



# Annual Report on Equal Employment Opportunity Policy and Affirmative Action Program

Organization, Personnel & Technology Committee

Item 4b

March 9, 2015

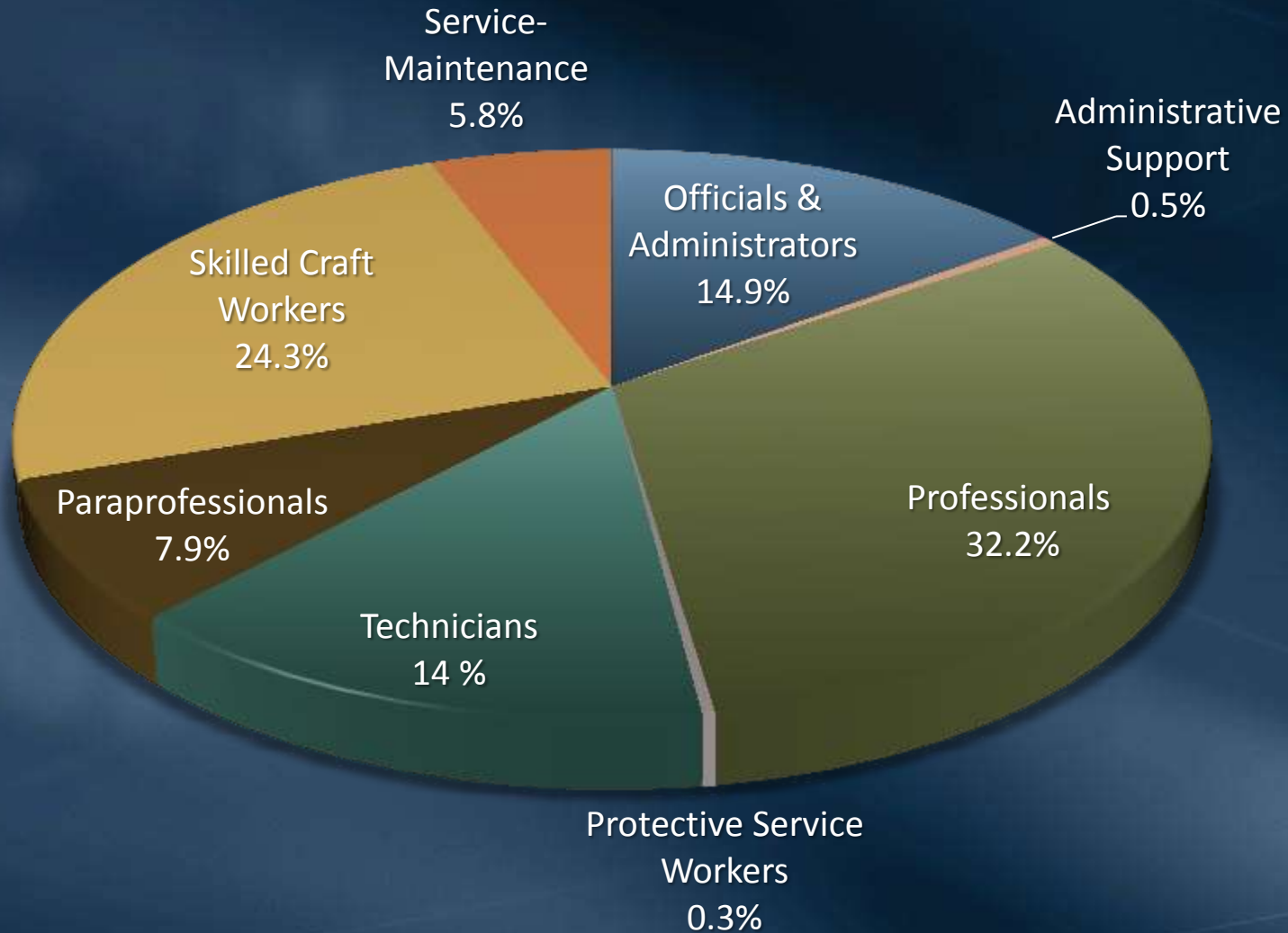
# Equal Employment Opportunity Program

- Workforce and Job Action Demographics
- Affirmative Action Program
- Outreach and Recruitment Efforts

# Metropolitan's Workforce as of 12/31/14

<b>Total</b>	<b>1802</b>	
Male	1342	74.5%
Female	460	25.5%
White	938	52.1%
Minorities	864	47.9%
Asian/Pacific Islander	311	17.3%
Black	144	8%
Hispanic	401	22.3%
Native American/Alaskan Native	8	.4%

