE AMERICAN	0	280	280	.0025	0.70	-0.70	-0.84	0.201	N-05%RUL
ETH	ETH UNKNOWN	6	274	280	.0269	7.53	-1.53	-0.57	0.286	N-05%RUL
GEN	MALE	131	149	280	.3798	106.34	24.66	3.04	<.01	O
GEN	FEMALE	147	133	280	.5812	162.74	-15.7	-1.91	0.028	
GEN	GENDER UNKNOWN	2	278	280	.0011	0.31	1.69	3.05	<.01	N-05%RUL

Appendix - 5

Department of Transportation
Workforce Compared with Internal and External Pools
3rd quarter of fiscal year 2017
(Most Recent Quarter Available)

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 573
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 001 ADMINISTRATORS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	1	7	.5092	3.56	2.44	1.84	0.033	N - N<=8
ETH	BLACK	0	7	7	.1745	1.22	-1.22	-1.22	0.112	N - N<=8
ETH	HISPANIC	0	7	7	.1543	1.08	-1.08	-1.13	0.129	N - N<=8
ETH	ASIAN / PAC ISL	1	6	7	.1123	0.79	0.21	0.26	0.399	N - N<=8
ETH	NATIVE AMERICAN	0	7	7	.0068	0.05	-0.05	-0.22	0.413	N - N<=8
ETH	ETH UNKNOWN	0	7	7	.0247	0.17	-0.17	-0.42	0.337	N - N<=8
GEN	MALE	5	2	7	.5906	4.13	0.87	0.67	0.253	N - N<=8
GEN	FEMALE	2	5	7	.3841	2.69	-0.69	-0.54	0.296	N - N<=8
GEN	GENDER UNKNOWN	0	7	7	.0046	0.03	-0.03	-0.18	0.429	N - N<=8

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 574
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	117	103	220	.5133	112.93	4.07	0.55	0.291	
ETH	BLACK	39	181	220	.1889	41.56	-2.56	-0.44	0.330	
ETH	HISPANIC	21	199	220	.1297	28.53	-7.53	-1.51	0.065	N-05%RUL
ETH	ASIAN / PAC ISL	43	177	220	.1017	22.37	20.63	4.60	<.01	O
ETH	NATIVE AMERICAN	0	220	220	.0018	0.40	-0.40	-0.63	0.264	N-05%RUL
ETH	ETH UNKNOWN	0	220	220	.0402	8.84	-8.84	-3.04	<.01	N-05%RUL
GEN	MALE	163	57	220	.5345	117.59	45.41	6.14	<.01	O
GEN	FEMALE	57	163	220	.4206	92.53	-35.5	-4.85	<.01	U
GEN	GENDER UNKNOWN	0	220	220	.0197	4.33	-4.33	-2.10	0.018	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 575
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 003 MNGMNT SPECS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	399	754	1153	.4094	472.04	-73.0	-4.37	<.01	U
ETH	BLACK	427	726	1153	.2958	341.06	85.94	5.55	<.01	O
ETH	HISPANIC	166	987	1153	.1295	149.31	16.69	1.46	0.072	
ETH	ASIAN / PAC ISL	149	1004	1153	.1301	150.01	-1.01	-0.09	0.465	
ETH	NATIVE AMERICAN	6	1147	1153	.0022	2.54	3.46	2.18	0.015	N-05%RUL
ETH	ETH UNKNOWN	6	1147	1153	.0207	23.87	-17.9	-3.70	<.01	N-05%RUL
GEN	MALE	685	468	1153	.5718	659.29	25.71	1.53	0.063	
GEN	FEMALE	468	685	1153	.4032	464.89	3.11	0.19	0.426	
GEN	GENDER UNKNOWN	0	1153	1153	.0126	14.53	-14.5	-3.84	<.01	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 576
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 004 SCIENCE PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	239	283	522	.4568	238.45	0.55	0.05	0.481	
ETH	BLACK	47	475	522	.1762	91.98	-45.0	-5.17	<.01	U
ETH	HISPANIC	42	480	522	.1023	53.40	-11.4	-1.65	0.050	N-05%RUL
ETH	ASIAN / PAC ISL	185	337	522	.2258	117.87	67.13	7.03	<.01	O
ETH	NATIVE AMERICAN	2	520	522	.0024	1.25	0.75	0.67	0.252	
ETH	ETH UNKNOWN	7	515	522	.0315	16.44	-9.44	-2.37	<.01	N-05%RUL
GEN	MALE	415	107	522	.6586	343.79	71.21	6.57	<.01	O
GEN	FEMALE	107	415	522	.3131	163.44	-56.4	-5.33	<.01	U
GEN	GENDER UNKNOWN	0	522	522	.0201	10.49	-10.5	-3.27	<.01	N-05%RUL

RUN DATE: 07/06/17
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 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 577
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 006 SOCIAL SCI

