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by the Board of Directors of
The Metropolitan Water District
of Southern California
at its meeting held

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EXECUTIVE SECRETARY

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METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

April 13, 1994

To: Board of Directors (Organization & Personnel Committee--Information)

From: General Manager

Subject: Semiannual Report on Equal Employment Opportunity

Report

This semiannual report summarizes the equal employment opportunity efforts of the District for the period July 23, 1993 through January 22, 1994, and is presented pursuant to Administrative Code Section 6304. The attached Affirmative Action Plan Implementation Schedule highlights activities completed in accordance with the District's Affirmative Action Plan during this period. The attached tables and graphs illustrate the makeup of the District's work force, with emphasis on minority and/or female employment and advancement.

Affirmative Action

The Equal Employment Opportunity Office developed a statement on diversity to be included in the District's Strategic Plan, section 6.0 Workforce. This statement addresses the District's commitment to providing a challenging and rewarding work environment based on the value of a diverse work force, open communication, teamwork, collaboration, and personal development and recognition. The statement also includes specific strategies by which the District can meet its diversity objectives.

The District's Strategic Plan re-affirms the District's commitment to Affirmative Action and calls for achieving work force diversity comparable to the labor force by the year 2000. The District has employed the services of Psychological Services, Incorporated (PSI) to conduct a labor market analysis to determine the makeup of the applicant pool from which it can recruit, and a utilization analysis comparing the percentages of minorities and women available for employment with the percentages actually employed by the District. The Equal Employment Opportunity Office is working with the Personnel

Division and the Legal Department to assess the findings of the consultant and develop strategies for achieving the District's diversity objectives.

The District's Affirmative Action Plan is being revised using the results of the PSI analyses and will include specific provisions for mentoring, diversity training, implementing Strategic Plan objectives for diversity of work force and diversity of managers, and evaluating managers' performance with respect to carrying out the Strategic Plan diversity objectives.

Equal Employment Opportunity Advisory Committee

The Equal Employment Opportunity Advisory Committee (Committee) convened five times during this reporting period with emphasis on reviewing District personnel practices as they relate to equal employment opportunity. Accomplishments of the Committee during this period included the development, with the Equal Employment Opportunity Office staff and representatives of the Personnel Division, of procedures for a three month evaluation of probationary employees. This procedure is designed to increase the percentage of new employees who successfully complete their probationary period and enter the District's permanent work force. It had previously been determined that terminations of probationary employees most severely impacted upon minorities and females. Additionally, the Committee developed and published a quarterly newsletter dedicated to EEO issues.

Informational Staff Meetings

The Equal Employment Officer and staff conducted a series of meetings with employees and managers at various District facilities to discuss Metropolitan's EEO activities and to introduce representatives of the Equal Employment Opportunity Advisory Committee. This was part of an on-going effort to increase EEO awareness, to respond to employee concerns relative to EEO, and to provide technical assistance to managers implementing EEO related activities.

Americans with Disabilities Act

Efforts to facilitate compliance with requirements of the Americans with Disabilities Act, Title II (ADA) have continued during this reporting period. The District had contracted with La Canada Design Group, an independent consulting firm, to execute the Americans With

Disabilities Act Implementation Plan (Plan). In accordance with the Plan, existing elements of District facilities which do not meet the ADA guidelines have been identified and evaluated. A Transition Plan has been developed based on the findings of the evaluation and in accordance with the Department of Justice recommendations for development of implementation plans. The District's plan, which will ensure that all required structural changes are completed by January 1995, serves as evidence of good faith efforts to comply with ADA requirements.

Advancement Barriers Task Force

EEO staff chaired a task force formed to review policies and practices which may constitute artificial barriers to advancement within the Operations Division. This task force has completed its review, consulted with appropriate staff in the Personnel Division, and submitted its final findings and recommendations on March 31, 1994. Management in the Operations Division has initiated implementation processes to address the issues identified in this review. It is anticipated that some of the recommendations might also be employed in other areas throughout the District outside of the Operations Division.

Sexual Harassment Awareness and Prevention Training

The Sexual Harassment Awareness and Prevention Training Program has continued. To date, approximately 1,500 District employees have been trained in order to eliminate and prevent sexual harassment in the District. It is anticipated that all District employees will be trained by June, 1994.

Diversity Initiatives

The EEO staff has worked with the Equal Employment Opportunity Advisory Committee and with the staff of the Personnel Division to assist in the development of a number initiatives to promote diversity and diversity awareness within the District. They include: needs assessment for a possible District Mentoring Program; training on diversity issues for District supervisors and managers who sit on personnel interview panels; and enhancements to the New Employee Orientation.

Complaint Activity

There are five cases pending before the State of California Department of Fair Employment and Housing (DFEH) and/or the U.S. Equal Employment Opportunity Commission which have been filed by District employees. During this reporting period, the District received 2 favorable determinations from DFEH on cases filed against the district alleging discrimination.

Complaint activity includes 13 complaint inquiries, 7 employees counseled, 17 supervisors/managers assisted, no complaints filed with regulatory agencies, 5 investigations completed, and 5 cases closed.

Statistical Analysis

A statistical analysis of personnel activities shows that new hires consisted of 42.2 percent minority and 40.5 percent female employees. Of the 48 positions awarded through job postings, 33.3 percent minorities and 29.2 percent females were selected. A total of 183 positions were filled through promotions, including 39.3 percent minorities and 30.6 percent females. There were a total of 148 terminations, including 48.0 percent minorities and 41.9 percent females.

Board Committee Assignment

This letter is referred for information to the Organization and Personnel Committee because of its authority to study, advise and make recommendations with regard to equal employment opportunity and affirmative action, pursuant to Administrative Code Section 2471 (d).