# Workforce by EEO Category



# Workforce Comparison

	12/31/2010		12/31/2011		12/31/2012		12/31/2013		12/31/2014	
<b>Total</b>	<b>1869</b>		<b>1778</b>		<b>1770</b>		<b>1789</b>		<b>1802</b>	
Male	1369	73.2%	1303	73.3%	1306	73.8%	1326	74.1%	1342	74.5%
Female	500	26.8%	475	26.7%	464	26.2%	463	25.9%	460	25.5%
White	1017	54.4%	964	54.2%	955	54%	949	53%	938	52.1%
Minorities	852	45.6%	814	45.8%	815	46%	840	47%	864	47.9%
Asian/Pacific Islander	296	15.8%	286	16.1%	288	16.3%	302	16.9%	311	17.3%
Black	154	8.2%	146	8.2%	141	8%	145	8.1%	144	8%
Hispanic	391	20.9%	371	20.9%	375	21.2%	384	21.5%	401	22.3%
Native American/ Alaskan Native	11	.6%	11	.6%	11	.6%	9	.5%	8	.4%

# Hiring Activity

	Jan – Dec 2010		Jan – Dec 2011		Jan – Dec 2012		Jan – Dec 2013		Jan – Dec 2014	
<b>Total</b>	<b>76</b>		<b>70</b>		<b>128</b>		<b>154</b>		<b>159</b>	
Male	59	77.6%	49	70%	96	75%	115	74.7%	117	73.6%
Female	17	22.4%	21	30%	32	25%	39	25.3%	42	26.4%
White	46	60.5%	40	57.1%	69	53.9%	72	46.8%	70	44.0%
Minorities	30	39.5%	30	42.9%	59	46.1%	82	53.2%	89	56.0%
Asian/Pacific Islander	6	7.9%	8	11.4%	18	14.1%	27	17.5%	26	16.4%
Black	7	9.2%	8	11.4%	9	7%	16	10.4%	15	9.4%
Hispanic	16	21.1%	14	20%	32	25%	38	24.7%	45	28.3%
Native American/ Alaskan Native	1	1.3%	0	0%	0	0%	1	0.6%	3	1.9%

# Promotional Activity

	Jan – Dec 2010		Jan – Dec 2011		Jan – Dec 2012		Jan – Dec 2013		Jan – Dec 2014	
<b>Total</b>	<b>150</b>		<b>179</b>		<b>190</b>		<b>143</b>		<b>208</b>	
Male	115	76.7%	143	79.9%	146	76.8%	116	81.1%	160	76.9%
Female	35	23.3%	36	20.1%	44	23.2%	27	18.9%	48	23.1%
White	82	54.7%	90	50.3%	98	51.6%	84	58.7%	102	49%
Minorities	68	45.3%	89	49.7%	92	48.4%	59	41.3%	106	51%
Asian/Pacific Islander	23	15.3%	30	16.8%	24	12.6%	24	16.8%	32	15.4%
Black	7	4.7%	11	6.1%	12	6.3%	9	6.3%	16	7.7%
Hispanic	38	25.3%	48	26.8%	56	29.5%	26	18.2%	58	27.9%
Native American/ Alaskan Native	0	0%	0	0%	0	0%	0	0%	0	0%

# Workforce Data Summary

- Workforce increased in 2014 over the previous three years
- Males continue as the majority with a 1% increase over the 5 year period
- 2% increase in minority employees over the 5 year period
- Hiring activity over the past 5 years was highest in 2014 along with the number of minority hires



# Workforce Data Summary

- Minority employees were promoted at a higher rate than its comparator in 2014
- Leveraging promotional and hiring opportunities coupled with effective outreach strategies will continue to impact workforce demographics

# Affirmative Action Program

- Covers veterans and individuals with disabilities
- Efforts to eliminate barriers in employing and advancing in employment covered veterans and individuals with disabilities
- Action-oriented programs
- Good faith efforts

# Affirmative Action Program

- Regulatory changes
  - Hiring Benchmark
  - Utilization Goal
  - Survey Requirements
- Outreach Efforts

# Good Faith Efforts Effectiveness Measurement



**Recruitment**



**Corrective  
Action &  
Outreach**

**Applicant  
Flow**



**Analysis &  
Reporting**



# Outreach Efforts

- State Job Bank
- Partnerships with Community & Diversity Organizations
- Advertisements
- Job/Career Fairs
- Intern Programs
- Apprenticeship Program
- Internal & Promotional Efforts