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	52	15	67	.6146	41.18	10.82	2.72	<.01	O
ETH	BLACK	6	61	67	.1667	11.17	-5.17	-1.69	0.045	U-80%RUL
ETH	HISPANIC	5	62	67	.0913	6.12	-1.12	-0.47	0.318	
ETH	ASIAN / PAC ISL	4	63	67	.0957	6.41	-2.41	-1.00	0.158	N-05%RUL
ETH	NATIVE AMERICAN	0	67	67	.0024	0.16	-0.16	-0.40	0.344	N-05%RUL
ETH	ETH UNKNOWN	0	67	67	.0251	1.68	-1.68	-1.31	0.095	N-05%RUL
GEN	MALE	36	31	67	.4873	32.65	3.35	0.82	0.206	
GEN	FEMALE	31	36	67	.4930	33.03	-2.03	-0.50	0.310	
GEN	GENDER UNKNOWN	0	67	67	.0163	1.09	-1.09	-1.05	0.146	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 578
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 008 LAWYERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	11	6	17	.5889	10.01	0.99	0.49	0.313	
ETH	BLACK	4	13	17	.1310	2.23	1.77	1.27	0.101	
ETH	HISPANIC	2	15	17	.1020	1.73	0.27	0.21	0.416	
ETH	ASIAN / PAC ISL	0	17	17	.0721	1.23	-1.23	-1.15	0.125	U-80%RUL
ETH	NATIVE AMERICAN	0	17	17	.0011	0.02	-0.02	-0.14	0.446	N-05%RUL
ETH	ETH UNKNOWN	0	17	17	.0200	0.34	-0.34	-0.59	0.278	N-05%RUL
GEN	MALE	7	10	17	.4396	7.47	-0.47	-0.23	0.409	
GEN	FEMALE	10	7	17	.4738	8.05	1.95	0.94	0.172	
GEN	GENDER UNKNOWN	0	17	17	.0010	0.02	-0.02	-0.13	0.448	N-05%RUL

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 RUN TIME: 11:37:54
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 579
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 009 PUBLIC REL

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	1	5	.5650	2.83	1.18	1.06	0.145	N - N<=8
ETH	BLACK	0	5	5	.1549	0.77	-0.77	-0.96	0.169	N - N<=8
ETH	HISPANIC	0	5	5	.1170	0.59	-0.59	-0.81	0.208	N - N<=8
ETH	ASIAN / PAC ISL	1	4	5	.0851	0.43	0.57	0.92	0.179	N - N<=8
ETH	NATIVE AMERICAN	0	5	5	.0012	0.01	-0.01	-0.08	0.469	N - N<=8
ETH	ETH UNKNOWN	0	5	5	.0322	0.16	-0.16	-0.41	0.342	N - N<=8
GEN	MALE	2	3	5	.5803	2.90	-0.90	-0.82	0.207	N - N<=8
GEN	FEMALE	3	2	5	.3401	1.70	1.30	1.23	0.110	N - N<=8
GEN	GENDER UNKNOWN	0	5	5	.0220	0.11	-0.11	-0.34	0.369	N - N<=8

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 580
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	18	28	46	.3514	16.16	1.84	0.57	0.285	
ETH	BLACK	19	27	46	.3293	15.15	3.85	1.21	0.113	
ETH	HISPANIC	3	43	46	.1923	8.85	-5.85	-2.19	0.014	U
ETH	ASIAN / PAC ISL	5	41	46	.1005	4.62	0.38	0.18	0.427	
ETH	NATIVE AMERICAN	0	46	46	.0027	0.12	-0.12	-0.35	0.362	N-05%RUL
ETH	ETH UNKNOWN	1	45	46	.0182	0.84	0.16	0.18	0.429	
GEN	MALE	25	21	46	.6181	28.43	-3.43	-1.04	0.149	
GEN	FEMALE	21	25	46	.3662	16.85	4.15	1.27	0.102	
GEN	GENDER UNKNOWN	0	46	46	.0098	0.45	-0.45	-0.67	0.250	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 581
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 012 CLERICAL SUPS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	16	49	65	.2238	14.55	1.45	0.43	0.333	
ETH	BLACK	40	25	65	.5619	36.52	3.48	0.87	0.192	
ETH	HISPANIC	8	57	65	.1348	8.76	-0.76	-0.28	0.391	
ETH	ASIAN / PAC ISL	1	64	65	.0511	3.32	-2.32	-1.31	0.095	N-05%RUL
ETH	NATIVE AMERICAN	0	65	65	.0038	0.25	-0.25	-0.50	0.309	N-05%RUL
ETH	ETH UNKNOWN	0	65	65	.0245	1.59	-1.59	-1.28	0.101	N-05%RUL
GEN	MALE	14	51	65	.2093	13.60	0.40	0.12	0.452	
GEN	FEMALE	51	14	65	.7769	50.50	0.50	0.15	0.441	
GEN	GENDER UNKNOWN	0	65	65	.0138	0.90	-0.90	-0.95	0.170	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 582
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 013 CLERICAL