Recommendation

For information only.

for John R. Wodraska

DM/dm

Attachments

AFFIRMATIVE ACTION PLAN IMPLEMENTATION SCHEDULE

ACTION STEP	AA PLAN REF	DUE DATE	WHO	COMPLETION DATE/STATUS	NEXT MILESTONE(s)
Evaluate Department Heads on implementing Plan	3.1	Annually	Board		6/94
Inform supervisors and managers of purpose and content of Plan	3.2	6/94	GM	11/91	6/94
Update Plan	3.2	As needed	EEOO	9/91	6/94
Report to Board on EEO efforts	3.2	April October	EEOO	11/93	4/94
Evaluate Assistant General Managers on implementing Plan	3.2	Annually	GM	Preliminary Evaluation Form completed 1/94. Preliminary Annual Review Implementation Plan completed 3/94. Final Evaluation Form, Annual Review Implementation Plan, and instructions to Divisions 6/94.	
Ensure evaluation of Division Heads and supervisory staff on Plan efforts	3.5	Annually	AGMs		
Inform AGMs, Department Heads, & Division Heads of Plan activities & progress	3.3	Quarterly at EC Meetings	LR	3/94	6/94
Analyze applicant flow statistics	3.4	March	EEOO	10/93	4/94
Complete semiannual statistical reports of personnel activities, District achievements & Plan progress; report to AGM & GM	6.1 6.2 6.3	April October	EEOO	10/93	4/94
Present EEO semi-annual reports to EEO Committee	3.4	April October	EEOO	11/93	4/94
Display AA Policy Statements	3.4 4.2	On-going	EEOO	3/93	Revise 6/94
Monitor and document hiring and promotional decisions	3.6	On-going	AGMs Div. Heads	Will be included in Annual Review Implementation Plan; instructions to Divisions 6/94.	
Present Plan and policies at employee orientations	4.2	On-going	EEOO	Procedures implemented 3/93.	

ACTION STEP	AA PLAN REF	DUE DATE	WHO	COMPLETION DATE/STATUS	NEXT MILESTONE(s)
Communicate existence of Plan & elements of Plan to employees	4.2	On-going	EEOO	Done in meetings and memorandums. Conducted meetings with staff July through October 1993.	
Advise managers & supervisors of Plan implementation responsibilities	4.2	8/94	EEOO	11/91	Update 8/94
Distribute copy of Division VI, chapter 3, Article 1, Section 6300 of Administration Code to Managers & supervisors	4.2	8/94	EEOO	11/91	Update 8/94
Meet & confer with employee organizations to obtain nondiscrimination clause in memos of understanding	4.2		ERO	6/93	
Inform EEO-related groups & colleges of AA Policies	4.2	On-going	EEOO HR	Done through targeted outreach efforts.	
Notify recruitment sources of EEO commitment	4.2	As needed	EEOO	3/92	Update 6/94
Maintain records on applicant flow, job offers, hires, terminations, promotions, and transfers	6.2	On-going	HR	Procedures implemented 1/93.	
Maintain ethnic/gender data for each stage of selection process	6.2	On-going	HR	Procedures implemented 1/93.	
Review & update recruitment & referral sources	9.1.1	Annually	EEOO HR	Update with revised Plan 6/94.	
Track & effectively use applicant sources	9.1.1	On-going	EEOO HR	Develop procedures 6/94.	
Provide interviewing panels with EEO orientation	9.1.2	On-going	HR	Procedures developed and implemented 7/91.	
Provide EEO training for managers, supervisors & employees	9.1.4 9.2.3	On-going	EEOO	Sexual Harassment Prevention Training Program initiated 9/92; 1500 employees trained. Completion date 6/94. Workforce diversity training planned for 1994.	
Post anti-discriminatory notices	9.1.5	On-going	EEOO	Updated notices posted 11/92.	

ACTION STEP	AA PLAN REF	DUE DATE	WHO	COMPLETION DATE/STATUS	NEXT MILESTONE(s)
Provide guidelines on use of "targets"	9.2		EEOO	Targeting guidelines and detailed targeting instructions and system to document selection decisions developed 9/92. Implementation is on-going.	
Develop and implement procedures for "targeting" Blacks & Asians for professional jobs	9.2.5	On-going	EEOO		
Cumulatively monitor hiring rates for professional jobs	9.2.5	March	EEOO	10/93	3/94
Conduct annual applicant flow analyses	9.2.5	June	EEOO	6/93	6/94
Establish & maintain file of qualified minority & female applicants	9.2.1	On-going	HR		
Identify options to improve & increase recruitment & applicant flow of minority & female applicants	9.1.2 9.2.1	Ongoing	EEOO	Expanded recruitment program initiated 1992 includes increased targeted outreach efforts and redesigned recruitment strategy.	
Develop & implement Job Specific Application Blanks	9.2.5		HR	On hold due to lack of budgeted staff.	
Develop & implement procedures to retain numerical scores of all candidates interviewed	9.2.5		HR	Procedures implemented 1/92.	
Develop & implement program to validate selection process	9.2.5		HR	On hold due to lack of budgeted staff; attempting to address through staff cross-training.	
Encourage minority & female employees to refer applicants	9.2.1	On-going	EEOO HR	Done primarily through Equal Employment Opportunity Advisory Committee; reviewing alternatives for structured program.	
Develop & implement procedures to include EEO Advisory Committee in targeted recruitment efforts	9.2.1		EEOO	Done for specific job openings.	
Develop & implement procedures for documenting hiring decisions	9.2.1		EEOO	Procedures developed 9/92.	
Implement procedures for exit reports & interviews	9.2.1		EEOO	Procedures developed and implemented 7/92.	
Develop, implement & communicate to employees discrimination complaint process	9.2.1	On-going	EEOO	Brochures distributed 6/90, 9/91, 6/93	Update 10/94

TABLE 1
WORK FORCE ANALYSIS INCUMBENT PROFILE
PERMANENT EMPLOYEES
SIX MONTH COMPARISON

CATEGORY	NUMBER 1/22/94	PERCENTAGE 1/22/94	PERCENTAGE 7/23/93
TOTAL EMPLOYEES	2076		
MALES	1625	78.3%	78.6%
FEMALES	451	21.7%	21.4%
TOTAL MINORITIES	700	33.7%	33.5%
BLACK	161	7.8%	7.9%
HISPANIC	291	14.0%	13.8%
ASIAN	227	10.9%	10.7%
NATIVE AMERICAN	21	1.0%	1.1%

TABLE 2
MWD WORK FORCE ANALYSIS
TWENTY YEAR COMPARISON
PERMANENT EMPLOYEES
JANUARY 22, 1994

CATEGORY	1974	1994
TOTAL EMPLOYEES	1399	2076
MALES	90.0%	78.3%
FEMALES	10.0%	21.7%
TOTAL MINORITIES	13.3%	33.7%
BLACK	2.2%	7.8%
HISPANIC	7.5%	14.0%
ASIAN	3.3%	10.9%
NATIVE AMERICAN	0.3%	1.0%

