



Niagara Frontier Transportation
Authority

EEO Program

(Revised 2024)

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Statement of Policy

Equal Opportunity in Service and Employment Policy Statement



Equal Opportunity in Service and Employment Policy Statement

The Niagara Frontier Transportation Authority (NFTA) is committed to providing equal access and opportunity in the provision of services and equal employment opportunity for all employees and applicants for employment regardless of race, color, religion, national or ethnic origin, age, alienage, citizenship, ancestry, gender, genetic disposition or carrier status, sexual orientation, marital status, liability for service in the Armed Forces of the United States, arrest/conviction record, or disability. All personnel, including management personnel, share in the responsibility to ensure compliance with the NFTA's Equal Opportunity Policy.

This policy applies to all employees, applicants for employment, patrons, contractors and sub-contractors doing business with the NFTA.

Successful implementation of equal employment opportunity goals will provide benefits through fuller utilization and development of previously underutilized human resources.

It is a violation of this policy for any employee, contractor, or sub-contractor doing business with the NFTA to engage in discrimination against or to retaliate against an employee, or applicant for employment for filing a complaint under this policy, or for participating in the investigation of a complaint.

The Authority's policy incorporates, as applicable, the nondiscrimination and affirmative action obligations set forth in federal and state law, including, but not limited to: Executive Order 11246, as amended; the Equal Pay Act of 1963, as amended; Titles VI and VII of the Civil Rights Act of 1964, as amended; the Civil Rights Act of 1991; the Age Discrimination in Employment Act of 1967, as amended; Sections 503 and 504 of the Rehabilitation Act of 1973, as amended; the Americans with Disabilities Act of 1990; the New York State Human Rights Law, as well as the policies of the Board of Commissioners of the Niagara Frontier Transportation Authority.

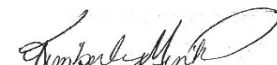
To further this policy, the NFTA:

- Ensures that all personnel actions, including but not limited to: recruitment, hiring, termination, compensation, transfer, layoff, recall, benefits, promotion, demotion, and selection for company sponsored training, will be administered without regard to race, color, religion, national or ethnic origin, age, alienage, citizenship, ancestry, gender, genetic disposition or carrier status, sexual orientation, marital status, liability for service in the Armed Forces of the United States, prior arrest record, or disability. Managers and Supervisors will be evaluated for their compliance with the NFTA'S EEO program and goals.
- Bases decisions affecting service such as access, seating, routing, scheduling and quality of service to further the principles of Equal Opportunity, and without regard to: race, color, religion, national or ethnic origin, age, alienage, citizenship, ancestry, gender, genetic disposition or carrier status, sexual orientation, marital status, liability for service in the Armed Forces of the United States, prior arrest record, or disability.
- Has established internal procedures for processing and promptly investigating complaints received under this policy. Employees, applicants for employment, patrons, contractors or sub-contractors who believe that they have been discriminated against in a manner prohibited by the NFTA's Equal Opportunity Policy should contact their supervisor, or the Chief Diversity Officer at 181 Ellicott Street, Buffalo NY 14203; telephone 716-855-7489. All applicants and employees have the right to file complaints alleging discrimination with the appropriate official.
- Makes reasonable accommodation for an individual's disability and religious beliefs and practices, to the extent that the accommodation does not create an undue hardship for the Authority. Persons who wish to request reasonable accommodation for these reasons should contact Dejuan A. Hardy, Chief Diversity Officer 181 Ellicott Street, Buffalo, NY 14203; telephone 716-855-7489.

This policy statement will be distributed to all employees and will be made available via posting on bulletin boards in conspicuous locations at all NFTA properties. Questions about this policy should be addressed to Dejuan A. Hardy, Chief Diversity Officer 181 Ellicott Street, Buffalo NY 14203; telephone 716-855-7489. The responsibility for implementation of the NFTA EEO program and ensuring compliance with this policy is assigned to the Manager of Equal Opportunity/Diversity Development.

Equal Opportunity is not only the law, but is in keeping with the NFTA's commitments to valuing diversity and to operating with integrity. A violation of the Authority's Equal Opportunity Policy is a form of employee misconduct that undermines the integrity of the employment relationship and will not be condoned. Any substantiated violations of this policy will result in discipline up to and including termination of employment. We personally stand behind the principles stated herein, and expect each employee to comply with this policy.

Note: The NFTA has also issued an Affirmative Action Equal Opportunity Policy Employment Protection Policy and other policies and procedures condemning discrimination. All employees are expected to familiarize themselves and comply with these policies and procedures.


Kimberley A. Minkel
Executive Director

9-27-22
Date


Michael J. Hughes
Chair

9/27/22
Date



Affirmative Action/Equal Opportunity Policy Employment Practices

The Niagara Frontier Transportation Authority (NFTA) was created in 1967 to develop, maintain and operate a coordinated regional public transportation system for the benefit of the people and commerce in Erie and Niagara counties in local accordance with New York State governing legislation. Since the outset, local, state and federal affirmative action and equal opportunity regulations increasingly apply to employment, services, construction, purchase, supply lease arrangements: all aspects of business.

The NFTA is committed to undertaking an affirmative action program, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women.

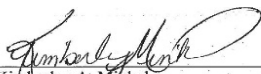
Specific staff assignments to these priority concerns has increased since the early 1970's. Actions by the Board of Commissioners have implemented provisions which assure the employment, promotion and retention of personnel and the contracting for goods and services, on the basis of qualifications and affirmative action with regard to race, color, religion, creed, sex, age, national origin or disability.

The authority recognizes its additional responsibilities for contractor compliance with affirmative action/equal opportunity laws, regulations, and policies, and reaffirms NFTA's intent to provide transportation services to all segments of the population with special emphasis on serving the needs of transit dependents.

Within the affirmative action/equal opportunity ideals, the NFTA hereby establishes the following specific objectives.

1. Discrimination against various minorities and against women imposes unacceptable social, economic and employee losses on the Authority and the communities throughout NFTA's service area: the Niagara Frontier. Such losses must be eliminated through vigorous enforcement of current regulations and laws to achieve the objectives of the spirit, as well as the letter of the provisions.
2. The Authority shall maintain ongoing efforts to attract, maintain, upgrade and achieve a balanced workforce in compliance with the implementation of an effective affirmative action program which provides for realistic equal opportunity results not only in the initial employment, but also in those personnel actions regarding training, promotion, transfer, layoff and appointments affecting the workforce of the NFTA, its contractors, sub-contractors and parties to lease, contract, and license agreements.
3. The Authority will continue to make special efforts to recruit women, minority, disabled persons and veterans in professional and managerial positions to insure a non-discriminatory workforce within each organizational component, as well as within the Authority staff as a whole.
4. The Authority shall inform the public of its job opportunities and shall maintain liaison with those organizations which have the capability of providing the necessary training in order to assist persons in qualifying for employment.
5. The NFTA also will require that all contractors and sub-contractors comply with the appropriate federal and state regulations and with the affirmative action policies of the Authority, and this Affirmative Action Policy Statement shall be cited as part of each and all of the Authority's invitations to bid.
6. The Niagara Frontier Transportation Authority authorizes its administrators through the directives of the Chairman to develop and implement the appropriate guidelines and regulations in conformance with the above Affirmative Action policies.
7. Managers and supervisors at every level shall be responsible for progressive leadership, for imaginative action and for definite results from the efforts for which each is accountable.

Note: The NFTA has also issued an Equal Opportunity In-Service and Employment Policy Statement and other policies and procedures condemning discrimination. All employees are expected to familiarize themselves and comply with these policies and procedures.


Kimberley A. Mynkel
Executive Director

9-27-22
Date


Michael J. Hughes
Chair

9/27/22
Date

Dissemination

The Federal Transportation Administration (FTA) requires the Niagara Frontier Transportation Authority (“NFTA” and “Authority”) to publicize and disseminate the EEO Policy Statement by posting it in noticeable locations so that employees, applicants, and potential applicants are aware of the Authority’s commitment to Equal Employment Opportunity. The NFTA is required to disseminate its EEO Policy Statement internally and externally.

Internal Dissemination

The FTA requires the NFTA to state that it will communicate the existence of its EEO Policy to employees, applicants, and potential applicants by:

- NFTA Equal Employment Opportunity policies are signed by the Executive Director and the Chairman of the Board of Commissioners.
 - Policies are updated and reissued whenever there is a change in leadership or a change in policy.
 - The NFTA posts its official EEO material (e.g., Federal and state labor laws poster(s)) and the NFTA policy statements on bulletin boards near time clocks, in employee breakrooms, and in the employment/personal office.
 - NFTA EEO Policy Statements are included in all employee's new hire orientation packets, operation manuals, reports, and manuals.
 - The Chief Diversity Officer conducts monthly meetings with top management officials (e.g., bus operations, human resources, planning, marketing, etc.) to discuss the EEO Program and its implementation.
 - The Chief Diversity Officer staff meets with employees and affinity groups to seek input on the EEO Program.
 - NFTA Chief Diversity Officer’s department conducts EEO training for all new supervisors and/or managers within 90 days of their employment.
 - EEO training for all employees and managers is conducted annually by the Chief Diversity Officer staff.
-

External Dissemination

When there is an outreach or advertising effort by the NFTA to advertise or recruit entities (e.g., employment agencies, educational institutions, and minority and women’s organizations), the FTA requires the NFTA to disseminate its EEO Policy to those entities. All recruitment ads (e.g., newspapers, magazines, websites, and social media) will state the following:

“The Niagara Frontier Transportation Authority is an Equal Opportunity Employer.”

Or the statement will read:

“The NFTA is an Equal Opportunity Employer.”

The EEO / Diversity Development department frequently meets with minority and female employees to discuss and resolve issues and receives suggestions on recruitment and the EEO Program.

Designation of Personnel Responsibility

Under the direction of the Executive Director, the EEO / Diversity Development department has the responsibility of overseeing the continued development and implementation of the Affirmative Action and the EEO Program. The Chief Diversity Officer is a member of the Authority’s senior staff and reports directly to the Executive Director. The Executive Director is recognized as the point of the final authority and responsibility for the NFTA.