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	47	283	330	.1867	61.61	-14.6	-2.06	0.020	N-05%RUL
ETH	BLACK	202	128	330	.5347	176.45	25.55	2.82	<.01	O
ETH	HISPANIC	55	275	330	.1509	49.80	5.20	0.80	0.212	
ETH	ASIAN / PAC ISL	26	304	330	.0716	23.63	2.37	0.51	0.306	
ETH	NATIVE AMERICAN	0	330	330	.0039	1.29	-1.29	-1.14	0.128	N-05%RUL
ETH	ETH UNKNOWN	0	330	330	.0478	15.77	-15.8	-4.07	<.01	N-05%RUL
GEN	MALE	86	244	330	.2820	93.06	-7.06	-0.86	0.194	
GEN	FEMALE	244	86	330	.6776	223.61	20.39	2.40	<.01	O
GEN	GENDER UNKNOWN	0	330	330	.0359	11.85	-11.8	-3.51	<.01	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 583
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	4	5	.4164	2.08	-1.08	-0.98	0.163	N - N<=8
ETH	BLACK	1	4	5	.3039	1.52	-0.52	-0.51	0.307	N - N<=8
ETH	HISPANIC	2	3	5	.2189	1.09	0.91	0.98	0.164	N - N<=8
ETH	ASIAN / PAC ISL	1	4	5	.0487	0.24	0.76	1.57	0.058	N - N<=8
ETH	NATIVE AMERICAN	0	5	5	.0040	0.02	-0.02	-0.14	0.444	N - N<=8
ETH	ETH UNKNOWN	0	5	5	.0077	0.04	-0.04	-0.20	0.422	N - N<=8
GEN	MALE	5	0	5	.7409	3.70	1.30	1.32	0.093	N - N<=8
GEN	FEMALE	0	5	5	.2529	1.26	-1.26	-1.30	0.097	N - N<=8
GEN	GENDER UNKNOWN	0	5	5	.0056	0.03	-0.03	-0.17	0.433	N - N<=8

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	2	3	.2141	0.64	0.36	0.50	0.307	N - N<=8
ETH	BLACK	1	2	3	.3208	0.96	0.04	0.05	0.481	N - N<=8
ETH	HISPANIC	1	2	3	.3373	1.01	-0.01	-0.01	0.494	N - N<=8
ETH	ASIAN / PAC ISL	0	3	3	.0650	0.19	-0.19	-0.46	0.324	N - N<=8
ETH	NATIVE AMERICAN	0	3	3	.0027	0.01	-0.01	-0.09	0.464	N - N<=8
ETH	ETH UNKNOWN	0	3	3	.0284	0.09	-0.09	-0.30	0.384	N - N<=8
GEN	MALE	2	1	3	.6348	1.90	0.10	0.11	0.454	N - N<=8
GEN	FEMALE	1	2	3	.3223	0.97	0.03	0.04	0.484	N - N<=8
GEN	GENDER UNKNOWN	0	3	3	.0110	0.03	-0.03	-0.18	0.428	N - N<=8

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 023 PERSONAL SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	32	36	.2737	9.85	-5.85	-2.19	0.014	U
ETH	BLACK	16	20	36	.2584	9.30	6.70	2.55	<.01	O
ETH	HISPANIC	16	20	36	.2881	10.37	5.63	2.07	0.019	O
ETH	ASIAN / PAC ISL	0	36	36	.0918	3.30	-3.30	-1.91	0.028	U-80%RUL
ETH	NATIVE AMERICAN	0	36	36	.0025	0.09	-0.09	-0.30	0.382	N-05%RUL
ETH	ETH UNKNOWN	0	36	36	.0298	1.07	-1.07	-1.05	0.147	N-05%RUL
GEN	MALE	19	17	36	.5359	19.29	-0.29	-0.10	0.461	
GEN	FEMALE	17	19	36	.4047	14.57	2.43	0.83	0.205	
GEN	GENDER UNKNOWN	0	36	36	.0040	0.14	-0.14	-0.38	0.352	N-05%RUL

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 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 586
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 EXTRACT DATE: 06/30/17

AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	4	8	.3221	2.58	1.42	1.08	0.141	N - N<=8
ETH	BLACK	2	6	8	.3166	2.53	-0.53	-0.40	0.343	N - N<=8
ETH	HISPANIC	2	6	8	.2661	2.13	-0.13	-0.10	0.459	N - N<=8
ETH	ASIAN / PAC ISL	0	8	8	.0498	0.40	-0.40	-0.65	0.259	N - N<=8
ETH	NATIVE AMERICAN	0	8	8	.0032	0.03	-0.03	-0.16	0.436	N - N<=8
ETH	ETH UNKNOWN	0	8	8	.0193	0.15	-0.15	-0.40	0.346	N - N<=8
GEN	MALE	8	0	8	.6967	5.57	2.43	1.87	0.031	N - N<=8
GEN	FEMALE	0	8	8	.2778	2.22	-2.22	-1.75	0.040	N - N<=8
GEN	GENDER UNKNOWN	0	8	8	.0019	0.02	-0.02	-0.12	0.451	N - N<=8