TABLE 3
MWD WORK FORCE ANALYSIS
EEO-4 CATEGORY BY SALARY
JANUARY 22, 1994

EEO-4 CATEGORY	ANNUAL SALARY (000's)	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
		M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0
	25.0 - 32.9	0	0	0	0	0	0	0	0	0	0	0	0
	33.0 - 42.9	0	0	0	0	0	0	0	0	0	0	0	0
	43.0 - 49.9	0	0	0	0	0	0	0	0	0	0	0	0
	50.0 - 59.9	0	0	0	0	0	0	0	0	0	0	0	0
	60.0 - 66.9	0	0	0	0	0	0	0	0	0	0	0	0
	67.0 - 76.9	0	1	1	0	0	0	0	0	0	0	1	1
	77.0 - 88.9	19	6	3	0	2	0	0	0	1	0	25	6
	89.0 - PLUS	54	6	2	0	1	1	8	3	0	0	65	10
PROFESSIONAL	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0
	25.0 - 32.9	0	0	0	0	0	0	0	0	0	0	0	0
	33.0 - 42.9	2	3	0	1	1	0	2	3	0	0	5	7
	43.0 - 49.9	9	10	1	2	3	2	2	8	0	0	15	22
	50.0 - 59.9	55	26	6	6	13	3	19	11	1	0	94	46
	60.0 - 66.9	70	20	2	1	6	0	29	8	0	0	107	29
	67.0 - 76.9	75	17	1	3	3	2	13	2	0	0	92	24
	77.0 - 88.9	58	10	2	0	6	0	13	3	0	0	79	13
	89.0 - PLUS	4	0	0	0	0	1	0	0	0	0	4	1
TECHNICIANS	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0
	25.0 - 32.9	16	1	0	0	2	0	1	0	1	0	20	1
	33.0 - 42.9	33	3	1	1	5	1	5	5	1	0	45	10
	43.0 - 49.9	59	10	5	3	14	2	11	1	1	1	90	17
	50.0 - 59.9	133	12	7	2	21	6	12	3	2	0	175	23
	60.0 - 66.9	57	5	3	2	6	2	6	2	1	0	73	11
	67.0 - 76.9	52	3	2	0	5	2	5	2	0	0	64	7
	77.0 - 88.9	14	0	0	0	2	0	3	1	0	0	19	1
	89.0 - PLUS	0	0	0	0	0	0	0	0	0	0	0	0

TABLE 3
CONTINUED

EEO-4 CATEGORY	ANNUAL SALARY (000's)	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
		M	F	M	F	M	F	M	F	M	F	M	F
OFFICE AND CLERICAL	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	1	0	2	0	0	0	0	0	0	0	3
	25.0 - 32.9	1	15	2	12	3	8	1	3	0	0	7	38
	33.0 - 42.9	4	36	8	26	7	20	3	12	0	2	22	96
	43.0 - 49.9	1	7	0	6	0	3	2	6	0	0	3	22
	50.0 - 59.9	2	6	1	1	0	1	0	2	0	0	3	10
	60.0 - 66.9	1	0	0	0	0	1	0	1	0	0	1	2
	67.0 - 76.9	0	0	0	0	0	0	0	0	0	0	0	0
	77.0 - 88.9	0	1	0	0	0	0	0	0	0	0	0	1
	89.0 - PLUS	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFT	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0
	25.0 - 32.9	7	0	0	0	4	0	0	0	0	0	11	0
	33.0 - 42.9	83	2	13	0	33	0	2	0	2	0	133	2
	43.0 - 49.9	211	0	10	0	51	0	4	0	3	1	279	1
	50.0 - 59.9	53	1	2	0	6	0	2	0	3	0	66	1
	60.0 - 66.9	44	0	1	0	9	0	0	0	1	0	55	0
	67.0 - 76.9	2	0	0	0	0	0	0	0	0	0	2	0
	77.0 - 88.9	0	0	0	0	0	0	0	0	0	0	0	0
	89.0 - PLUS	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE MAINTENANCE	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0
	25.0 - 32.9	6	4	3	1	6	1	0	1	0	0	15	7
	33.0 - 42.9	12	3	3	0	11	1	1	0	0	0	27	4
	43.0 - 49.9	2	2	3	0	0	0	1	0	0	0	6	2
	50.0 - 59.9	2	0	2	0	2	0	1	0	0	0	7	0
	60.0 - 66.9	0	0	0	0	0	0	0	0	0	0	0	0
	67.0 - 76.9	1	0	0	0	0	0	0	0	0	0	1	0
	77.0 - 88.9	0	0	0	0	0	0	0	0	0	0	0	0
	89.0 - PLUS	0	0	0	0	0	0	0	0	0	0	0	0

TABLE 3
CONTINUED

EEO-4 CATEGORY	ANNUAL SALARY (000's)	CAUCASION		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
		M	F	M	F	M	F	M	F	M	F	M	F
PROTECTIVE SERVICES	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0
	25.0 - 32.9	0	0	0	0	0	0	0	0	0	0	0	0
	33.O - 42.9	0	0	0	0	0	0	0	0	0	0	0	0
	43.0 - 49.9	0	0	0	0	0	0	0	0	0	0	0	0
	50.0 - 59.9	1	1	0	0	0	0	0	0	0	0	1	1
	60.0 - 66.9	2	0	1	0	0	0	0	0	0	0	3	0
	67.0 - 76.9	0	0	0	0	0	0	0	0	0	0	0	0
	77.0 - 88.9	0	0	0	0	0	0	0	0	0	0	0	0
	89.0 - PLUS	0	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONAL	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0
	25.0 - 32.9	0	0	0	0	0	0	0	1	0	0	0	1
	33.O - 42.9	6	9	0	2	0	3	0	1	0	0	6	15
	43.0 - 49.9	1	3	1	4	2	7	0	2	0	0	4	16
	50.0 - 59.9	0	0	0	0	0	0	0	0	0	0	0	0
	60.0 - 66.9	0	0	0	0	0	0	0	0	0	0	0	0
	67.0 - 76.9	0	0	0	0	0	0	0	0	0	0	0	0
	77.0 - 88.9	0	0	0	0	0	0	0	0	0	0	0	0
	89.0 - PLUS	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0.1 - 15.0	0	0	0	0	0	0	0	0	0	0	0	0
	16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0
	20.0 - 24.9	0	1	0	2	0	0	0	0	0	0	0	3
	25.0 - 32.9	30	20	5	13	15	9	2	5	1	0	53	47
	33.0 - 42.9	140	56	25	30	57	25	13	21	3	2	238	134
	43.0 - 49.9	283	32	20	15	70	14	20	17	4	2	397	80
	50.0 - 59.9	246	46	18	9	42	10	34	16	6	0	346	81
	60.0 - 66.9	174	25	7	3	21	3	35	11	2	0	239	42
	67.0 - 76.9	130	21	4	3	8	4	18	4	0	0	160	32
	77.0 - 88.9	91	17	5	0	10	0	16	4	1	0	123	21
	89.0 - PLUS	58	6	2	0	1	2	8	3	0	0	69	11