Essential Characteristics for EEO Officer(s)

The Chief Diversity Officer has the ability to work and effectively communicate with members to achieve EEO goals and objectives and is:

- Sensitive to, and has an awareness of, the varied ways in which discrimination occurs.
- Total commitment to the EEO Program goals and objectives.
- Has knowledge of Civil Rights precepts, policies, rules, regulations, and guidelines.
- Ability to work and communicate with department heads to achieve EEO goals and objectives.

EEO Officer’s Program Responsibilities

The duties and responsibilities of the Chief Diversity Officer and staff include, but are not limited to the following:

- Develop the NFTA EEO Program.
- Makes recommendations to any changes of the EEO Program.
- Evaluates the Authority’s employment data and assists management in setting goals and timetables and developing programs to achieve goals.
- Identifies potential problem areas that would require improvement in the EEO Program.
- Reports to the Executive Director on the progress of each unit in relation to agency’s goals.

- Participates in the review process of all new hires and promotions to assure progress in meeting the objectives of the Affirmative Action / Equal Opportunity Policy.
- Assist with recruitment of minorities, women, applicants with disabilities and establishing outreach sources.
- Conducts investigations of complaints alleging discrimination.
- Designs, implements, and monitors processes and reporting systems to measure effectiveness and to determine where progress has been made and where further action is required.
- Reviews any regulatory information affecting Affirmative Action and disseminates as required.
- Actively involved with local minority organizations, women and the disabled community, community action organizations and community service programs designed to promote Equal Employment Opportunities.
- Reviews the Authority's nondiscrimination plan with all managers and supervisors to ensure that the policy is understood.
- Reports the EEO department's progress in relation to the Authority's goals on contractor and vendor compliance to the Executive Director.
- Serves as a liaison between the agency, Federal, state, county, and local governments, regulatory agencies, and community groups representing minorities, women, and individuals with disabilities.
- Continuously maintains awareness of current EEO laws and regulations, and ensuring the laws and regulations affecting nondiscrimination are disseminated to the responsible officials within the Niagara Frontier Transportation Authority.
- Assists in unification with human resources on advising employees and applicants of the available training programs and professional development opportunities and entrance requirements.
- In conjunction with Human Resources, the Chief Diversity Officer will periodically review employment practices policies (e.g., hiring, promotions, training), complaint policies, reasonable accommodation policies, performance evaluations, grievance procedures, and union agreements.
- Reports semiannually to the CEO on each department's progress in relation to the agency's goals and on contractors and vendor compliance.
- Audits postings of the EEO Policy Statement to ensure compliance information is posted and up to date.

Agency EEO Responsibilities

Management at all levels within the NFTA are responsible for ensuring Equal Employment Opportunities and must not discriminate based on a protected class. All managers – from supervisors of the smallest unit to the Board Chair or CEO/GM – bear the responsibility for ensuring that the Authority's EEO Program policies are carried out.

The NFTA's EEO responsibilities for officials, supervisors, and managers include, but are not limited to:

- Assists in identifying areas of improvement while establishing agency and unit goals and objectives.
- Maintains and updates a personnel database for generating reports required for the nondiscrimination program.
- Assists in identifying minorities, individuals with disabilities, veterans and female candidates for any vacancies or new positions within the NFTA. Also, to be aware of community organization that may be able to refer such candidates.
- Ensures Equal Employment Opportunity for all employees and applicants under their direct or indirect supervision in training, work assignments, promotional evaluations, transfers, classification and compensation, assignments of overtime and additional duties and all other terms and conditions of employment. Supervisors will provide their cooperation and active support of the Affirmative Action / Equal Employment Opportunity practices.
- Assures that grievance procedures are strictly adhered to without retaliation or reprisal against any person filing a grievance for a formal or informal discrimination complaint or against any person giving testimony or aiding in resolving the complaint.
- Actively participates in periodic audits of all aspects of employment in order to identify and to remove barriers obstructing the achievement of employment goals and objectives.
- Holds regular discussions with other managers, supervisors, and employees to assure that the NFTA policies and procedures are being followed.
- Reviews the qualifications of all employees to assure that minorities, people with disabilities and women are given full opportunities for transfers, promotions, training, salary increases and other forms of compensations.
- Participates in the review and / or investigating of complaints alleging discrimination.
- Participates in periodic audits to ensure that each agency unit is in compliance (e.g., EEO posters are properly displayed on all employee bulletin boards).
- Supports career counseling for all employees.
- Encourages employee participation to support the advancement of the EEO Program (e.g., professional development and career growth opportunities, posting promotional opportunities, shadowing, mentoring).
- Cooperates with the EEO department in review of information and investigation of complaints.

Utilization Analysis

The Utilization Analysis identifies job categories that have an underutilization or concentration of minorities and women in relation to their availability in the relevant job market. The analysis also helps to establish the framework for goals and timetables to correct employment practices that contribute to any identified underutilization or concentration.

Workforce Analysis

The following workforce analysis (Table 1) includes the number of employees and salary ranges for each job category in the EEO-4 report for the following subcategories for men and women:

- White (not Hispanic or Latino)
- American Indian/Alaska Native (not Hispanic or Latino)
- Black or African American (not Hispanic or Latino)
- Hispanic or Latino
- Asian (not Hispanic or Latino)
- Native Hawaiian and Other Pacific Islander (not Hispanic or Latino)
- Two or more races (not Hispanic or Latino)

Number	Category
1	Officials & Administrators
2	Professionals
3	Technicians
4	Protective Services
5	Paraprofessionals
6	Administrative Support Workers
7	Skilled Craft Workers
8	Service-Maintenance Workers

Table 1: Workforce Analysis
EEO-4 Report

D. EMPLOYMENT DATA AS OF JUNE 30															Function 15 - OTHER	
1. FULL-TIME EMPLOYEES																
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY													TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE					FEMALE							
WHITE	BLACK OR AFRICAN AMERICAN			ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES			
OFFICIALS - ADMINISTRATORS	1. \$0.1 - 15.9															0
	2. \$16.0 - 19.9															0
	3. \$20.0 - 24.9															0
	4. \$25.0 - 32.9															0
	5. \$33.0 - 42.9															0
	6. \$43.0 - 54.9															0
	7. \$55.0 - 69.9															0
	8. \$70.0 PLUS			33	3					1	14	2				53
PROFESSIONALS	9. \$0.1 - 15.9															0
	10. \$16.0 - 19.9															0
	11. \$20.0 - 24.9															0
	12. \$25.0 - 32.9															0
	13. \$33.0 - 42.9			1												1
	14. \$43.0 - 54.9									1						1
	15. \$55.0 - 69.9			5	2					2	1					10
16. \$70.0 PLUS	2		52	6			1		19	3					83	
TECHNICIANS	17. \$0.1 - 15.9															0
	18. \$16.0 - 19.9															0
	19. \$20.0 - 24.9															0
	20. \$25.0 - 32.9															0
	21. \$33.0 - 42.9															0
	22. \$43.0 - 54.9			3						2						5
	23. \$55.0 - 69.9	6	1	20	7					5	5					44
24. \$70.0 PLUS	1	1	41	9					3	3					58	
PROTECTIVE SERVICE	25. \$0.1 - 15.9															0
	26. \$16.0 - 19.9															0
	27. \$20.0 - 24.9															0
	28. \$25.0 - 32.9															0
	29. \$33.0 - 42.9			2	1					1						4
	30. \$43.0 - 54.9			3						1						4
	31. \$55.0 - 69.9			44	2				1	3					1	51
	32. \$70.0 PLUS			43	2				1	6						52
PARAPROFESSIONALS	33. \$0.1 - 15.9															0
	34. \$16.0 - 19.9															0
	35. \$20.0 - 24.9															0
	36. \$25.0 - 32.9															0
	37. \$33.0 - 42.9															0
	38. \$43.0 - 54.9			1												1
	39. \$55.0 - 69.9									4						4
	40. \$70.0 PLUS			2						1	2					5

Table 1: Workforce Analysis
EEO-4 Report

D. EMPLOYMENT DATA AS OF JUNE 30															Function 15 - OTHER
1. FULL-TIME EMPLOYEES															
JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY													TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											
		MALE	FEMALE	MALE					FEMALE						
		MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9														0
	42. \$16.0 - 19.9														0
	43. \$20.0 - 24.9														0
	44. \$25.0 - 32.9														0
	45. \$33.0 - 42.9									1	1				2
	46. \$43.0 - 54.9			3	3			2		9	3				20
	47. \$55.0 - 69.9	2	4	19	4					19	19				67
	48. \$70.0 PLUS			3						3					6
SKILLED CRAFT	49. \$0.1 - 15.9														0
	50. \$16.0 - 19.9														0
	51. \$20.0 - 24.9														0
	52. \$25.0 - 32.9														0
	53. \$33.0 - 42.9														0
	54. \$43.0 - 54.9			14						1					15
	55. \$55.0 - 69.9	3		159	6			2	2	1					173
	56. \$70.0 PLUS			3											3
SERVICE - MAINTENANCE	57. \$0.1 - 15.9														0
	58. \$16.0 - 19.9														0
	59. \$20.0 - 24.9														0
	60. \$25.0 - 32.9														0
	61. \$33.0 - 42.9	4	1	32	35	2			2	15	33		1		125
	62. \$43.0 - 54.9	8	5	59	58	1		1	2	8	34			1	177
	63. \$55.0 - 69.9	28	7	111	175	5			4	32	79				443
	64. \$70.0 PLUS			2											2
65. TOTAL FULL-TIME (LINES 1-64)	54	19	655	313	8	0	6	13	151	185	0	0	1	4	1409
2. OTHER THAN FULL-TIME EMPLOYEES															
66. OFFICIALS - ADMINISTRATORS															0
67. PROFESSIONALS															0
68. TECHNICIANS									7						7
69. PROTECTIVE SERVICE															0
70. PARAPROFESSIONALS			5						1						6
71. ADMINISTRATIVE SUPPORT			11					3	9	2					25
72. SKILLED CRAFT															0
73. SERVICE - MAINTENANCE			1												1
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)	0	0	17	0	0	0	0	3	17	2	0	0	0	0	39

