



Equal Employment Opportunity Program Update

Organization, Personnel & Technology Committee
July 8, 2019
Item 6b

Equal Employment Opportunity Program

- Workforce and Job Action Demographics
- Affirmative Action and Nondiscrimination Programs
- Action-Oriented Efforts

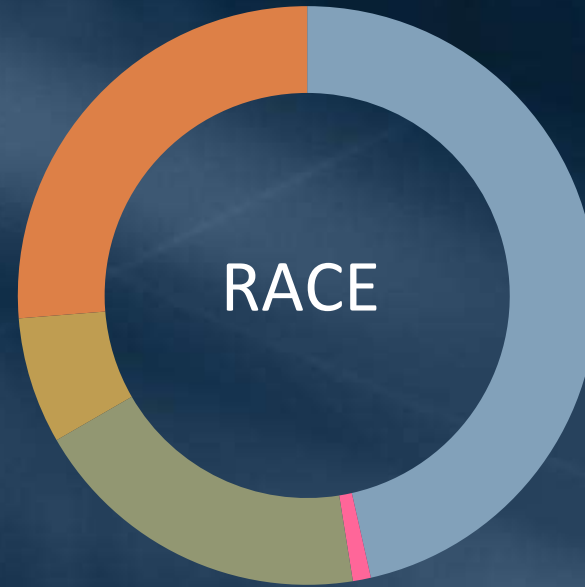
Metropolitan's Workforce as of 12/31/18

1713 regular employees

Female
27%



Minorities
54%



White
46%

2 or More
1%

Asian
19%

Black
7%

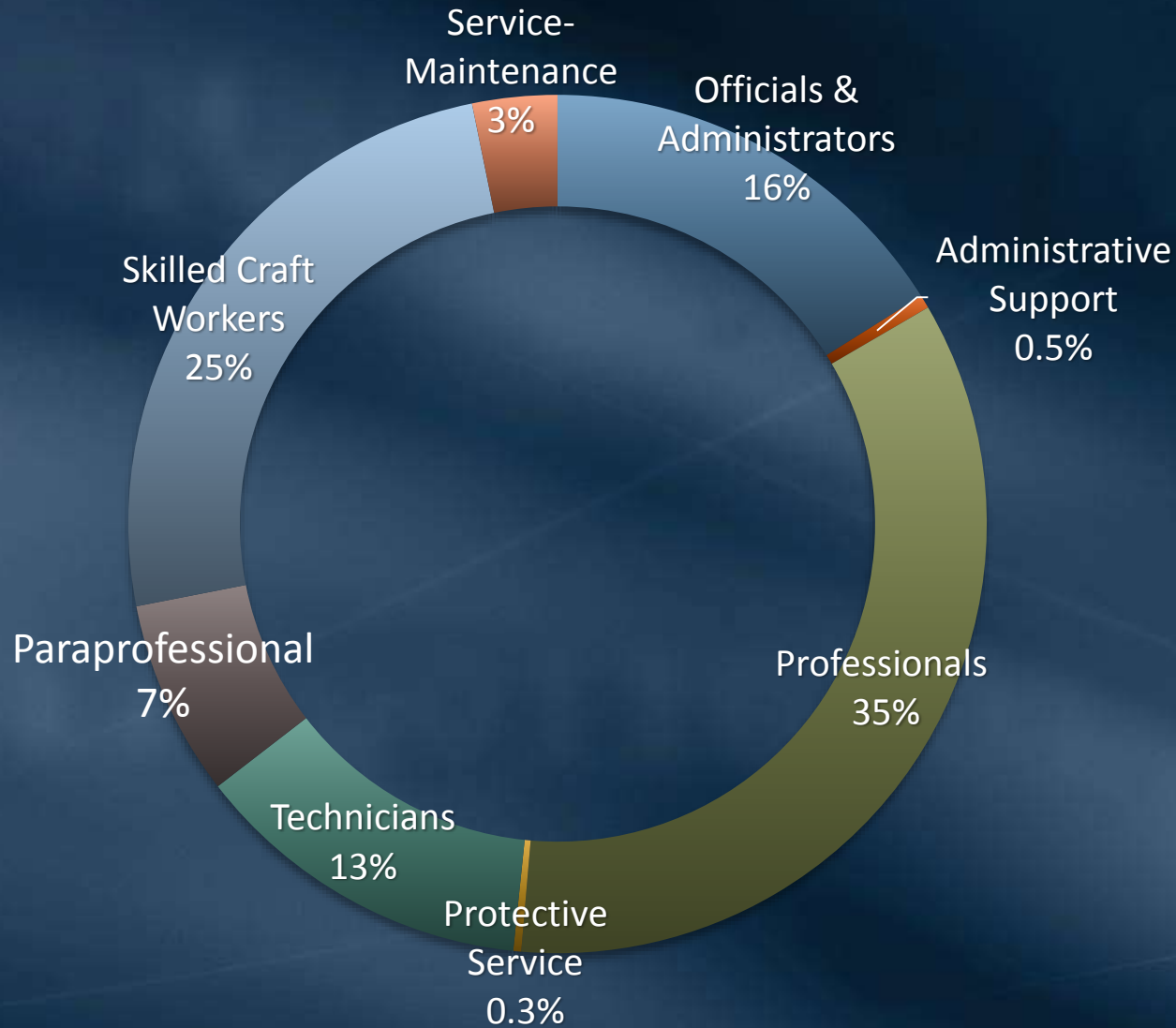
Hispanic
26%

AI/AN
0%

NH/PI
0%

Metropolitan's Workforce as of 12/31/18

regular employees



Metropolitan's Job Actions: Jan – Dec 2018

regular employees

Hires
118



Dec 31, 2018

Overall Workforce

1713

Promotions
255

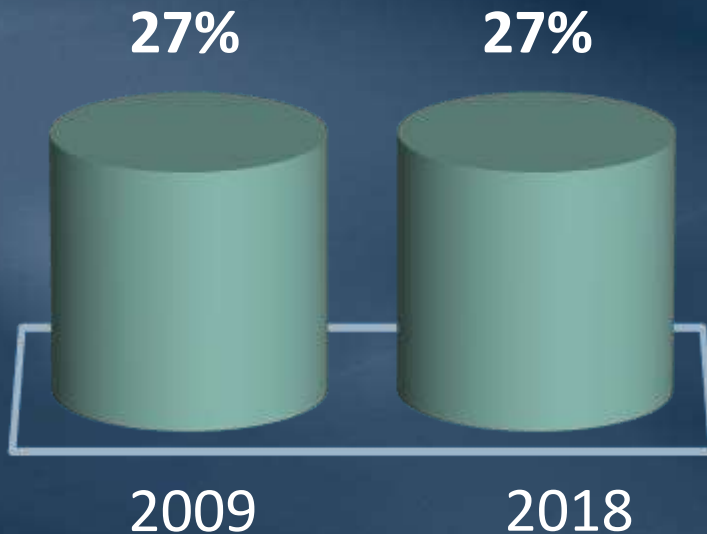
Retirements
97

Separations
18

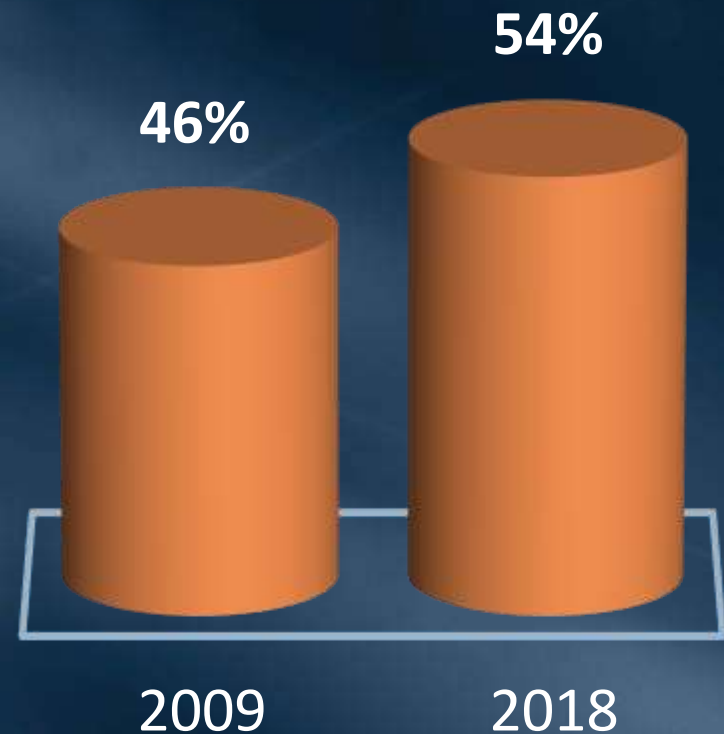
Workforce Comparison effective Dec 31

regular employees

Females



Minorities



Hire Activity

118 regular employees