TABLE 4
POSITIONS AWARDED THROUGH JOB POSTINGS
JULY 22, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN M	CAUCASIAN F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	NATIVE AMERICAN M	NATIVE AMERICAN F	TOTAL M	TOTAL F
OFFICIALS/ ADMINISTRATORS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	4	0	1	1	2	0	1	0	0	0	8	1
TECHNICIANS	5	0	0	0	0	0	0	1	0	0	5	1
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONAL	0	2	0	0	0	0	0	0	0	0	0	2
OFFICE AND CLERICAL	1	2	0	1	0	0	0	0	0	0	1	3
SKILLED CRAFT	14	4	1	2	3	0	2	1	0	0	20	7
SERVICE/ MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	24	8	2	4	5	0	3	2	0	0	34	14

TOTAL	48
% MINORITY	33.3%
% FEMALE	29.2%

TABLE 5
MWD POSITIONS AWARDED THROUGH PROMOTIONS
JULY 23, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN M	CAUCASIAN F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	NATIVE AMERICAN M	NATIVE AMERICAN F	TOTAL M	TOTAL F
OFFICIALS/ ADMINISTRATORS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	14	8	3	2	2	0	2	3	0	0	21	13
TECHNICIANS	21	1	1	1	4	2	5	2	0	0	31	6
PROTECTIVE SERVICES	0	1	0	0	0	0	0	0	0	0	0	1
PARA-PROFESSIONAL	0	1	0	0	0	0	0	0	0	0	0	1
OFFICE AND CLERICAL	0	2	0	2	0	2	0	1	0	0	0	7
SKILLED CRAFT	48	13	5	5	10	4	7	6	0	0	70	28
SERVICE/ MAINTENANCE	2	0	2	0	1	0	0	0	0	0	5	0
TOTAL	85	26	11	10	17	8	14	12	0	0	127	56

TOTAL	183
% MINORITY	39.3%
% FEMALE	30.6%

TABLE 6
APPLICANT FLOW
JULY 23, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN M	CAUCASIAN F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	NATIVE AMERICAN M	NATIVE AMERICAN F	TOTAL M	TOTAL F
OFFICIALS/ ADMINISTRATORS	2	0	0	0	0	1	0	0	0	0	2	1
PROFESSIONALS	722	285	129	99	142	57	323	105	6	6	1322	552
TECHNICIANS	346	62	57	10	86	8	135	53	5	1	629	134
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONALS	4	2	1	0	0	0	1	2	0	0	6	4
OFFICE AND CLERICAL	7	31	5	36	5	29	3	15	1	0	21	111
SKILLED CRAFT	376	17	74	1	129	3	88	6	10	2	677	29
SERVICE/ MAINTENANCE	105	1	11	1	27	1	2	1	4	0	149	4
TOTAL	1562	398	277	147	389	99	552	182	26	9	2806	835

TOTAL	3641
% MINORITY	46.2%
% FEMALE	22.9%

TABLE 7
TEMPORARY EMPLOYMENT SERVICES
JULY 23, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN M	CAUCASIAN F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	NATIVE AMERICAN M	NATIVE AMERICAN F	TOTAL M	TOTAL F
OFFICIALS/ ADMINISTRATORS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	5	1	0	0	1	1	2	1	0	0	8	3
TECHNICIANS	5	5	3	0	4	0	1	0	1	0	14	5
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONALS	0	1	0	1	0	1	0	0	0	0	0	3
OFFICE AND CLERICAL	8	12	1	15	3	4	0	4	0	0	12	35
SKILLED CRAFT	3	0	2	0	6	0	0	0	0	0	11	0
SERVICE/ MAINTENANCE	10	0	5	0	0	0	5	0	0	0	20	0
TOTAL	31	19	11	16	14	6	8	5	1	0	65	46

TOTAL	111
% MINORITY	55.0%
% FEMALE	41.4%

TABLE 8
NEW HIRES BY EEO-4 CATEGORY
JULY 23, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS	0	0	0	0	0	1	0	0	0	0	0	1
PROFESSIONALS	5	2	0	0	4	1	1	3	0	0	10	6
TECHNICIANS	5	2	0	0	3	0	2	1	0	0	10	3
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONAL	2	0	0	0	0	0	0	0	0	0	2	0
OFFICE AND CLERICAL	0	4	0	1	0	0	0	0	0	0	0	5
SKILLED CRAFT	17	8	0	1	8	2	3	4	0	0	28	15
SERVICE/ MAINTENANCE	0	1	0	1	0	1	0	1	0	0	0	4
TOTAL	29	17	0	3	15	5	6	9	0	0	50	34

TOTAL	84
% MINORITY	45.2%
% FEMALE	40.5%

TABLE 9
TERMINATIONS - DISCHARGED
JULY 23, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN		BLACK		HISPANIC		ASIAN		NATIVE AMERICAN		TOTAL	
	M	F	M	F	M	F	M	F	M	F	M	F
OFFICIALS/ ADMINISTRATORS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0
TECHNICIANS	0	0	0	0	0	0	0	0	0	0	0	0
PROTECTIVE SERVICES	0	0	0	0	0	0	0	0	0	0	0	0
PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL	0	0	1	0	0	0	0	0	0	0	1	0
SKILLED CRAFT	0	0	1	0	0	0	0	0	0	0	1	0
SERVICE/ MAINTENANCE	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	2	0	0	0	0	0	0	0	2	0