Table 1: Workforce Analysis
EEO-4 Report

D. EMPLOYMENT DATA AS OF JUNE 30										Function 15 - OTHER					
	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)															
75. OFFICIALS - ADMINISTRATORS			2					1	1						4
76. PROFESSIONALS	1		8						3	1					13
77. TECHNICIANS	1		3						1						5
78. PROTECTIVE SERVICE			11	2				1	2						16
79. PARAPROFESSIONALS			1						1						2
80. ADMINISTRATIVE SUPPORT			3						3						6
81. SKILLED CRAFT	1		19	1											21
82. SERVICE - MAINTENANCE	4		24	43	5			2	13	35			1	1	128
83. TOTAL NEW HIRES (LINES 75 - 82)	7	0	71	46	5	0	0	4	24	36	0	0	1	1	195

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2019-2020						
Total Work Force						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	575,664		1,556		1,503	
Male	294,031	51.08%	1,183	76.03%	1,135	75.52%
Female	281,633	48.92%	373	23.97%	368	24.48%
Minority	92,189	16.01%	591	37.98%	553	36.79%
1. Officials/Administrators						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	60,734		51		53	
Male	36,045	59.35%	37	72.55%	38	71.70%
Female	24,689	40.65%	14	27.45%	15	28.30%
Minority	6,294	10.36%	5	9.80%	3	5.66%
2. Professional						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	41,635		84		82	
Male	20,080	48.23%	57	67.86%	59	71.95%
Female	21,555	51.77%	27	32.14%	23	28.05%
Minority	5,780	13.88%	10	11.90%	10	12.20%
3. Technicians						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	16,869		133		133	
Male	6,550	38.83%	106	79.70%	106	79.70%
Female	10,319	61.17%	27	20.30%	27	20.30%
Minority	2,769	16.41%	10	7.52%	10	7.52%
4. Protective Services						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	13,508		113		105	
Male	10,539	78.02%	94	83.19%	95	90.48%
Female	2,969	21.98%	19	16.81%	10	9.52%
Minority	2,233	16.53%	28	24.78%	5	4.76%
5. Para Professionals						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	66,505		109		15	
Male	26,215	39.42%	99	90.83%	7	46.67%
Female	40,290	60.58%	10	9.17%	8	53.33%
Minority	9,040	13.59%	3	2.75%	1	6.67%
6. Administrative Support						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	101,244		95		95	
Male	26,299	25.98%	38	40.00%	38	40.00%
Female	74,945	74.02%	57	60.00%	57	60.00%
Minority	15,474	15.28%	34	35.79%	34	35.79%
7. Skilled Craft						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	47,053		242		215	
Male	45,039	95.72%	240	99.17%	213	99.07%
Female	2,014	4.28%	2	0.83%	2	0.93%
Minority	4,713	10.02%	14	5.79%	12	5.58%
8. Service / Maintenance						
	Labor Force (2017)		NFTA - 2019		NFTA - 2020	
Total	127,797		854		805	
Male	66,204	51.80%	616	72.13%	579	71.93%
Female	61,593	48.20%	238	27.87%	226	28.07%
Minority	29,522	23.10%	496	58.08%	478	59.38%

2022 - 2023						
Total Work Force						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	544,755		1,407		1,464	
Male	277,920	51.02%	1,041	73.99%	1,072	73.22%
Female	266,835	48.98%	366	26.01%	392	26.78%
Minority	64,406	11.82%	647	45.98%	694	47.40%
1. Officials/Administrator						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	68,205		54	3.83%	54	
Male	39,995	58.64%	38	70.37%	37	68.52%
Female	28,210	41.36%	16	29.63%	17	31.48%
Minority	7,125	10.45%	9	16.67%	10	18.52%
2. Professional						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	115,960		88	6.25%	97	
Male	47,905	41.31%	63	71.59%	70	72.16%
Female	68,055	58.69%	25	28.41%	27	27.84%
Minority	16,455	14.19%	19	21.59%	23	23.71%
3. Technicians						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	47,285		108	7.67%	110	
Male	26,280	55.58%	87	80.56%	87	79.09%
Female	21,005	44.42%	21	19.44%	23	20.91%
Minority	8,510	18.00%	34	31.48%	38	34.55%
4. Protective Services						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	11,280		109	7.74%	113	
Male	9,535	84.53%	97	88.99%	99	87.61%
Female	1,745	15.47%	12	11.01%	14	12.39%
Minority	2,195	19.46%	8	7.34%	10	8.85%
5. Protective Services - Non Sworn						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	1,110		9	0.81%	16	
Male	380	34.23%	2	22.22%	8	50.00%
Female	730	65.77%	7	77.78%	8	50.00%
Minority	336	30.27%	2	22.22%	2	12.50%
6. Administrative Support						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	137,525		95	6.75%	118	
Male	48,155	35.02%	34	35.79%	47	39.83%
Female	89,370	64.98%	61	64.21%	71	60.17%
Minority	22,190	16.14%	37	38.95%	47	39.83%
7. Skilled Craft						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	36,755		198	14.00%	188	
Male	34,495	93.85%	196	98.99%	186	98.94%
Female	2,260	6.15%	2	1.01%	2	1.06%
Minority	3,915	10.65%	28	14.14%	26	13.83%
8. Service / Maintenance						
	Labor Force (2020)		NFTA - 2022		NFTA - 2023	
Total	126,635		746	53.00%	768	
Male	71,175	56.20%	524	70.24%	538	70.05%
Female	55,460	43.80%	222	29.76%	230	29.95%
Minority	3,680	2.91%	510	68.36%	538	70.05%

Availability Analysis

The NFTA has 1,464 employees. Ninety-seven (97) percent of the Authority’s employees reside in Erie and/or Niagara counties. Erie and Niagara counties have a more relevant labor market in Western New York.

Comparison information for the Availability Analysis was obtained from the *Department of Labor* and the *2020 U.S. Census Data*.

**Table 2: Availability Analysis
Labor Market for Erie and Niagara County**

		Labor Market (Erie & Niagara Counties)						
		Totals	White	Black African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Hispanic or Latino
1. Officials - Administrators								
	Work Force Total	68,205						
	Male	39,995	36,060	1,610	985	0	95	930
	Utilization Percentage	58.64%	90.16%	4.03%	2.46%	0.00%	0.24%	2.33%
	Female	28,210	25,020	1,845	445	0	104	525
	Utilization Percentage	41.36%	88.69%	6.54%	1.58%	0.00%	0.37%	1.86%
2. Professionals								
	Work Force Total	115,960						
	Male	47,905	40,720	2,755	2,735	10	110	1,175
	Utilization Percentage	41.31%	85.00%	5.75%	5.71%	0.02%	0.23%	2.45%
	Female	68,055	58,785	4,465	1,995	0	150	2,100
	Utilization Percentage	58.69%	86.38%	6.56%	2.93%	0.00%	0.22%	3.09%
3. Technicians								
	Work Force Total	47,285						
	Male	26,280	22,155	2,755	840	0	110	855
	Utilization Percentage	55.58%	84.30%	10.48%	3.20%	0.00%	0.42%	3.25%
	Female	21,005	16,620	4,465	575	0	150	640
	Utilization Percentage	44.42%	79.12%	21.26%	2.74%	0.00%	0.71%	3.05%
4. Protective Service: Sworn								
	Work Force Total	11,280						
	Male	9,535	7,835	1,020	70	0	70	420
	Utilization Percentage	84.53%	82.17%	10.70%	0.73%	0.00%	0.73%	4.40%
	Female	1,745	1,250	320	20	0	40	85
	Utilization Percentage	15.47%	71.63%	18.34%	1.15%	0.00%	2.29%	4.87%

Table 2: Availability Analysis
 Labor Market for Erie and Niagara County

5. Protective Service: Non-sworn							
Work Force Total	1,110						
Male	380	324	10	0	0	0	44
Utilization Percentage	34.23%	85.26%	2.63%	0.00%	0.00%	0.00%	11.58%
Female	730	525	160	4	0	4	30
Utilization Percentage	65.77%	71.92%	21.92%	0.55%	0.00%	0.55%	4.11%
6. Administrative Support							
Work Force Total	137,525						
Male	48,155	40,435	4,075	860	20	160	2,040
Utilization Percentage	35.02%	83.97%	8.46%	1.79%	0.04%	0.33%	4.24%
Female	89,370	74,900	8,010	1,390	30	415	3,315
Utilization Percentage	64.98%	83.81%	8.96%	1.56%	0.03%	0.46%	3.71%
7. Skilled Craft							
Work Force Total	36,755						
Male	34,495	30,925	1,655	319	0	250	1,010
Utilization Percentage	93.85%	89.65%	4.80%	0.92%	0.00%	0.72%	2.93%
Female	2,260	1,915	140	55	0	0	90
Utilization Percentage	6.15%	84.73%	6.19%	2.43%	0.00%	0.00%	3.98%
8. Service/Maintenance							
Work Force Total	126,635						
Male	71,175	54,465	9,245	1,810	4	510	3,935
Utilization Percentage	56.20%	76.52%	12.99%	2.54%	0.01%	0.72%	5.53%
Female	55,460	39,850	9,285	1,420	55	355	3,145
Utilization Percentage	43.80%	71.85%	16.74%	2.56%	0.10%	0.64%	5.67%

Table 3: Availability Analysis
 NFTA employment

The analysis below, shows overall, that females are underutilized / underrepresented when compared to the relevant labor market in Erie and Niagara Counties. The minority and female population along with the workforce population are as follows:

NFTA

Minority/Female	Population	Percentage
Women	673	47.1%
Minority/Female	390	27.3%

Erie and Niagara Counties

Minority/Female	Population	Percentage
Minorities	95,308	17.5%
Women	266,835	49%

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Goals and Timetables

The Chief Diversity Officer, EEO Development will assist each department with establishing goals that are consistent with the overall Niagara Frontier Transportation Authority goal:

Representative of minorities and females throughout the Authority's workforce by each occupational area, proportionate to the relevant labor market. The goals from each organizational component will be submitted to the Manager of the EEO / Diversity Development Department. He or she will see that the appropriate reviews, approvals and/or revisions are undertaken.