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1178	907	2085	.3705	772.49	405.5	18.39	<.01	O
ETH	BLACK	491	1594	2085	.3209	669.08	-178	-8.35	<.01	U
ETH	HISPANIC	310	1775	2085	.1322	275.64	34.36	2.22	0.013	N-05%RUL
ETH	ASIAN / PAC ISL	95	1990	2085	.0686	143.03	-48.0	-4.16	<.01	N-05%RUL
ETH	NATIVE AMERICAN	8	2077	2085	.0030	6.26	1.75	0.70	0.242	
ETH	ETH UNKNOWN	3	2082	2085	.0983	204.96	-202	-14.9	<.01	U
GEN	MALE	1999	86	2085	.8102	1689.3	309.7	17.30	<.01	O
GEN	FEMALE	86	1999	2085	.0986	205.58	-120	-8.78	<.01	U
GEN	GENDER UNKNOWN	0	2085	2085	.0846	176.39	-176	-13.9	<.01	U

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 026 OPERATORS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	12	19	.3876	7.36	-0.36	-0.17	0.432	
ETH	BLACK	4	15	19	.1740	3.31	0.69	0.42	0.337	
ETH	HISPANIC	5	14	19	.1385	2.63	2.37	1.57	0.058	
ETH	ASIAN / PAC ISL	3	16	19	.0524	1.00	2.00	2.06	0.020	O
ETH	NATIVE AMERICAN	0	19	19	.0032	0.06	-0.06	-0.25	0.402	N-05%RUL
ETH	ETH UNKNOWN	0	19	19	.0507	0.96	-0.96	-1.01	0.157	U-80%RUL
GEN	MALE	17	2	19	.7025	13.35	3.65	1.83	0.033	
GEN	FEMALE	2	17	19	.1213	2.30	-0.30	-0.21	0.415	
GEN	GENDER UNKNOWN	0	19	19	.0299	0.57	-0.57	-0.77	0.222	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 027 TRANSPORTATION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	0	1	1	.1897	0.19	-0.19	-0.48	0.314	N - N<=8
ETH	BLACK	1	0	1	.4871	0.49	0.51	1.03	0.152	N - N<=8
ETH	HISPANIC	0	1	1	.1720	0.17	-0.17	-0.46	0.324	N - N<=8
ETH	ASIAN / PAC ISL	0	1	1	.0381	0.04	-0.04	-0.20	0.421	N - N<=8
ETH	NATIVE AMERICAN	0	1	1	.0037	0.00	-0.00	-0.06	0.476	N - N<=8
ETH	ETH UNKNOWN	0	1	1	.1083	0.11	-0.11	-0.35	0.364	N - N<=8
GEN	MALE	1	0	1	.7529	0.75	0.25	0.57	0.283	N - N<=8
GEN	FEMALE	0	1	1	.1439	0.14	-0.14	-0.41	0.341	N - N<=8
GEN	GENDER UNKNOWN	0	1	1	.1023	0.10	-0.10	-0.34	0.368	N - N<=8

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	221	324	545	.2630	143.34	77.67	7.56	<.01	O
ETH	BLACK	196	349	545	.3027	164.97	31.03	2.89	<.01	O
ETH	HISPANIC	112	433	545	.2268	123.61	-11.6	-1.19	0.118	
ETH	ASIAN / PAC ISL	13	532	545	.0821	44.74	-31.7	-4.95	<.01	U
ETH	NATIVE AMERICAN	1	544	545	.0029	1.58	-0.58	-0.46	0.322	N-05%RUL
ETH	ETH UNKNOWN	2	543	545	.0534	29.10	-27.1	-5.16	<.01	N-05%RUL
GEN	MALE	484	61	545	.6625	361.06	122.9	11.14	<.01	O
GEN	FEMALE	61	484	545	.2356	128.40	-67.4	-6.80	<.01	U
GEN	GENDER UNKNOWN	0	545	545	.0332	18.09	-18.1	-4.33	<.01	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 029 SANIT WORK

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	4	4	8	.5789	4.63	-0.63	-0.45	0.326	N - N<=8
ETH	BLACK	4	4	8	.2271	1.82	2.18	1.84	0.033	N - N<=8
ETH	HISPANIC	0	8	8	.1676	1.34	-1.34	-1.27	0.102	N - N<=8
ETH	ASIAN / PAC ISL	0	8	8	.0134	0.11	-0.11	-0.33	0.371	N - N<=8
ETH	NATIVE AMERICAN	0	8	8	.0025	0.02	-0.02	-0.14	0.444	N - N<=8
ETH	ETH UNKNOWN	0	8	8	.0105	0.08	-0.08	-0.29	0.385	N - N<=8
GEN	MALE	8	0	8	.9621	7.70	0.30	0.56	0.287	N - N<=8
GEN	FEMALE	0	8	8	.0300	0.24	-0.24	-0.50	0.309	N - N<=8
GEN	GENDER UNKNOWN	0	8	8	.0081	0.06	-0.06	-0.26	0.399	N - N<=8