TOTAL	2
% MINORITY	100.0%
% FEMALE	0.0%

TABLE 10
TERMINATIONS - RESIGNED
JULY 23, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN M	CAUCASIAN F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	NATIVE AMERICAN M	NATIVE AMERICAN F	TOTAL M	TOTAL F
OFFICIALS/ ADMINISTRATORS	0	0	0	0	1	0	0	0	0	0	1	0
PROFESSIONALS	6	3	1	1	1	0	1	0	0	0	9	4
TECHNICIANS	5	5	0	2	2	0	3	3	0	0	10	10
PROTECTIVE SERVICES	1	0	0	0	0	0	0	0	0	0	1	0
PARA-PROFESSIONAL	0	2	0	0	0	0	0	0	0	0	0	2
OFFICE AND CLERICAL	0	2	1	4	1	1	0	2	0	0	2	9
SKILLED CRAFT	14	12	4	7	5	1	5	5	0	0	28	25
SERVICE MAINTENANCE	7	4	2	0	0	2	0	0	0	0	9	6
TOTAL	33	28	8	14	10	4	9	10	0	0	60	56

TOTAL	116
% MINORITY	47.4%
% FEMALE	48.3%

TABLE 11
TERMINATIONS - RETIRED
JULY 23, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN M	CAUCASIAN F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	NATIVE AMERICAN M	NATIVE AMERICAN F	TOTAL M	TOTAL F
OFFICIALS/ ADMINISTRATORS	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONALS	0	1	0	0	0	0	1	0	0	0	1	1
TECHNICIANS	2	0	1	0	1	0	1	0	0	0	5	0
PROTECTIVE SERVICES	0	0	1	0	0	0	0	0	0	0	1	0
PARA-PROFESSIONAL	0	0	0	0	0	0	0	0	0	0	0	0
OFFICE AND CLERICAL	0	1	0	0	0	0	0	0	0	0	0	1
SKILLED CRAFT	6	2	2	0	1	0	2	0	0	0	11	2
SERVICE MAINTENANCE	0	0	0	0	0	0	1	0	0	0	1	0
TOTAL	8	4	4	0	2	0	5	0	0	0	19	4

TOTAL	23
% MINORITY	47.8%
% FEMALE	17.4%

TABLE 12
TERMINATIONS - ALL
JULY 23, 1993 - JANUARY 22, 1994

EEO-4 CATEGORY	CAUCASIAN M	CAUCASIAN F	BLACK M	BLACK F	HISPANIC M	HISPANIC F	ASIAN M	ASIAN F	NATIVE AMERICAN M	NATIVE AMERICAN F	TOTAL M	TOTAL F
OFFICIALS/ ADMINISTRATORS	1	0	0	0	1	0	0	0	0	0	2	0
PROFESSIONALS	6	5	1	1	1	0	3	0	0	0	11	6
TECHNICIANS	7	5	1	2	3	0	4	3	0	0	15	10
PROTECTIVE SERVICES	1	0	1	0	0	0	0	0	0	0	2	0
PARA-PROFESSIONAL	0	2	0	0	0	0	0	0	0	0	0	2
OFFICE AND CLERICAL	0	3	2	4	1	1	0	2	0	0	3	10
SKILLED CRAFT	21	15	8	7	6	1	8	5	0	0	43	28
SERVICE/ MAINTENANCE	7	4	2	0	0	2	1	0	0	0	10	6
TOTAL	43	34	15	14	12	4	16	10	0	0	86	62

TOTAL	148
% MINORITY	48.0%
% FEMALE	41.9%

MWD Minority Workforce Comparison

Figure 1A

MWD Service Area Workforce

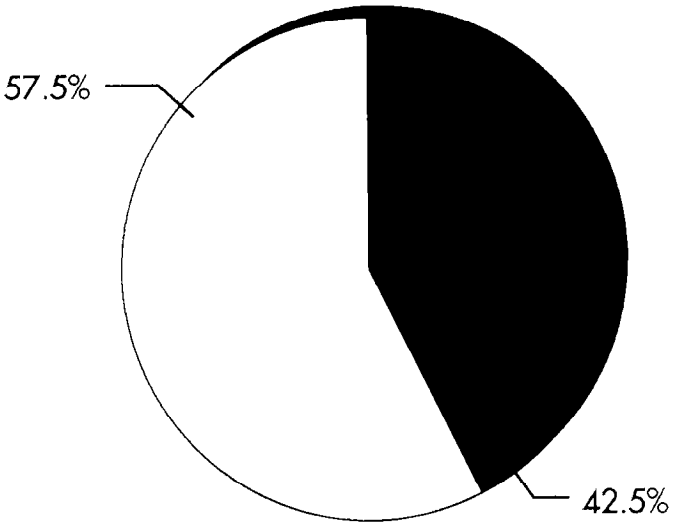


Figure 1B - Table 2

MWD 1974

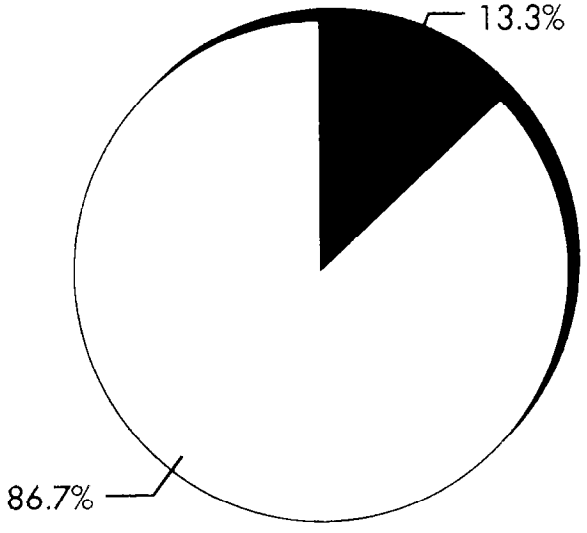
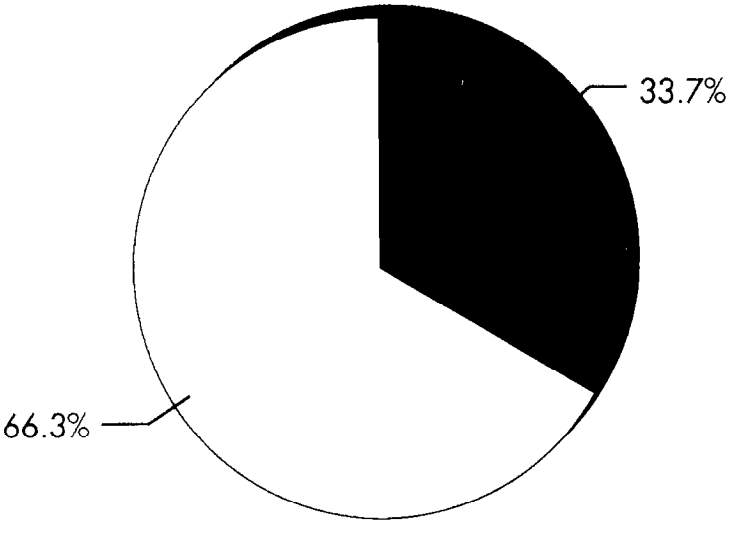
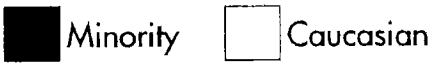