If in the opinion of the Chief Diversity Officer, EEO Development, the goals and timetables established by each department are not sufficient or realistic, he/she will request the submission of revised goals and timetables before recommending that the Executive Director approve said goals and timetables.

- In establishing timetables to meet goals, anticipated expansion, contraction, and turnover of each unit's workforce shall be considered.
- The characteristic of the goals and timetables which are established are functions of:
 - The degree of underutilization – underrepresentation within each specified job category.
 - The availability of qualified minorities and females in the relevant labor market.
 - Increase or decrease of job openings required and available.
 - The commitment of the leadership of each department (unit) to improve the representation of its workforce.
- The goals set through the procedures outlined in this section shall be a part of the Affirmative Action Policy and progress towards meeting the stated goals will be reviewed semiannually.
- The appropriate administrator(s), and Executive Director shall review and approve all goals and timetables for accomplishment of the Niagara Frontier Transportation Authority's specific goals.

2023 Goals and Timetables

NFTA is projecting there will be 323 job openings over the next four (4) years. Two-hundred and sixty-five openings will be due to attrition, 38 due to expansion, 8 due to recruiting, 26 due

to promotion, 289 due to new hiring. Short and long-range goals were established based off these calculated openings.

Short-range goals were established for those job categories, where females and minorities were underutilized and where vacancies will occur within the next twelve (12) months.

Long-range goals were established for anticipated openings that will occur in 2-4 years, and in those job, categories showing underutilization of minorities and females.

Officials and Administrators

It is anticipated that there will be eleven (11) job openings in the Officials and Administrators job category over the next four (4) years, due to attrition, expansion, promotions, and new hires. Females are currently underutilized in this category.

The 2020 Census data indicated that in our relevant market, 41.36% of the Officials and Administrators are females. NFTA has 31.48% females in this category resulting in 9.88% underutilization. NFTA's long-range goal is to add two (2) females, which will bring the overall utilization to 35.19%.

The 2020 Census data indicated that in our relevant labor market, 10.45% of Officials and Administrators are minorities. NFTA has 18.52% minorities in this category. The minority group population in the Officials and Administrators category is currently 8.07% higher than the percentage of minorities in our relevant labor market. However, our long-range goal is to add three (3) minorities to this category, which will increase the utilization to 24.07%.

Paraprofessionals

It is anticipated that there will be nine (9) job openings in the Professionals category over the next four (4) years, six (6) are due to expansion. Females are currently underutilized in this category. The 2020 Census data indicated that 58.69% of the Professionals are females and 14.19% are minorities in our relevant job market. However, our long-range goal is to add two (2) minorities to this category which will increase the utilization to 25.77%.

NFTA's short-range goal is to add two (2) females to this category by new hire and promotion, which will bring utilization of females to 29.89%.

Technicians

It is anticipated that there will be thirteen (13) job openings in the Technicians job category over the next four (4) years, seven (7) due to attrition and six (6) for expansion. Females are currently underutilized in this category.

The 2020 Census data indicates that 44.42% of Technician are females in our relevant labor market. NFTA has 20.91% females in this category resulting in a 23.51% underutilization. NFTA's short and long-range goal is to add five (5) females to this category by recruitment or promotion which will increase female utilization to 25.45%

The 2020 Census data indicated that in our relevant labor market, 18.00% of Technicians are minorities. NFTA has 34.55% minorities in this category, which is currently 6.55% higher than

the percentage of minorities in our relevant labor market. However, our long-range goal is to add four (4) minorities to this category which will increase the utilization to 38.18%.

Protective Services

It is anticipated that there will be six (6) job openings in the Protective Services category over the next four (4) years. Five (5) due to attrition and one (1) due to expansion. Females and minorities are currently underutilized in this category.

The 2020 Census data indicated that 15.47% of Protective Service worker are females and 19.46% are minorities in our relevant labor market. NFTA has 12.39% females and 8.85% minorities in this category resulting in underutilization of 3.08% females and 10.61% minorities.

There are no anticipated changes in this category over the next four years.

Professionals

There are not any anticipated changes in this category over the next four years.

Skilled Craft Workers

It is anticipated that there will be one (1) job opening in the Skilled Craft Workers category over the next four (4) years, due to attrition. Females and minorities are currently underutilized in this category.

2020 Census data indicates that 6.5% of Skilled Craft Workers are females and 10.65% are minorities in our relevant labor market. NFTA has 1.06% females and 13.83% minorities.

NFTA's short and long-range goal is to add one (1) minority to this category by new hire, which will increase utilization of minorities to 14.36% and females will remain underutilized at 1.06%.

Service and Maintenance

It is anticipated that there will be 276 job openings in the Service and Maintenance category through attrition, expansion, and promotion over the next four (4) years.

The 2020 Census data indicates that 43.80% of Service and Maintenance workers are females and 2.91% minorities in our relevant labor market. NFTA has 29.76% females in this category and 70.05% minorities.

NFTA's short and long-range goal is to add 135 females to this category through new hire which will increase utilization 47.53%. Minorities will increase their utilization to 84.63%. However, this is to replace the employees through attrition.

NFTA is currently researching apprenticeship programs and other training programs to enhance the skill set of employees in this category which could result in more opportunities.

2023 EEO Goals and Timetable

The Niagara Frontier Transportation Authority's ensuing goal is to employ minorities and females equal to availability for each job category in the relative labor market. Goals are established for each job category where underutilization exists.

The body of the Affirmative Action Policy outlines numerous actions, which shall be continued and/or undertaken to ensure equality of employment opportunity and Affirmative Action by the Niagara Frontier Transportation Authority. In order to measure some of the accomplishments through these actions, it is necessary for each organizational component to set realistic employment goals. This section details how departments prepare their employment goals and timetable for submission to the Chief Diversity Officer, EEO Development, Vice President of Human Resources, and the Executive Director.

Employment goals will reflect as near as possible the level of employment that might reasonably be expected in proportion to the number of such people represented in the available workforce.

- Each department shall review the employment levels of minorities and females by job categories within each individual department or facility.
- Each department shall receive the department's anticipated attrition, expansion data, and forecast possible changes for the coming years.
- Based estimated attrition and current employment levels, the department shall set short-term and long-term goals for employment of minorities and females in each job category. Such "goals" are set as a means to measure achievement and progress in reaching full equality of opportunity. It is also understood that these goals are not fixed quotas but are targets which the Niagara Frontier Transportation Authority will make good faith efforts to meet.
- Goals are established for each category where underutilization has been identified.

Failure to Meet Previous Goals and Timetables

Workforce Analysis Comparison						
2019 vs 2023	2019 Forcast		2023 Actual		Difference	
	Minority	Female	Minority	Female	Minority	Female
Officials & Administrators	11.54%	30.77%	18.52%	31.48%	6.98%	0.71%
Professionals	12.22%	30.00%	23.71%	27.84%	11.49%	-2.16%
Technicians	24.14%	18.97%	34.55%	20.91%	10.41%	1.94%
Protective Services	8.62%	11.21%	8.85%	12.39%	0.23%	1.18%
Paraprofessionals	5.56%	55.56%	12.50%	50.00%	6.94%	-5.56%
Administrative Support	32.04%	58.25%	39.83%	60.17%	7.79%	1.92%
Skilled Craft	5.80%	0.89%	13.83%	1.06%	8.03%	0.17%
Service & Maintenance	59.79%	28.56%	70.05%	70.05%	10.26%	41.49%

Professionals

It was anticipated in 2019, there would be nine (9) job openings in the Professional job category over the following four years, due to six (attritions and three (3) expansions. Females in 2019 were underutilized in this category as well.

The Niagara Frontier Transportation Authority did not meet this goal due to the anticipated number of job openings not materializing and due to the COVID-19 pandemic.

It is anticipated that there will be nine (9) job opening in the Professional category over the next four (4) years, six (6) are due to expansion.

The Niagara Frontier Transportation Authority is in the process of recruiting candidates to apply for positions in this category to be tested and pre-screened. Outreach activities to attract minorities and female candidates have been increased. The Niagara Frontier Transportation Authority has partnered with a local college to offer free training classes to prepare for the placement exam.

Paraprofessionals

In 2019, there were not any anticipated job openings for this job category. For the next four years, there are not any anticipated job openings for this job category.

Long – Term Goals and Short – Term Goals

Employment goals will reflect as closely as possible the level of employment that might reasonably be expected in proportion to the number of such people represented in the available workforce.

- Each department will review the employment levels of minorities and females by job category within each individual department or facility.
- Each department will review the department’s anticipated attrition, expansion data and project possible changes for the coming years.
- Based on the estimated attrition and current employment levels, the departments will set short-term and long-term goals for employment of minorities and females in each job category. These “goals” are set as a means to measure achievement and progress in

reaching full equality of opportunity. It is also understood that these goals are not fixed quotas but, are targets which the Niagara Frontier Transportation Authority will make good faith efforts to meet.

- Goals are established for each job category where underutilization has been identified.

The Chief of Diversity Officer, EEO Development will assist each department with establishing goals that are consistent with the overall Niagara Frontier Transportation Authority goal: representative of minorities and females throughout the Authority's workforce by each occupational area, proportionate to the relevant labor market. The goal from each organizational component will be submitted to the Chief Diversity Officer, EEO Development, who will see that the appropriate reviews, approvals and / or revisions are undertaken.

If, in the opinion of the Chief Diversity Officer, EEO Development, the goals and timetables established by each department are not sufficient or realistic, s/he will request the submission of revised goals and timetables before recommending that the Executive Director approve said goals and timetables.

- In establishing timetables to meet goals, anticipated expansion, contraction, and turnover of each unit's workforce shall be considered.
- The characteristics of the goals and timetables which are established are functions of:
 - The degree of underutilization – underrepresentation with each specified job category.
 - The availability of qualified minorities and females in relevant labor markets.
 - Increase or decrease of job openings required and available.
 - The commitment of leadership of each department (unit) to improve the representation of its workforce.
- The goals set through the procedure outlined in this section shall be a part of the Affirmative Action Program and progress towards meeting the stated goals will be reviewed semiannually.
- The appropriate administrator(s) and Executive Director shall review and approve all goals and timetables for accomplishment of the Niagara Frontier Transportation Authority's specific goals.