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NEW YORK CITY DEPARTMENT OF PERSONNEL
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AGENCY: 841 DEPARTMENT OF TRANSPORTATION
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	112	248	360	.3243	116.75	-4.75	-0.53	0.296	
ETH	BLACK	100	260	360	.2673	96.23	3.77	0.45	0.327	
ETH	HISPANIC	61	299	360	.2449	88.16	-27.2	-3.33	<.01	U
ETH	ASIAN / PAC ISL	73	287	360	.0964	34.70	38.30	6.84	<.01	O
ETH	NATIVE AMERICAN	0	360	360	.0025	0.90	-0.90	-0.95	0.171	N-05%RUL
ETH	ETH UNKNOWN	14	346	360	.0269	9.68	4.32	1.41	0.080	
GEN	MALE	189	171	360	.3798	136.73	52.27	5.68	<.01	O
GEN	FEMALE	171	189	360	.5812	209.23	-38.2	-4.08	<.01	U
GEN	GENDER UNKNOWN	0	360	360	.0011	0.40	-0.40	-0.63	0.264	N-05%RUL

From: [REDACTED]
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: EEPC's Preliminary Determination - Department of Transportation
Date: Wednesday, September 20, 2017 5:19:51 PM
Attachments: [REDACTED]

[REDACTED],

As discussed, in Paragraph (22), the EEPC writes, “The agency did not demonstrate that it establish and administered annual performance evaluations for managerial and non-managerial employees.”

While DOT cannot demonstrate that it has a centralized performance evaluation program, tracked by Human Resources and used throughout the agency, DOT can, nevertheless, demonstrate that probationary, non-managerial, and managerial performance evaluations are conducted by many of its Divisions, as demonstrated by the attached representative samples.

James L. Hallman
Chief Diversity & EEO Officer
Department of Transportation
[REDACTED]

Sent from the New York City Department of Transportation. This email and any files transmitted with it may contain confidential information and are intended solely for the use of the individual or entity to whom they are addressed.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

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Executive Director

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Executive Agency Counsel/
Deputy Director

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New York, NY 10007

212. 615. 8939 tel.
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BY MAIL AND EMAIL

September 25, 2017

Polly Trottenberg
Commissioner
Department of Transportation
55 Maiden Lane, 27th FL
New York, NY 10038

RE: Audit Resolution #2017/213-841: Final Determination Pursuant to the Review, Evaluation and Monitoring of the Department of Transportation's Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

Dear Commissioner Trottenberg:

On behalf of the members of the Equal Employment Practices Commission (EEPC), we thank Chief Diversity & EEO Officer James Hallman for the September 20, 2017 response to our September 7, 2017 Preliminary Determination, and for the cooperation extended to our staff during the course of this audit.

As indicated in our Preliminary Determination, this Commission has adopted uniform standards¹ to assess agencies' employment practices and programs for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. The attached Determination contains the Commission's findings and required corrective actions pertaining to the referenced review, evaluation and monitoring of your agency's employment practices and procedures.

Chapter 36, Section 832.c of the New York City Charter requires that: 1) the EEPC assign a 6-month compliance period to monitor your agency's efforts to eliminate remaining required corrective actions; and 2) the agency provide a written response within 30 days from the date of this letter indicating corrective action taken.

¹ Founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; New York City Human Rights Law (NYC Administrative Code, §§8-107.1(a) and 8-107.13(d)); New York State Civil Service Law §55-a; Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7) and the equal employment opportunity requirements of the New York City Charter.



The assigned compliance-monitoring period is: October 2017 to March 2018.

If corrective actions remain: Your agency's response should indicate what steps your agency has taken, or will take, to implement the corrective actions during the designated period. Documentation which supports the implementation of each corrective action shall be uploaded to TeamCentral, the EEPC's Automated Compliance-Monitoring System. Your agency will be monitored monthly until all corrective actions have been implemented. Instruction on how to access and navigate TeamCentral is attached. Upon your agency's completion of the final corrective action, this Commission requires that your agency upload a final memorandum signed by the agency head which informs employees of the changes implemented pursuant to our audit and re-emphasizes commitment to the EEO program. Upon receipt of the final memorandum, the EEPC will issue a *Determination of Compliance*.

If no corrective actions remain: Your agency is exempt from the aforementioned monitoring period. However, this Commission requires a final memorandum signed by the agency head which informs employees of the changes implemented pursuant to our audit and re-emphasizes commitment to the EEO program. This will be considered your agency's final action. Upon receipt of the memo, a *Determination of Compliance* will be issued.