Figure 1C - Table 2

MWD 1994

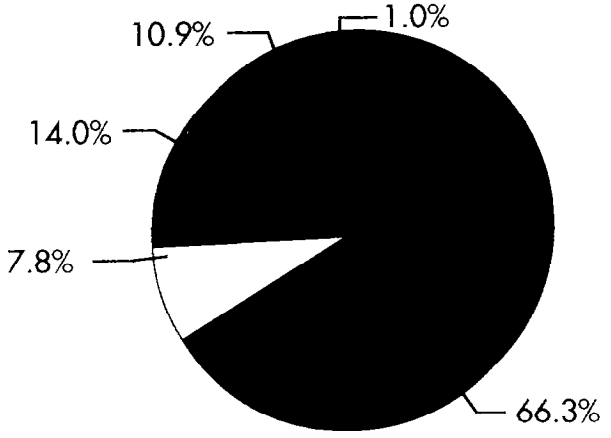




Race

Figure 2A - Table 2

Total Workforce



July 23, 1993 - January 22, 1994

Figure 2B - Table 5

Promotions

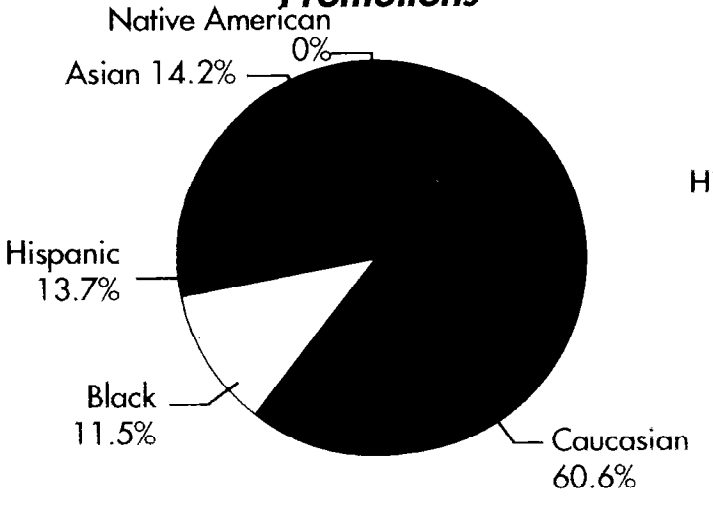


Figure 2C - Table 4

Internal Postings

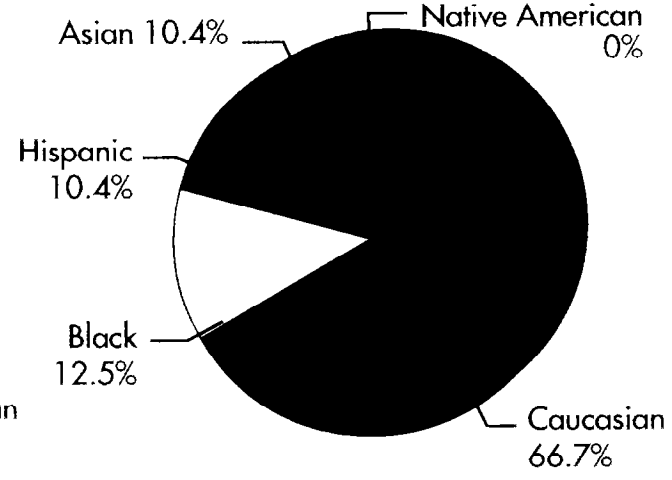
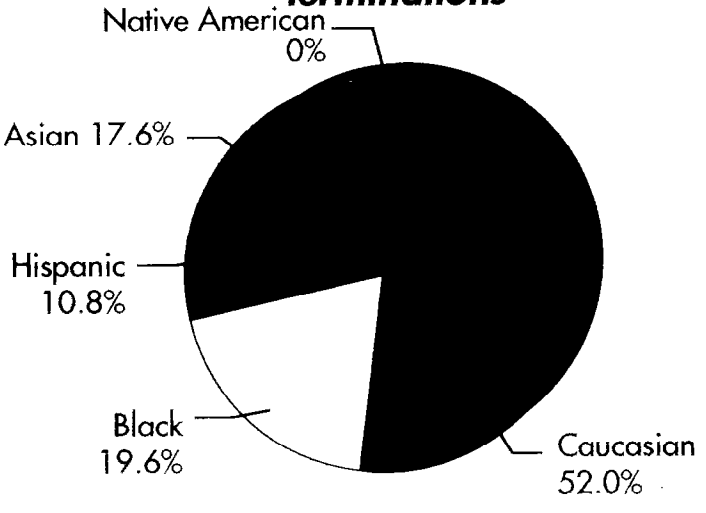