Short-term goals represent anticipated net changes in the number and percentages of women and minority employees by category in the next year. The Niagara Frontier Transportation Authority bases short-term goals on anticipated job openings and job group availability in the context of the long-term goals. The Niagara Frontier Transportation Authority identifies and forecasts vacancies in a job progression chart that indicates which vacancies underutilized employees can immediately fill and expand potential for these employees to be promoted.

Long-term goals for the Niagara Frontier Transportation Authority consider both the current and future projected availability of traditionally underutilized groups and opportunities to add employees due to increase in capital or operating funds (if available) within two (2) to four (4) years.

The Niagara Frontier Transportation Authority has used the following guidelines when developing these Goals and Timetables:

1. Human Resources, department and divisions heads, and unit/managers were involved in the process.
2. Goal setting is realistic and measurable.
3. Ensured that goals and associated timetables are specific and linked to planned results.
4. Anticipated levels of attrition, expansion, and succession planning in the context of the availability of people with required skills are considered.
5. Considered effects of changes in existing employment practices.
6. Create goals that are not rigid and inflexible but are reasonably attainable targets by applying every good faith effort to make all aspects of the nondiscrimination program work.

Goals and Timetable by EEO Code

Professionals																														
Accounting			0						0																					
Aviation Business Group			0						0																					
Engineering & Facilities			0						0																					
Executive Leadership			0						0																					
General Counsel			0						0																					
HSEQ		1	1					1	1			1																1		
Human Resources			0						0																					
Internal Audit & Compliance			0						0																					
Government Relations & Development			0						0																					
MIS		4	4				4		4				4													1		2		1
Public Affairs			0						0																					
Public Transportation			0				3		1		4		1		1	1	1													
Risk Management			0						0																					
Transit Police			1						1																					
Totals		0	6	6	0	0	7	2	9	0	1	1	5	1	1	5	2	2	1	0	0	2	0	1	1	0	0	0	0	

Technicians																														
Accounting			0						0																					
Aviation Business Group			0						0				4	1	1		4	1	1								2	1		
Engineering & Facilities			0						0																					
Executive Leadership			0						0																					
General Counsel			0						0		1																	1		
HSEQ		1	1					1	1			1																1		
Human Resources			0						0																					
Internal Audit & Compliance			0						0																					
Government Relations & Development			0						0																					
MIS		1	4	5		1		1	3		1		1		1	1	1	1					5	1	2		1	1		
Public Affairs			0						0																					
Public Transportation		6	1	7		7			7		3	2	2												3	2	2	1	1	
Risk Management			0						0																					
Transit Police			0						0																					
Totals		7	6	13	8	0	1	2	11	4	4	2	6	1	2	10	5	4	9	2	2	4	3	0	0	0	0	0	0	

Protective Svcs.																													
Accounting			0						0																				
Aviation Business Group			0						0																				
Engineering & Facilities			0						0																				
Executive Leadership			0						0																				
General Counsel			0						0																				
HSEQ			0						0																				
Human Resources			0						0																				
Internal Audit & Compliance			0						0																				
Government Relations & Development			0						0																				
MIS			0						0																				
Public Affairs			0						0																				
Public Transportation			0						0																				
Risk Management			0						0																				
Transit Police			1						1																				
Totals		0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Administrative Support																													
Accounting																									0	0	0		
Aviation Business Group																										0	0	0	
Engineering & Facilities																										0	0	0	
Executive Leadership																										0	0	0	
General Counsel																										0	0	0	
HSEQ																										0	0	0	
Human Resources																										0	0	0	
Internal Audit & Compliance																										0	0	0	
Government Relations & Development																										0	0	0	
MIS																										0	0	0	
Public Affairs																										0	0	0	
Public Transportation																										0	0	0	
Risk Management																										0	0	0	
Transit Police																										0	0	0	
Totals																											0	0	0

Para Professional																													
Accounting																											0	0	0
Aviation Business Group																											0	0	0
Engineering & Facilities																											0	0	0
Executive Leadership																											0	0	0
General Counsel																											0	0	0
HSEQ																											0	0	0
Human Resources																											0	0	0
Internal Audit & Compliance																											0	0	0
Government Relations & Development																											0	0	0
MIS																											0	0	0
Public Affairs																											0	0	0
Public Transportation																											0	0	0
Risk Management																											0	0	0
Transit Police																											0	0	0
Totals																											0	0	0

Skilled Craft																															
Accounting																												0	0	0	
Aviation Business Group	1							1	1																			0	0	1	
Engineering & Facilities																												0	0	0	
Executive Leadership																												0	0	0	
General Counsel																												0	0	0	
HSEQ																												0	0	0	
Human Resources																												0	0	0	
Internal Audit & Compliance																												0	0	0	
Government Relations & Development																												0	0	0	
MIS																												0	0	0	
Public Affairs																												0	0	0	
Public Transportation																												0	0	0	
Risk Management																												0	0	0	
Transit Police																												0	0	0	
Totals	1	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1

Service Maintenance																														
Accounting																												0	0	0
Aviation Business Group																												0	0	0
Engineering & Facilities																												0	0	0
Executive Leadership																												0	0	0
General Counsel																												0	0	0
HSEQ																												0	0	0
Human Resources																												0	0	0
Internal Audit & Compliance																												0	0	0
Government Relations & Development																												0	0	0
MIS																												0	0	0
Public Affairs																												0	0	0
Public Transportation	243	21	264				10		276	286	75	75	70	10													85	75	70	
Risk Management																												0	0	0
Transit Police																												0	0	0
Totals	243	21	264	0	0	10	276	286	75	75	70	10	0	0	85	75	70	61	37	37	37	61	38	37	91	37	37	37	37	

Grand Total	260	38	293	8	0	26	284	318	79	81	75	26	3	4	105	84	79	71	0	40	44	64	39	38	37	91	37	37	37
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Assessment of Employment Practices

The Niagara Frontier Transportation Authority is fully committed to a workforce that reflects the community that we serve. The Authority will not tolerate any person being unlawfully excluded from employment or promotion opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

The Affirmative Action Practices for Equal Employment Opportunity is the Niagara Frontier Transportation Authority's (NFTA) commitment to undertake specifically planned actions to

ensure equality of opportunity to all segments of the population and to comply with federal, state, and local laws.

The AAP includes a procedure to analyze the present workforce by identifying departments where women and minorities are underutilized. The workforce analysis was completed utilizing data from the 2018 Census and the New York State Department of Labor. Job Codes and classifications are determined by the Human Resources Department.

Comparison of the 2019 and 2023 Workforce Analysis shows females and minorities are underutilized or underrepresented in many of the job categories.

Hiring goals have been established to address the areas where underutilization of females and minorities exist. Progress towards the Affirmative Action goals will be reviewed semi-annually, and any necessary corrective actions will be implemented.

The following reports will be produced and reviewed with the Executive Director and Senior staff on a regular basis, highlighting progress, problem areas and recommended corrective actions:

- Semi – annual consolidation Affirmative Action reports which include statistics on employment, new hires, promotions, and terminations.
- Workforce Analysis report to show progress towards meeting goals.

An Applicant Flow Record has been developed to:

- Maintain a written record of job applicants by race and sex.
- Show the percentage of applicants who are offered employment.

Other actions established to assist in eliminating underutilization:

- All job openings are posted throughout the Niagara Frontier Transportation Authority and on the NFTA's website.
- Job opening announcements are sent to several outside agencies and community organizations.
- Special recruitment sessions held on and off site for skilled craft applicants to increase female and minority representation in skilled craft job category.
- Established an intern program with the Minority Bar Association which allows minorities and female law students the opportunity to gain college credit and work experience in the NFTA Legal Department.
- Partnered with Northland Workforce Training Center establish an intern program to allow local students an opportunity to experience working with NFTA. .
- Established an intern program with marketing students from local colleges.
- Study guides are made available for applicants in the protective services to assist with preparing for tests.
- Arranged for test preparation sessions with an area college to prepare applicants for testing.
- Provide training to new hired in the service maintenance job category (bus operators) to assist them with obtaining CDL licenses.

The NFTA provides equal employment in all employment practices including, but not limited to: recruiting, hiring, transfers, promotions, training, compensation, benefits, recognition, awards, layoffs, disciplines, and terminations.

Recruitment and Selection

The Niagara Frontier Transportation Authority's Equal Employment Opportunity Program, in conjunction with the Equal Employment Opportunity Policy Statement and the Affirmative Action Employment Practices, includes a recruitment program with specific objectives:

Ensure that all personnel actions, including but not limited to: recruitment, compensation, transfer, layoff, recall, benefits, promotion, demotion, and selection for company sponsored training , will be administered without regard to race, color, religion, national or ethnic origin, age, alienage, citizenship, ancestry, gender, dispositions or carrier status, sexual orientation, marital status, liability for service in the Armed Forces of the United States, prior arrest record, or disability. Managers and supervisors will be evaluated for their compliance with the NFTA's EEO Program and goals.

The Authority shall maintain ongoing efforts to attract, maintain, upgrade and achieve a balanced workforce in compliance with the implementation of an effective affirmative action program which provides for realistic equal opportunity results not only in the initial employment, but also in those personnel actions regarding training, promotion, transfer, layoff and appointments affecting the workforce of the NFTA, its contractors, sub-contractors and parties to lease, contract, and license agreements.

The Authority will continue to make special efforts to recruit women, minority, people with disabilities and veterans in professional and managerial positions to ensure a non-discriminatory workforce with each organizational component, as well as within the Authority staff.

The Authority shall inform the public of its job opportunities and shall maintain liaison with those organizations which have the capability of providing the necessary training to assist persons in qualifying for employment.

The NFTA also will require that all contractors and sub-contractors comply with the appropriate federal and state regulations and with the affirmative action policies of the Authority, and the Affirmative Action Policy Statement shall be cited as part of each and all the Authority's invitations to bid.

The Niagara Frontier Transportation Authority authorizes its administrators through the directives of the Chairman to develop and implement the appropriate

guidelines and regulations in conformance with the above Affirmative Action policies.

Managers and supervisors at every level shall be responsible for progressive leadership, for imaginative action and for definite results from the effort for which each is accountable.