If there are further questions regarding this Final Determination or the compliance-monitoring process, please have the principal EEO Professional contact Janet P. Ford, Esq., Agency Counsel/Director of Compliance, at 212.615.8942

Thank you and your staff for your continued cooperation.

Sincerely,

A handwritten signature in blue ink that reads "Charise L. Terry".

Charise L. Terry, PHR
Executive Director

C: James Hallman, Chief Diversity & EEO Officer

FINAL DETERMINATION

Agency response indicating corrective action taken with documentation is due within 30 days.

The Equal Employment Practices Commission's findings and required corrective actions are based on the audit methodology which includes collection and analysis of the documents, records and data the agency provided in response to the *EEPC Document and Information Request Form*; the *EEPC Interview Questionnaires* for EEO professionals and others involved in EEO program administration; and, if applicable, the *EEPC Employee Survey*; the *EEPC Supervisor/Manager Survey*; the agency's *Annual EEO Plans and Quarterly EEO Reports*; and workforce and utilization data from the *Citywide Equal Employment Database System*. Additional research and follow-up discussions or interviews were conducted as appropriate.

After reviewing the agency's optional response² (if applicable) to the EEPC's preliminary Determination, our Final Determination is as follows:

Monitoring Required

The agency's implementation of the following required corrective actions will be monitored during the assigned compliance monitoring period.

Corrective Action #1: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

Agency Response: No response submitted.

EEPC Response: Documentation that demonstrates implementation of corrective action #1 will be required. The EEPC will provide further guidance upon initiation of the compliance-monitoring period.

Corrective Action #2: Assess the manner in which candidates are selected for employment to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

Agency Response: No response submitted

EEPC Response: Documentation that demonstrates implementation of corrective action #2 will be required. The EEPC will provide further guidance upon initiation of the compliance-monitoring period.

Corrective Action #3: If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations

² Excerpts are italicized.



serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

Agency Response: No optional response submitted.

EEPC Response: Documentation that demonstrates implementation of corrective action #3 will be required. The EEPC will provide further guidance upon initiation of the compliance-monitoring period.

Corrective Action #4: Review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

Agency Response: No response submitted.

EEPC Response: Documentation that demonstrates implementation of corrective action #4 will be required. The EEPC will provide further guidance upon initiation of the compliance-monitoring period.

Corrective Action #5: Designate a professional with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

Agency Response: No response submitted.

EEPC Response: Documentation that demonstrates implementation of corrective action #5 will be required. The EEPC will provide further guidance upon initiation of the compliance-monitoring period.

Corrective Action #6: To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

Agency Response: No response submitted.

EEPC Response: Documentation that demonstrates implementation of corrective action #6 will be required. The EEPC will provide further guidance upon initiation of the compliance-monitoring period.

Corrective Action #7: Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

Agency Response: *"While DOT cannot demonstrate that it has a centralized performance evaluation program, tracked by Human Resources and used throughout the agency, DOT can, nevertheless, demonstrate that probationary, non-managerial, and managerial performance evaluations are conducted by many of its Divisions, as demonstrated by the attached representative samples."*



EEPC Response: The EEPC recognizes the agency's commitment to implement corrective action #7. Documentation that demonstrates that the agency has established a performance evaluation program will be required during the compliance-monitoring period.

Thank you and your staff for your continued cooperation.

**EQUAL EMPLOYMENT PRACTICES COMMISSION
CITY OF NEW YORK**

RESOLUTION #2017/213-841: Final Determination pursuant to the Audit: Review, Evaluation and Monitoring of the Department of Transportation's Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit of the Department of Transportation's (DOT) Employment Practices and Procedures, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination letter, dated September 7, 2017, setting forth findings and the following required corrective actions:

1. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
2. Assess the manner in which candidates are selected for employment to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
3. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
4. Review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these

standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

5. Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
6. To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.
7. Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

Whereas, the agency submitted its response to the EEPC's Preliminary Determination letter, on September 20, 2017; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC issued the Final Determination on September 25, 2017, which indicated that corrective actions nos. 1 through 7 require compliance monitoring; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the EEPC is required to monitor the agency for a period not to exceed six months, from October, 2017 through March, 2018, to determine whether it implemented remaining required corrective actions; and

Whereas, in accordance with Chapter 36, Section 832 (c) of the City Charter, the agency is required to respond in 30 days and make monthly reports thereafter to the Commission on the progress of implementation of such corrective actions; and

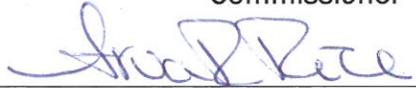
Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the Commission approves issuance of this Final Determination to Polly Trottenberg, Commissioner of the Department of Transportation.

Approved unanimously on September 28, 2017.