Figure 2D - Table 12

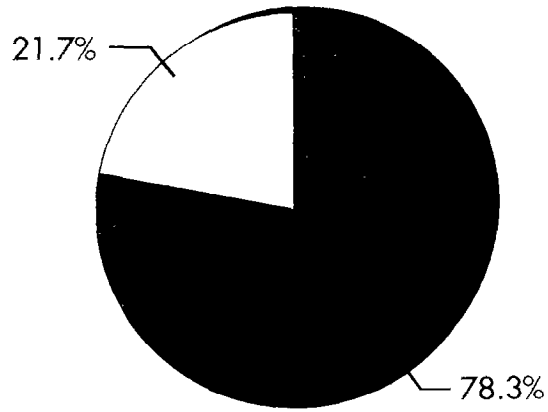
Terminations



Gender

Figure 3A - Table 2

Total Workforce



July 23, 1993 - January 22, 1994

Figure 3B - Table 5

Promotions

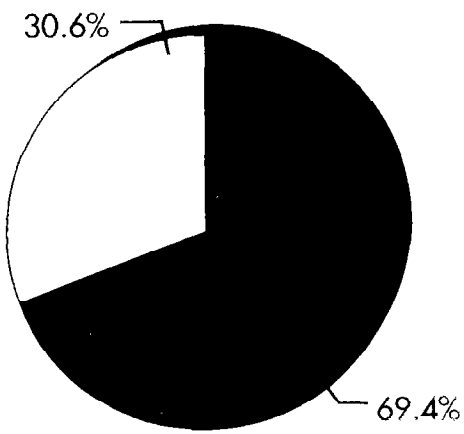


Figure 3C - Table 4

Internal Postings

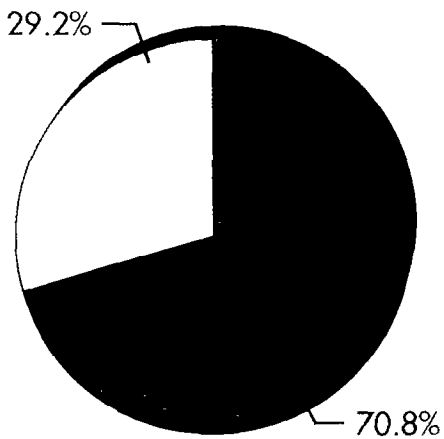
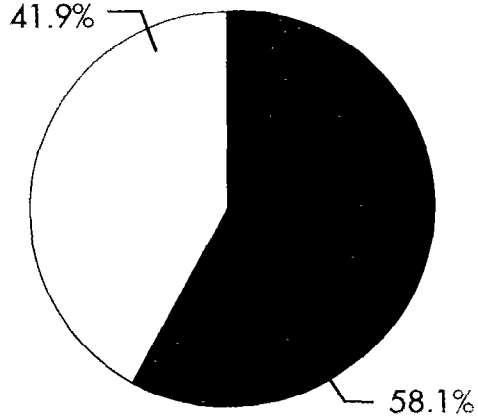