Note: The NFTA has also issued an Equal Opportunity In-Service and Employment Statement and other policies and procedures condemning discriminations. All employees are expected to familiarize themselves and comply with these policies and procedures.

Hiring decisions are not made upon criteria that discriminate on the basis of age, race, color, sex, religion, national origin, veteran status, or disability.

Job opening announcements are posted throughout the NFTA on employee bulletin boards. They are also listed on the company's website and disseminated to agencies throughout the relevant labor markets.

Nationwide recruitment efforts have been conducted for job vacancies in the Officials and Administrators category to get a diverse pool of candidates.

The Equal Employment Opportunity / Diversity Development Department continuously works with the Human Resources department to identify additional recruitment areas to increase the diversity of candidates for open positions.

A review of the applicant flow for new hired by job groups, minority group status and sex for the prior plan years shows that minorities and females are not being denied employment opportunities at a significant rate.

Selection

The Human Resources department at the Niagara Frontier Transportation Authority receives all applications and resumes and distributes the information to the hiring manager for review and interview selection based on the job criteria. A list of interview procedures and sample questions are made available to assist the hiring manager with selection.

Interviews are conducted by a team selected by the hiring manager.

Policy on Filling Vacant Positions

Purpose

The purpose of this is to summarize the guidelines to be followed with filling vacant positions on a temporary or permanent basis. For additional information, please consult the *Authority Hiring Guidelines*, available in Human Resources.

Applicability

This policy applies to vacant positions within the NFTA/NFT Metro, as categorized below:

Policy

A. HOW TO BEGIN A SEARCH

1. Temporary/Out-of-Classification Appointment (No Search – For Non – Represented position only)

To Process a temporary/out-of-classification appointment, using a current NFTA/NFT Metro employee, the following paperwork is to be submitted to Human Resources:

- Job Description.
- Brief statement explaining the need for the temporary appointment.
 - Recommendation for Hire-with all appropriate signatures.

Once the paperwork is received and reviewed by Human Resources, it will be returned to the hiring manager, who will then advise the employee that the appointment has been approved.

It is the responsibility of the hiring manager to advise the candidate for the temporary appointment that the position will be vacated at the end of the term of appointment, that a regular search will be conducted, and that the incumbent may apply for the position with other candidates in the search process.

2. PERMANENT APPOINTMENT

- a. Internal Search – for Represented position only. (Only current NFTA/Metro employees may apply during an internal posting period. Internal vacancies are advertised at <https://jobs.nfta.com/jobPosts.aspx>)

A vacancy for a represented position is to be advertised internally, subject to the posting requirements of the applicable collective bargaining agreement and filled in accordance with the appropriate collective bargaining agreement. If, at the end of the posting period, the vacancy has not been filled in accordance with the collective bargaining agreement, the hiring manager may fill the position with a current employee from outside of the bargaining unit, with an external applicant, or the hiring manager may advertise the position in an external publication.

To advertise a position internally, the following paperwork is to be sent to Human Resources:

- Job Request Form
- Job Description

- b. External Search – for Non-Represented and Represented positions

Using an external search procedure, a vacancy may be advertised in a number of publications. The hiring manager will consult with the Director of Human Resources or his/her designee to determine which publications will be the best for the search. All positions will be advertised at <https://jobs.nfta.com/jobPosts.aspx>; any vacancy for which external candidates are considered will have an application period of at least 10 days.

B. ADVERTISING VACANCIES

To advertise a vacancy, the following paperwork is to be completed and submitted to Human Resources:

- Job Request Form – with budgetary approval and signed by the Executive Director
- Request to Advertise Form
- Job Description-electronic & hard copies

Once Human Resources receives the necessary paperwork, the job description will be reviewed, assigned an application deadline, and submitted to the requested publication(s) for advertisement. In addition, all positions are advertised at <https://jobs.nfta.com/jobPosts.aspx>.

The cost associated with advertising all vacancies will be covered by the hiring unit.

C. CONDUCTING INTERVIEWS

To preserve the integrity of the search process, interviews may not be scheduled until after an initial application deadline has passed.

To have a basis for evaluating candidates' responses, the hiring manager and/or search committee are to use a rating sheet during interviews. The rating sheet for each candidate interviewed is to be retained as part of the search file and submitted to Human Resources at the conclusion of each search.

D. CONCLUDING A SEARCH

The hiring manager, a conditional offer letter may be given to the finalist. The conditional offer letter will outline terms and conditions of employment, including benefits and salary, as well as the requirement that the candidate must successfully pass all drug tests, a criminal background check and/or a physical before being advised of a start date. Once all of pre-employment test have been successfully completed, the candidate should be advised of his or her start date by letter. At that time, the hiring manager of Human Resources will inform all other candidates in the search that the position has been filled.

Policy on Hiring Family

Purpose

This policy presents the Authority's position on hiring relatives, as adopted by the Board of Commissioners on August 22, 1988.

Applicability

This policy applies to all employment decisions made within NFTA/NFT Metro.

Policy

All opportunities for employment, promotion, and transfer at the NFTA and NFT Metro shall be available to all on the basis of the experience and qualifications of applicants, and in accordance with the law of Equal Employment Opportunity, and the applicable provision of union collective bargaining agreement. An applicant's relationship to an Authority employee shall not be a factor used in favor of the applicant when making an employment decision.

Directors and Department Managers shall not recommend for hire a relative to work in any department, division or section of the Niagara Frontier Transportation Authority or its wholly owned subsidiary, Niagara Frontier Transit Metro System, Inc.

“relative” shall mean the employee's spouse, parents, children, grandparents, grandchildren, brothers, sisters, aunts, uncles, nieces, and nephews of the employee or spouse, and all persons for whom the employee or employee's spouse is legally responsible.

Directors and department managers shall not make or recommend any appointment or assignment that will create a supervisory-subordinate relationship between relatives.

If, in the judgement of the Director, the best candidate available and eligible for appointment is a relative of another employee, and such appointment will result in a supervisory-subordinate relationship between relatives, the Director may recommend an exception to this policy. All exceptions must have the written approval of the Executive Director before an offer of employment is extended. Directors and department managers are discouraged from seeking any exceptions unless it can be clearly shown there were no other qualified applicants.

Policy on Transfer of Time and Leave Credits

Purpose

The purpose of this policy is to outline the process for transferring time and leave credits when an employee moves from a represented (Union) position into a non-represented position.

Applicability

This policy applies to any NFTA/NFT Metro employee, or any employee working for an agency for which the Authority has administrative responsibility.

Policy

Any employee moving from a represented (Union) position into a non-represented position will be allowed to transfer unused sick, vacation and personal leave accrued in his or her former position. The number of hours/days transferred may not exceed the current maximum allowable accruals for non-represented employees.

Policy on Employee Separations

Purpose

The purpose of this policy is to define the process that should be followed for employee separations.

Applicability

This policy applies to all NFTA/NFT Metro employees.

Policy

Permanent Employees

1. Resignation

It is expected that an employee who intends to resign from NFTA/NFT Metro will provide written notice to the Authority, which will include the expected resignation date. It is important that the date of resignation is actually the last day worked. An employee will not be allowed to utilize vacation or other accumulated leave in order to extend his or her resignation date.

If an employee qualifies receives payment for accumulated vacation leave under applicable labor contracts and/or policy, payment will be made within two weeks of separation. On or prior to the last day of work, the employee is required to return all property owned or issued by NFTA/NFT Metro.

On the employee's last day of work, the branch/department should work closely with Human Resources to ensure that all property is returned prior to the employee leaving his or her work location.

2. Termination

Appropriate supervisory staff is delegated with the power to suspend an employee with the intent to terminate, with proper justification. Any suspicion, including suspension with the intent to terminate, is to be carried out according to Authority procedures, and/or according to contractual requirements, where applicable.

Any request to terminate an employee must be approved by the appropriate branch director, the Director of Human Resources, and the Executive Director, before it will be implemented.

As with resignations, an employee will not be permitted to utilize vacation, sick, or personal leave time to extend their days worked. Human Resources will work with Payroll to ensure that any monies due to the employee will be paid within two weeks of separation.

Temporary Employees

It is the responsibility of the supervisor/manager in the hiring department to notify Human Resources when a temporary employee separates from employment with NFTA/NFT Metro. The notification should be made to Human Resources as soon as possible, but no later than 2 (two) business day after separation. In order to properly respond to unemployment insurance claims,

Human Resources must also be advised of the specific reason for the resignation or termination, such as return to school, end of seasonal assignment, etc.

Policy on Terminations

Purpose

The purpose of this policy is to define the Authority's procedure for terminating employees.

Policy

Appropriate supervisory staff are delegated the power to suspend an employee for proper cause. This delegation includes the authority to suspend with intent to terminate. When events, therefore, suggest a need to terminate an employee, a suspension shall be imposed subject to contractual requirements.

Any form of disciplinary action, including a suspension with the intent to terminate, should be coordinated with Human Resources. The recommendation for termination must be forwarded through the office of the appropriate branch head. If the branch head concurs, such action is forwarded through Human Resources to the Executive Director for final decision.

Policy on Rehiring Former Employees

Purpose

The purpose of this policy is to define the Authority's position on rehiring former employees.

Applicability

This policy applies to all NFTA/NFT Metro employees.

Policy

Employees who leave the Authority in good standing and later wish to return may be considered for re-employment. Consideration will be given to those who demonstrate a satisfactory work record. Former employees whose employment was terminated, or who resigned in lieu of facing disciplinary action by the Authority will not be considered for re-employment.

The Authority has no obligation to re-hire former employees. This policy is intended to provide management with guidance on this option. Additional questions may be answered by contacting the Director of Human Resources.

Policy on Payroll Changes

Purpose

The purpose of this policy is to designate responsibility for the generation of payroll change notices in instances of employee changes.

Policy

A. For NFTA Employees

Human Resources initiates all payroll changes notices upon the receipt of a memorandum, directive, or employee evaluation form submitted by the affected employee's department head.

B. For Metro Employees

Payroll change notices for new employees, non-represented employee salary increases and promotions into non-represented positions are initiated by Human Resources upon the receipt of a memorandum, directive, or employee evaluation form submitted by the affected employee's department head.