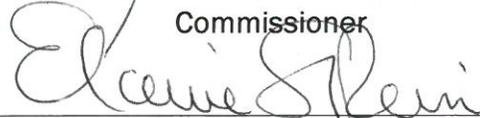
Angela Cabrera
Commissioner



Arva Rice
Commissioner



Malini Cadambi Daniel
Commissioner



Elaine S. Reiss, Esq.
Commissioner



October 30, 2017

BY EMAIL

Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Equal Employment Practices Commission
253 Broadway
Suite 602
New York, N.Y. 10007

Re: DOT Response to EEPC's Final Determination for Audit: Review,
Evaluation and Monitoring of the Department of Transportation's
Employment Practices and Procedures from January 1, 2014 to December
31, 2016.

Dear Commissioners:

In reference to your letter dated September 25, 2017, attached is the Department of
Transportation's response to the final determination made by the Equal Employment Practices
Commission.

If any additional information is required please let us know.

Thank you for your consideration in this matter.

Sincerely,

A handwritten signature in blue ink that reads "Polly Trottenberg".

Polly Trottenberg
Commissioner

cc: Deputy Commissioner HRFM, Janice Stroughter
Chief Diversity & EEO Officer James Hallman

Equal Employment Practices Commission's Employment Practices Audit of the Department of Transportation

Analyst: [REDACTED]

Audit Period of Review: January 1, 2014 to December 31, 2016 (FY 2014-FY 2017)

Preliminary Determination (PD): Thursday, September 7, 2017

Optional Response to PD Deadline: Wednesday, September 20, 2017

Final Determination (FD): Monday, September 25, 2017

Mandatory Response to FD Deadline: Tuesday, October 24, 2017

Compliance Monitoring Period: October 2017 to March 2018

-The EEPC issued 7 corrective actions

Corrective Action #1

Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or when the agency may otherwise use discretion in hiring.

DOT's Response

During the compliance period, DOT will, initially, develop a plan to assess whether recruitment efforts adversely impact any particular group. If adverse impact is discovered, DOT will, during the remainder of the compliance period, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or when the agency may otherwise use discretion in hiring.

Corrective Action #2

Assess the manner in which candidates are selected for employment to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job related, and adopt methods which diminish adverse impact.

DOT's Response

During the compliance period, DOT will, initially, develop a plan to assess whether the manner in which candidates are selected for employment adversely impacts any particular racial, ethnic, disability, or gender group. If adverse impact is found, DOT will, during the remainder of the compliance period, build upon processes already in place to ensure that the selection decisions of managers and other personnel involved in the selection process meet EEO requirements. For example, DOT will ensure that managers and other personnel involved in the selection process review all interview questions for job relatedness and bias prior to interviews. In addition, DOT will continue to ensure that those individuals who make selection, promotion, separation

decisions receive appropriate EEO, unconscious bias, and structured interviewing training. During the six month compliance period, DOT will assess the success of its efforts to utilize only job-related selection methods and to diminish adverse impact.

Corrective Action #3

If women, minorities, and other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs, open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

DOT's Potential Response

DOT will assess whether women, minorities of other protected groups are underrepresented in titles where there is discretion in hiring. If women, minorities, and other protected groups are underrepresented in such titles, the Agency will advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs, open houses; use internships to attract interested persons and to develop and hire interested and qualified candidates, and provide documentation of its efforts.

Corrective Action #4

Review the competencies, skills, and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

DOT's Potential Response

DOT will, to the best of its abilities, review (and document its review of) the competencies, skills, and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (The experts in developing selection criteria which comports with the EEOC Guidelines is the NYC Department of Citywide Administrative Services. DOT will, of course, work closely with DCAS.) DOT will continue to advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; use internships to attract interested persons and to develop and hire interested and qualified candidates, as well as provide documentation of these efforts.

Corrective Action #5

Designate a professional with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

DOT's Response

DOT has designated [REDACTED] as Career Counselor. [REDACTED] has acquired appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. DOT has also reminded employees of the identity/type of guidance available from the Career Counselor and vows to do so at least once a year (please see attached documentation).

Corrective Action #6

To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

DOT's Potential Response

To ensure the integrity and continuity of the EEO Program, DOT's EEO Office is now maintaining appropriate documentation of meetings and other communication between the Agency Head and the Principal EEO Professional regarding decisions that impact the administration and operation of DOT's EEO program. Documentation of meeting agendas and meeting minutes are attached.

Corrective Action #7

Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

DOT's Potential Response

Within the six month compliance period, DOT will establish an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training Agency-wide. Once this program is established it will be administered.



MEMORANDUM

TO: All Employees

FROM: Polly Trottenberg
Commissioner 

DATE: April 9, 2018

SUBJECT: Equal Employment Practices Commission Audit

I am pleased to inform you that DOT has been examining our equal employment practices in recent months and is making key strides toward improving our procedures. The Equal Employment Practices Commission (EEPC) periodically conducts audits of the equal employment practices of all city agencies. The EEPC completed an audit of DOT's compliance with the City's EEO Policy on September 25, 2017, for the three-year period from January 2014 through December 2016.

As a result of the audit, EEPC required that DOT implement the EEPC's recommendations within six months. We are now in full compliance with the audit recommendations.