Figure 3D - Table 12

Terminations



Race
Applicants & Hires
July 23, 1993 - January 22, 1994

Figure 4A - Table 6

Total Applicants

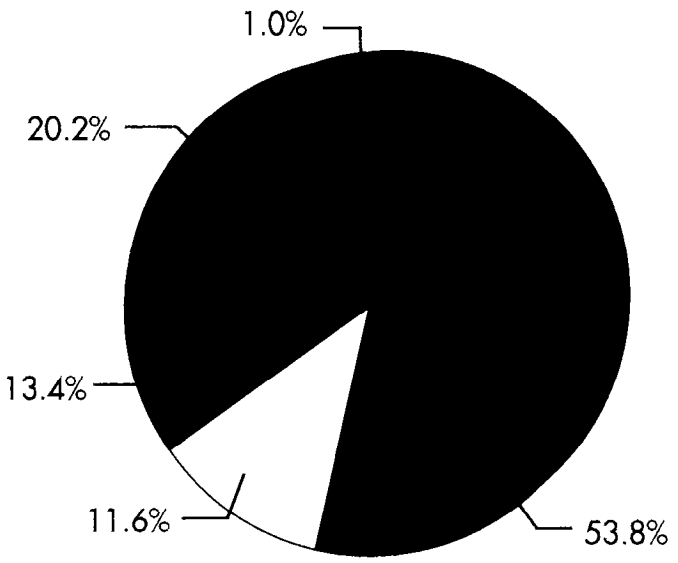


Figure 4C - Table 6

Professional Applicants

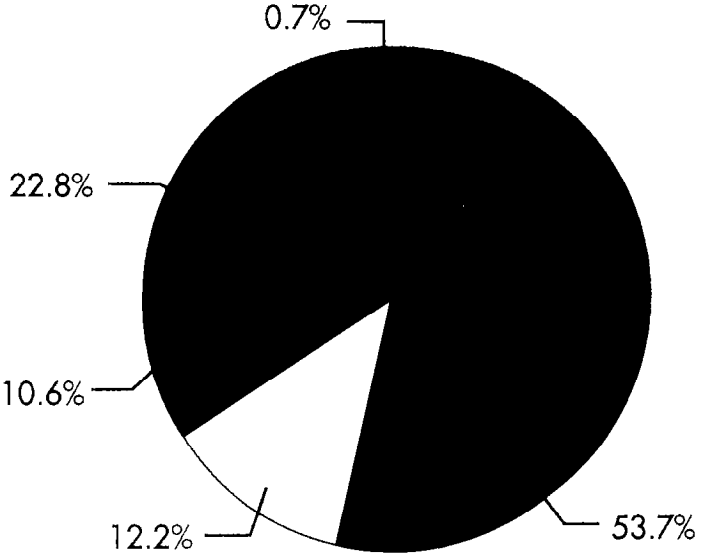


Figure 4B - Table 8

Total Hires

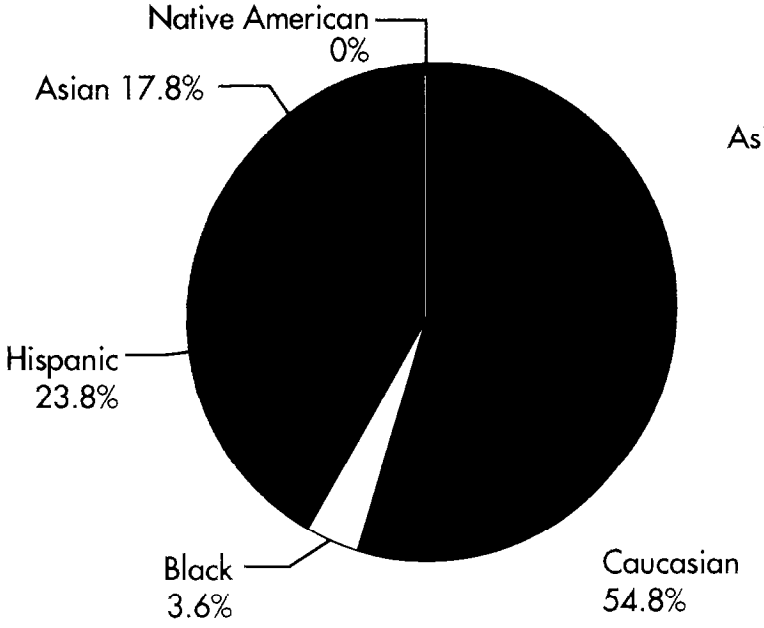
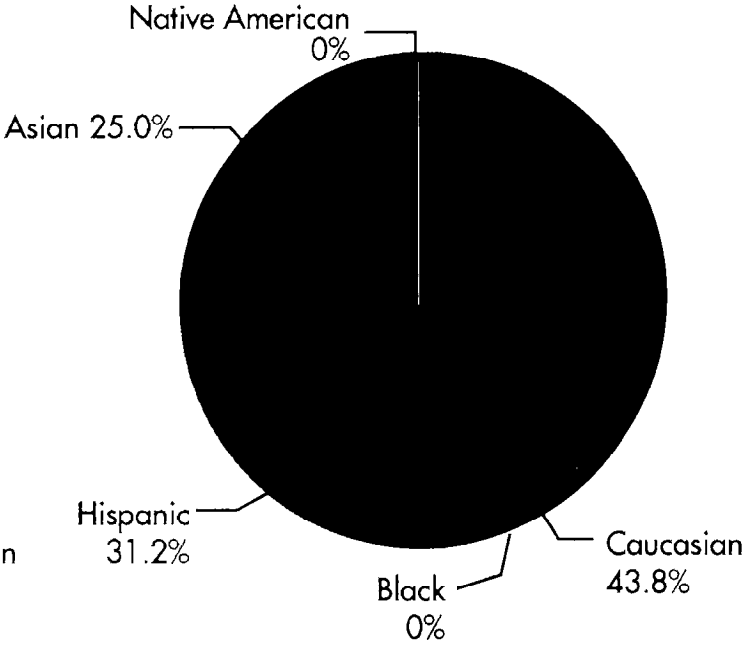


Figure 4D - Table 8

Professional Hires



Gender
Applicants & Hires
July 23, 1993 - January 22, 1994

Figure 5A - Table 6

Total Applicants

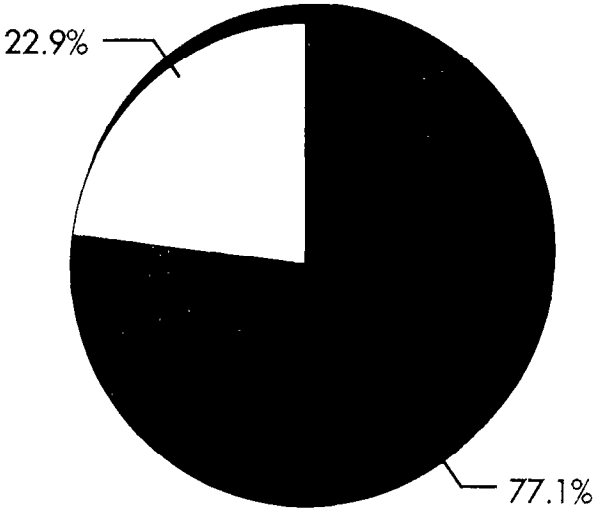


Figure 5C - Table 6

Professional Applicants

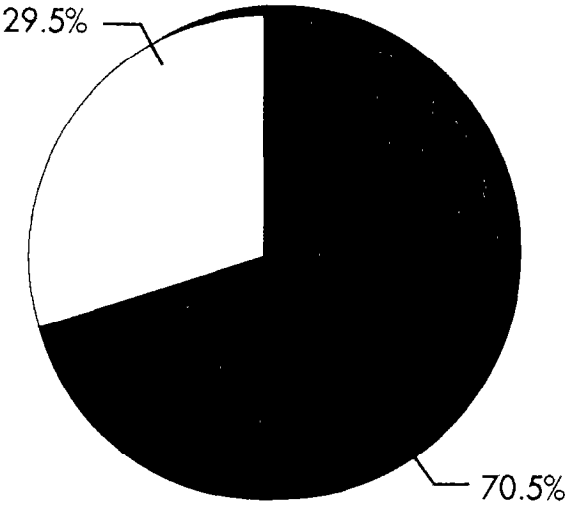


Figure 5B - Table 8

Total Hires

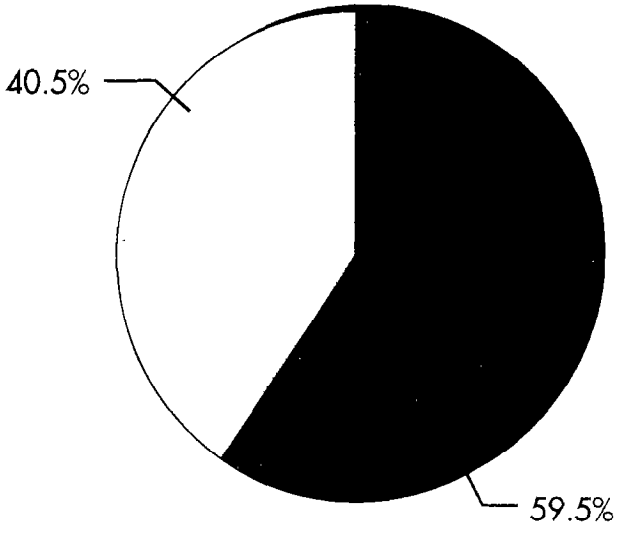
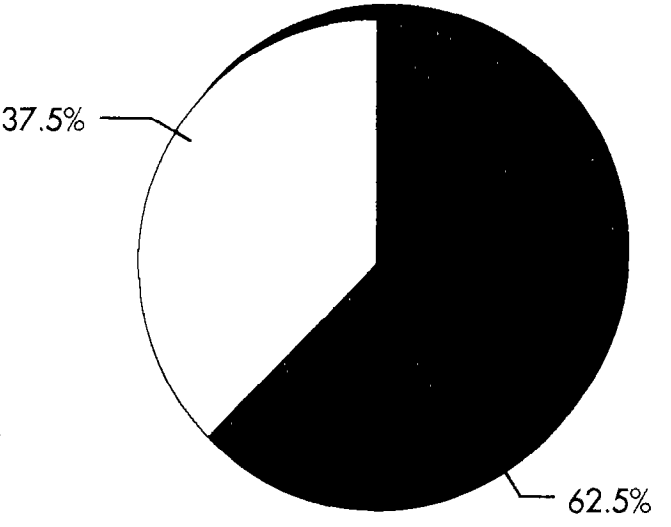


Figure 5D - Table 8

Professional Hires



Male Female