Payroll change notices for union transfers, contractual wage increases and terminations are initiated by the department head at the location from which the employee is transferring, or when no transfer is occurring, by the department head at the location to which the employee is assigned. All payroll change notices must be approved by Human Resources before they are forwarded to the Accounting Department for processing.

Policy on Temporary/Part-Time Employment – Not-Represented

Purpose

The purpose of this policy is to state the policy for the employment of part-time employees and temporary workers.

Applicability

This policy applies to all non-represented positions in NFTA/NFT Metro.

Definitions

- A. Temporary Worker – A temporary worker is one used to perform work for a limited period of time, generally not to exceed 6 months. A temporary worker may work up to 40 hours per week.
- B. Part-Time Employee – A part time employee is a permanent employee who regularly works 30 hours or less per week.

Policy

A. Temporary Workers

Managers, with the approval and assistance of the Human Resources Department, may decide to use temporary workers on a project basis, to substitute for employees on leave or when the workload exceeds the ability of the normal staff to accomplish the work on a timely and quality basis. Temporary assignments are limited to a maximum duration of 6 months.

Temporary workers can be hired by NFTA/NFT Metro or engaged through an approved temporary employment agency. Temporary workers retained through an employment agency remain employees of the agency and do not become employees of NFTA/NFT Metro. However, they are expected to comply with all company policies and rules, including those on discrimination, dress

code, drug testing, etc. To the extent that an employee of a temporary employment agency is entitled to leave under the Family and Medical Leave Act, NFTA/NFT Metro will cooperate with the agency in complying with the FMLA but will request that the agency supply a substitute, qualified temporary worker when required. Temporary workers may be held to a higher standard due to the limited duration of their assignment. For example, a temporary worker who is not on FMLA leave and who fails to report to work for two days may be terminated.

B. Part-time Employees

In rare situations, certain full-time, permanent positions may be converted to part-time positions, while still performing the duties necessary to the position. This conversation must result in salary/fringe savings. The following steps should be followed whenever a part-time position is created or when converting a full-time position to part-time:

The department manager must recommend and fully justify how key job duties of a full-time position can be economically performed on a part-time basis. This recommendation should include expected duration, work schedule, salary.

The conversation should provide quantifiable economic advantage to the Authority and is not justified based on being a convenience to an employee.

The expectation is that this policy will be used very rarely and will be based strictly on the merits of each particular case.

Use of this policy and inclusion/exclusion of positions is at the sole discretion of the Authority and does not confer any right of an employee to work on a part-time basis.

Benefits

Temporary workers will receive no benefits, except those required by law.

Employees whose positions are reduced to part time are eligible to receive medical, dental, and optical insurance, but are required to pay a percentage of the premium based upon the number of hours regularly worked in the part time position. Sick leave and vacation will be accrued proportionately based on hours regularly worked. Personal leave allotment and holiday pay will be pro-rated based on hours regularly worked.

Policy on Severance

Purpose

The purpose of this policy is to provide the NFTA's position on severance payments.

Policy

INTRODUCTION

The Niagara Frontier Transportation Authority Severance Plan (the "Plan") is designed to assist eligible employees in the transition of another job when their employment with the Company is terminated and, as a result, they are unemployed. The Plan covers non-represented salaried employees as defined in the Niagara Frontier Transportation Authority (NFTA). The Company

does not and cannot guarantee continued employment, and employees may be terminated for any reason the Company in its discretion believes is a fair and honest business reason, or where no reason need be stated. In Recognition of this broad discretion reserved by the Company, the Company provides the Plan for eligible employees, effective June 26, 1995, as approved by the Board. Notwithstanding anything herein to the contrary, the Company reserves the right to make exceptions to the Plan in appropriate individual situations.

ELIGIBILITY

To be an “Eligible Employee” under this policy, the employee must meet the following criteria:

Non-represented full-time salaried employee.

Non-represented part-time salaried employee covered under policy 4-02-09.

BENEFITS

A. CONDITIONS OF PAYMENT

Severance benefits shall be payable from the Plan to an Eligible Employee under the following circumstances:

1. The Eligible Employee is terminated for lack of work.
2. The Eligible Employee is terminated due to a failure through no fault of the Eligible Employee to perform his or her job as required or expected by the Company.
3. The Eligible Employee is terminated due to job elimination, e.g. facility closure or relocation of all or a portion of the Company’s operations; or
4. Any other reasons, other than voluntary resignation, retirement, or termination for willful misconduct, which are determined by the Company to not be the fault of the Eligible Employee.

B. EXCEPTIONS

Severance benefits shall not be payable to an Eligible Employee if:

1. The Eligible Employee’s termination is for willful misconduct by the Company in its sole discretion, which includes, but is not limited to, dishonesty, insubordination, excessive absenteeism, violation of or extended deviation from any reasonable Company rule or policy, or willful failure to perform his/her assigned duties.
2. The Eligible Employee voluntarily elects to take early or normal retirement; or

3. The Eligible Employee's termination from the Company is the result of the sale to another corporation or business entity of all or a portion of the business or assets of the Company, and employment is offered by the "purchaser" to the terminated Eligible Employee.

C. AMOUNTS OF BENEFITS

An Eligible Employee whose termination satisfies the conditions of payment in Article III.A will be paid severance benefits in normal payroll installments (i.e., weekly, semi-monthly, etc.), as a continuation of his or her normal base salary of the termination date, in the following amounts:

Four (4) weeks' pay, plus one (1) week per year of service to a maximum of six (6) months. Eligible part-time employees' pay will be computed based on their part-time status.

D. RELEASE

Each Eligible Employee who receives and accepts severance benefits hereunder is required to sign a Release and Severance Plan Agreement (a copy is attached to this Plan). This agreement outlines the severed employee's vacation and severance benefits coverage. It also releases the Company from any claim the Eligible Employee may have arisen out of his/her employment or the termination thereof, including, but not limited to, claims or severance, vacation or termination pay, or continuation of employment.

E. TERMINATION OF SEVERANCE BENEFITS

The payment of severance benefits will be terminated under any of the following conditions:

1. The Eligible Employee commences employment with a new employer.
2. In the event of death, severance benefits will be discontinued at the end of the week in which the Eligible Employee's death occurs.
3. The Eligible Employee is reemployed as a full-time employee with the Company during the period severance benefits are being paid.

Should a reemployed employee be terminated again at a future date, and the conditions of payment outlined in III.A are met, the Eligible Employee may be entitled to receive severance benefits in accordance with the terms of this Plan with no deduction for severance benefits previously received.

F. EXTENDED BENEFITS COVERAGE

Benefits coverage under those Company employee benefits programs listed in the second following sentence will continue in force until severance benefits hereunder are no longer paid at which time such benefit coverage will be terminated. The Eligible Employee may elect at that time to exercise certain conversion privileges on an individual basis to the extent they may be available under his/her existing group coverage. Extended benefits coverage includes all Company medical,

dental, and optical plans, excluding life insurance and disability coverage. For the purpose of computing pension benefits, the Eligible Employee's participation for benefit accruals ends the date of termination of employment.

PAYMENTS TO AND FROM THE PLAN

The benefits under the Plan shall be paid from the general funds of the Company, and all Eligible Employees shall be no more than unsecured general creditors of the Company. Nothing contained in the Plan shall be deemed to create a trust of any kind for the benefit of the Eligible Employees, or create any fiduciary relationship between the Company and Eligible Employees with respect to fund the benefits provided herein prior to payment, although it may do so it chooses. Any assets which the Company chooses to use for advance funding shall nevertheless constitute the assets of the Company and shall not cause this to be a funded plan.

ADMINISTRATION

The Company is the Plan Administrator

LEGAL CONSTRUCTION

The Plan is drawn under and shall be construed in accordance with the laws of the State of New York.

NON-ALIENATION OF BENEFITS

No Plan benefit, hereunder, shall be subject to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance or charge, and any attempt to do so shall be void.

AMENDMENT AND TERMINATION

The Company may amend, suspend or terminate the Plan in whole or in part at any time; provided, however, that such amendment, suspension or termination shall not adversely affect the rights of an Eligible Employee to any remaining unpaid severance benefits which had commenced in payment or were payable because of termination of employment prior to the adoption of the amendment or any applicable only to a particular situation or situations.

Policy on Employee Evaluation Process

Purpose

The purpose of this policy is to define the process by which employee performance is evaluated.

Policy

Managers are encouraged to evaluate the performance of all their employees on at least an annual basis, utilizing the employee evaluation form distributed by the Human Resources Branch. An annual performance review must be done as part of a manager's decision process involving salary increases for all non-represented employees, and for union employees when contractually applicable. More frequent reviews may be performed during a new employee's probationary period, when an employee's performance is marginal, or when a change of position is being considered.

The purpose of the evaluation is to provide an objective assessment and record of performance, and to promote communication between the supervisor and the employee in establishing goals and guidelines for job performance. To be effective, the process must be one of ongoing communication between the employee and the supervisor.

Upon the completion of an employee's probationary period, his or her supervisor will complete an evaluation from which will become part of his or her personnel file.

Human Resources forwards evaluations forms to department or branch managers as part of an employee's annual review process. Once completed the evaluation should be discussed in detail with the employee. During this discussion the employee should be provided with a copy of the evaluation. Once complete, the original forms should be sent to Human Resources for further processing if necessary and for placement in the employee's personnel file.

Policy on Death of an Employee

Purpose

This policy sets forth the procedure to be followed in cases where an employee dies while in active service with NFTA or NFT Metro System, Inc.

Policy

The Executive Director and/or branch manager will send a letter of condolence to the family of the deceased employee.

A gift or donation valued at \$50.00 will be sent to the deceased employee's family on behalf of the Authority. Gifts can be in the form of flowers, fruit baskets, or comparable items. Donations will be made to an association or charity designated by the employee's family.

Testing

Pre-Employment Testing

The NFTA uses the following pre-employment testing for the job categories listed. Candidates must successfully pass the assessment to be considered for employment.