Jan 1 thru Dec 31, 2018

Female

34%

Male

66%



Minorities

62%

White

38%

2 or More

3%

Asian

21%

Black

3%

Hispanic

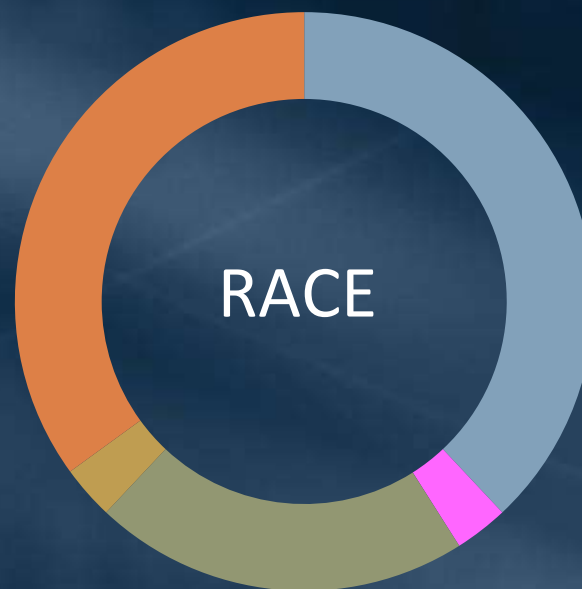
35%

AI/AN

0%

NH/PI

0%



Promotion Activity

Jan 1 thru Dec 31, 2018

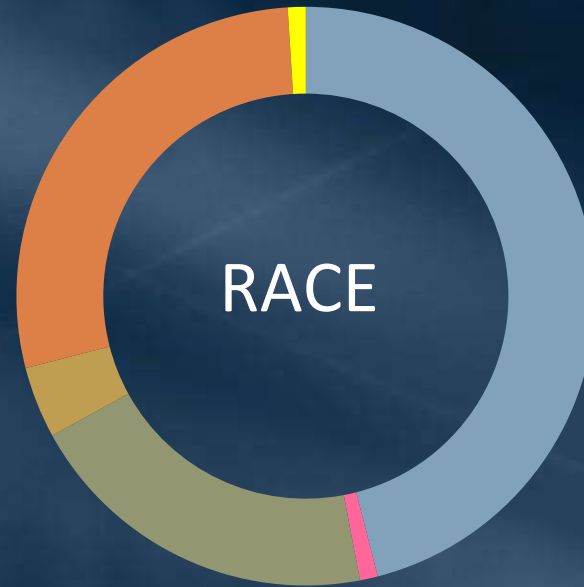
255 Actions

Female
29%



Male
71%

Minorities
54%



White
46%

2 or More
1%

Asian
20%

Black
4%

Hispanic
28%

AI/AN
1%

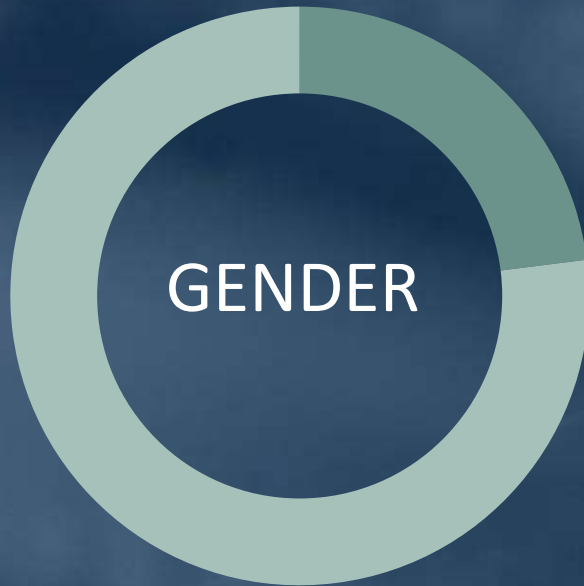
NH/PI
0%

Retirement Activity

Jan 1 thru Dec 31, 2018

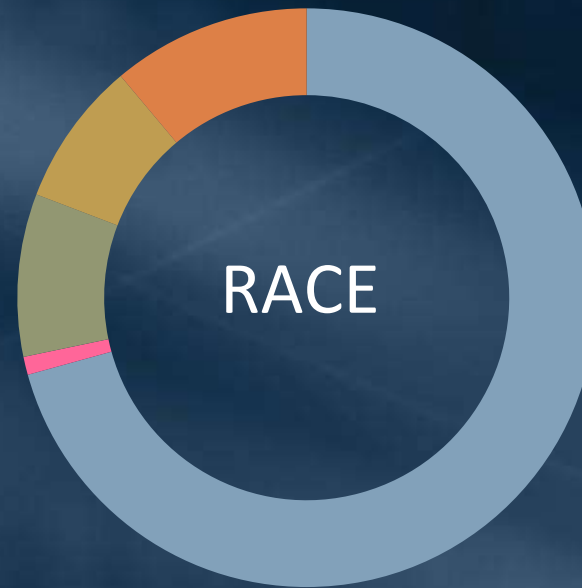
97 employees

Female
23%



Male
77%

Minorities
30%



White
70%

2 or More
1%

Asian
9%

Black
8%

Hispanic
11%

AI/AN
0%

NH/PI
0%

What does the data tell us?

- The number of minority employees continues to increase
 - Approx. 8% increase of minorities in the workforce over past 10 years; 2018 third consecutive year minority employees were majority