- We have identified those titles in which there may be underrepresentation of females or a particular ethnic group, and we have identified strategies for recruiting among these populations.
- We have advertised widely the designation of Peter Scavetta (pscavetta@dot.nyc.gov) as the agency's Career Counselor (in addition to his other responsibilities).
- DOT Human Resources has made clear, through distributed memoranda and meetings, that all Divisions are to cease using selection criteria which are not job-related or required by business necessity.
- We have identified a realistic timeline for the full implementation of a Performance Evaluation procedure for managerial, non-managerial, and probationary employees.

DOT is committed to maintaining fair employment practices for all employees and applicants, and to preventing discrimination. We will continue to ensure that all employees are aware of their rights and obligations under the EEO Policy and encourage a work environment that tolerates and appreciates differences among employees. I urge everyone to access all available EEO resources with DOT; any concerns you may have should be directed to Chief Diversity/EEO Officer James Hallman at 212-839-6603.

EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #2017AP/219-841-(2018)C9: Determination of Compliance (Monitoring Period Required) by the NYC Department of Transportation with the Equal Employment Practices Commission's required corrective actions pursuant to the Review, Evaluation and Monitoring of the Employment Practices and Procedures from January 1, 2014 through December 31, 2016.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPC Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit and analysis of the NYC Department of Transportation (DOT) EEO Program, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination letter, dated September 7, 2017, setting forth findings and the following required corrective actions:

1. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
2. Assess the manner in which candidates are selected for employment to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
3. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
4. Review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable.) Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
5. Designate a professional with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
6. To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and

operation of the EEO program.

7. Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

Whereas, the DOT submitted its response to the EEPC's Preliminary Determination letter, on September 20, 2017, and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and issued a Final Determination on September 25, 2017, which indicated corrective actions nos. 1-7 required compliance-monitoring; and

Whereas, the DOT submitted its response to the EEPC's final determination letter, on October 24, 2017, and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC monitored the agency's implementation of the remaining corrective actions from October 1, 2017 - March 31, 2018 with no extension of the monitoring period;

Whereas, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the DOT submitted a copy of the agency head's memorandum to staff dated April 9, 2018, which outlined the corrective actions implemented in response to the EEPC's audit and reiterated his commitment to the agency's EEO Program; and

Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the Department of Transportation has implemented the required corrective actions deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

Be It Resolved, that the Commission will forward this Determination of Compliance to Commissioner Polly Trottenberg of the NYC Department of Transportation.

Approved unanimously on April 10, 2018.

ABSENT

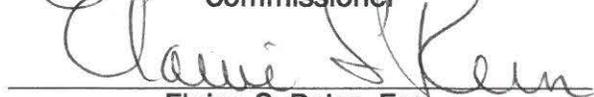
Angela Cabrera
Commissioner



Arva Rice
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Malini Cadambi Daniel
Commissioner



Elaine S. Reiss, Esq.
Commissioner



Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

Charise L. Terry, PHR
Executive Director

Judith Garcia Quiñonez, Esq.
Executive Agency Counsel/
Deputy Director

253 Broadway
Suite 602
New York, NY 10007

212. 615. 8939 tel.
212. 676. 2724 fax

April 10, 2018

Polly Trottenberg
Commissioner
NYC Department of Transportation
55 Maiden Lane, 27th FL
New York, NY 10038

Re: Resolution #2017AP/219-841-(2018)C9: Determination of
Agency Compliance

Dear Commissioner Trottenberg:

On behalf of the members of the Equal Employment Practices Commission (EEPC or Commission), I want to inform you that the Commission has issued the attached Determination of Compliance to the NYC Department of Transportation. This Commission has determined that the NYC Department of Transportation has implemented the required corrective actions deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by the equal employment opportunity standards of this Commission and Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and EEO Officer James Hallman for the cooperation extended to the EEPC during the compliance-monitoring period.

Sincerely,

Malini Cadambi Daniel
Commissioner

A handwritten signature in blue ink that reads "Malini Cadambi Daniel". The signature is written in a cursive style.

c: Principal EEO Professional, James Hallman, NYC Department of
Transportation

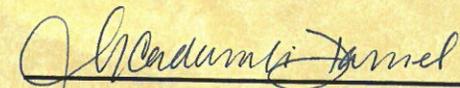
This
Determination of Compliance

is issued to the

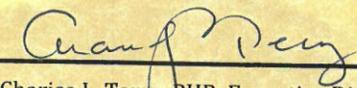
Department of Transportation

*for successfully implementing 7 of 7 required corrective actions pursuant to the Equal Employment Practices Commission's
Employment Practice and Procedures Audit From January 1, 2014 to this date.*

On this 10th day of April in the year 2018,



Malini Cadambi Daniel, Commissioner



Charise L. Terry, PHR, Executive Director

*In care of Commissioner Polly Trottenberg and
Principal EEO Professional James Hallman*