 - 2018 the largest number of hires in the past 10 years; largest percentage of minorities hired
 - In 5 of the last 10 years, including 2018, more minority than white employees were promoted
 - White employees continue to retire at a higher rate
- Specific minority group analysis is in progress

What does the data tell us?

- Continue efforts to increase female representation
 - Past 5 years the percentage of female representation increased from 25% to 27%
 - 9% increase in the number of women hired in 2018 over 2017
 - Female promotion rates over the last 5 years have steadily increased from 23% to 29%
 - In 2018 the percentage of females that retired was lower than their percentage in the workforce

Affirmative Action Program

- Federal contractor requirement; covers Protected Veteran and Individuals with Disabilities (IWD)
- Protected Veteran Hiring benchmark of 5.9%
- 7% utilization goal for IWD in each job group
- Compliance requirements include:
 - Diversity recruitment efforts that attract qualified Veterans and IWD
 - Assessment of effectiveness of outreach activities
 - Assessment of physical and mental qualifications
 - Accommodation log

Nondiscrimination Program

- Required as a state contractor; covers women and minorities through functional plan approach
- Purpose to break down barriers and ensure equal access
- Determine any underutilization of women and minorities in job groups through statistical analysis
- Develop outreach strategies and action oriented efforts
- Develop steps to address any practice that inhibits the employment, promotion or retention of women and minorities

Action Oriented Efforts

- Strategically focus on hiring opportunities
- Expand outreach for qualified talent that includes women, minorities, and disabled individuals
- Continue efforts to grow employees through development programs
- Ensure equal access to promotional opportunities
- Provide an inclusive work environment