Pre-employment testing applies to all new hires, as well as to employees upon promotion or transfer to a safety-sensitive position, when that employee is not already employed in an FTA or

FMCSA-defined safety-sensitive position. Pre-employment testing also applies upon promotion or transfer to a position with specific physical requirements even if the employee is already in a safety-sensitive position. Before allowing an employee or applicant to perform a safety-sensitive function for the first time, the employee must take a pre-employment drug-test, with a verified negative result.

When the FTA safety-sensitive employee or applicant has not performed a safety-sensitive function for 90 consecutive calendar days, regardless of the reason, and the employee has not been in the employer’s random selection pool during that time, the employee must take a pre-employment drug test with a verified negative result before the employee is allowed to return to work (49 CFR Part 655.41).

When a FMCSA safety-sensitive employee has not performed a safety-sensitive function for 30 consecutive calendar days, regardless of the reason, and the employee has not been in the employer’s random selection pool during that time, the employee must take a pre-employment drug test with a verified negative result before the employee is allowed to return to work (49 CFR Part 382.301)

Test	Job Category	Administrated By	Measurement	Other
Drug Screen	All Job Categories	Medical Department	Use of illegal drugs	
Safety Inventory Assessment	Safety Sensitive Positions	Human Resources	Safety Aptitude	
Excel, Word, Typing	Administrative Support	Human Resources	Typing and Computer Skills	Cut off scores have been established based on job requirements. Selection is not solely based on test scores. Tests were purchased from a testing vendor.
Excel - Accounting / Finance	Technicians / Paraprofessionals	Human Resources	Math skills, Financial and Record Keeping Skills	Cut off scores have been established based on job requirements. Selection is not solely based on test scores. Tests were purchased from a testing vendor.
Mechanical Assessment	Skilled Craft	Maintenances Staff	Mechanical Skills	Tests were reviewed and approved by an outside arbitrator, Human Resources and
Police Officers Exam & Physical Agility Test	Protective Services	Police Department	Physical Agility	Test was validated by vendor - I/O Solutions no adverse impact
Firefighters Exam & Physical Agility Test	Protective Services	Police Department	Fire safety procedures & agility	Test was validated by test vendor - PSI no adverse impact.

As NFTA policy, if pre-employment urine drug tests are conducted prior to initial employment for any safety-sensitive or non-safety-sensitive positions, applicants who has a verified positive drug test result will be disqualified from consideration for employment with NFTA/NFT Metro.

Applicants who receive a negative dilutes result of a urine test must take another test immediately (49 CFR Part 40). Unless the result of the second test is a verified negative the applicant will be disqualified from consideration for employment.

If an applicant/employee takes a pre-employment test and receives a verified negative result but does not begin working in or return to his/her safety-sensitive or non-safety sensitive job within 30 days from the confirmed negative result, then he/she must take another pre-employment drug test and receive a negative result before starting work for NFTA/NFT Metro System, Inc., If a pre-employment test is cancelled, the employee must retake and pass another test before being hired into or returning to a their position. For cancelled tests with no medical explanation that is acceptable to the MRO, a recollection is required under direct observation. No employee will be permitted to transfer from a safety-sensitive position to a safety0sensitive position or return to a safety-sensitive position until the employee takes a pre-employment drug test, with a verified negative result. When a safety-sensitive employee or applicant has previously failed or refused a DOT pre-employment test prior to initial employment, the employee must provide the NFTA Substance Abuse Program Administrator proof of having successfully completed a referral, evaluation and treatment plan as described in section 655.62 of subpart G (49 CFR 655.41 (a)(2)).

Random Testing

A minimum annual rate of 50% of the total number of FTA and FMCSA safety-sensitive employees (or the rate set by the FTA/FMCSA for that year for drugs) will be randomly chosen by a computer-generated selection process, and reasonably spread over a twelve-month period for drug testing. A minimum annual rate of 10% of the total number of FTA and FMCSA safety-sensitive employees (or the rate set by the FTA and FMCSA for that year for alcohol) are randomly chosen by a computer-generated selection process, and reasonably spread over a twelve-month period for alcohol testing. The random selection process and scheduling of testing is the responsibility of the Human Resources Department. The selection of employees for random drug and alcohol testing shall be made by scientifically valid method, such as a random number table or a computer -based random number generator that is matched with employees' Social Security number, payroll identification numbers, or other comparable identifying numbers. Under the selection process used, each covered employee shall have an equal chance of being tested each time selections are made (49 CFR Part 655.45e)). Management/Supervisors do not have discretion with the random selection process. The NFTA shall ensure that the random drug and alcohol tests conducted are unannounced and unpredictable, and that the dates for administering random tests are spread reasonable throughout the calendar year. Random tests must be conducted at all times of the day when safety-sensitive function are being performed (49 CFR Part 655.45(g)). If the employee is performing a safety-sensitive function at the time of the notification, the NFTA shall ensure that the employee stops performing the safety-sensitive function and proceeds to the testing site immediately (49 CFR Part 655.45(h)). A covered employee shall only be randomly tested for alcohol misuse while the employee is performing safety-sensitive functions; just before the

employee is to perform such functions. A covered employee may be randomly tested for prohibited drug use anytime while on duty (CFR Part 655.41(i)). Employees are notified that they have been selected for testing as close to the actual time of the collection and/or test, as is reasonably possible. The employee will only be notified after he/she has reported is to be conducted. The NFTA shall require that each covered employee who is notified of selection for random testing proceeds to the test site immediately. Discretion will be used as employees are notified that they have been selected for random testing, and employees will be provided with as much privacy as is reasonably possible. ***An employee's failure to report as directed for random testing is considered a refusal to take a drug and/or alcohol test.***

Refer to 49 CFRR Part 655.45 for additional information regarding random testing.

Previously Scheduled Commitment Program

This program shall be used only for members of Amalgamated Transit Union

Random drug/or alcohol testing shall be initiated no later than three hours before the end of an employee's shift where such an employee has provided advance verifiable documentation of the previously scheduled medical or childcare commitment for the period immediately following the employee's shift.

Medical commitment – the medical section of the required form must be completed and signed by your health care professional.

Childcare commitment – the childcare section of the required form must be completed and signed by your childcare provider.

The NFTA Medical Department **must** receive the **original (completed) form** with an **original signature** (no stamps) 24 hours prior to the start of the work shift of the weekday commitment or by 12:30 pm on the Friday preceding the weekend commitment. Phone and fax numbers are required. **Copies** and **incomplete** forms will not be accepted.

Reasonable Suspicion Testing

Employees may be tested upon reasonable suspicion of drug and/or alcohol use based upon specific, contemporaneous, articulable observations concerning the appearance, behavior, speech, or body odors of the employee. Reasonable Suspicion alcohol testing may be performed just before an employee performs safety-sensitive duties, during that performance, and just after an employee has performed safety-sensitive duties: the observations leading to Reasonable Suspicion alcohol testing must be made during, just preceding, or just after the period of the workday that the employee is required to be in compliance with 49 CFR Part 665. FTA regulations required only one supervisor to determine if a reasonable suspicion test will be performed; however, as NFTA policy states; when possible two supervisors will make the reasonable suspicion determination whenever possible. Any supervisor involved in making the determination of reasonable suspicion

must have received at least one hour of training in recognizing the symptoms and effects of prohibited drug use and at least one hour of training in recognizing the symptoms and effects of prohibited alcohol use. In all cases involving reasonable suspicion, the supervisor(s) shall document their observations of the employee's behavior and factors leading to the act of reasonable suspicion of the employee's behavior and observed signs. Any employee exhibiting such signs or appearing to be under the influence of drugs and/or alcohol will be removed from the vehicle or workplace and informed that there is reasonable cause to believe that he or she has been using a prohibited drug and/or alcohol. The employee will be given the opportunity to make a verbal statement or provide appropriate medical documentation explaining why his or her behavior or other physical signs may be indicating that he or she appears to be under the influence of prohibited drugs and/or alcohol and will then be escorted by a responsible person as determined by the supervisor(s) to a collection/test site. The employee will be required to provide a urine specimen and/or perform an alcohol test under the guidelines for drug and alcohol testing (49 CFR Part 40). Alcohol testing is only permissible just before / during / just after safety-sensitive duty. Urine collections may be performed anytime while on duty. In addition, the employee may be subject to a fitness for duty evaluation. Such an employee will only be allowed to return for work after a verified negative test result has been received by the MRO for prohibited drugs or if the employee tests negative for alcohol with a breath alcohol concentration below 0.02. If the reasonable suspicion drug and/or alcohol test(s) produce a verified positive test result(s), the employee will be allowed to return to work only if he or she:

- Has been cleared through a Substance Abuse Professional (SAP) interview and evaluation.
- Has successfully complied with treatment regimen as developed by SAP and treatment provider.
- Has been cleared by the NFTA's medical Review Officer, Substance Abuse Program Administrator, or other qualified medical personnel involved in the assessment/evaluation of the employee in question.
- Has a verified negative test result on a return-to-duty drug and/or alcohol test.

Post-Accident Testing

Federal Transit Administration (FTA)

FTA regulations define an accident as an occurrence associated with the operation of a vehicle, is as a result: (1) An individual dies; or (2) An individual suffered bodily injury and immediately received medical treatment away from the scene of the accident; or (3) With respect to an occurrence in which the public transportation vehicle involved is a bus, electric bus, van or automobile, one or more vehicles (including non-FTA funded vehicles) incurs disabling damage as the result of the occurrence and such vehicle or vehicles are transported away from the scene by a tow truck or other vehicle; or (4) With respect to an occurrence in which the public transportation vehicle is removed from operation (49 CFR Part 665.4).

In addition, as NFTA policy, non-DOT post-accident testing will be conducted when an employee has received a citation under State or local law for a moving traffic violation arising from an accident but has not met a criterion for DOT Post Accident testing.

As soon as practicable following an accident/involving the loss of human life, the NFTA shall conduct drug and alcohol tests on each surviving covered employee operating the mass transit vehicle at the time of the accident. The NFTA shall also drug and alcohol test any other safety-sensitive employees whose performance could have contributed to the accident as determined by the employer using the best information available at the time of the decision.

As soon as practicable following an accident not involving the loss of human life meeting the criteria above in which a mass transit vehicle is involved, the NFTA shall drug and alcohol test each safety-sensitive employee operating the mass transit vehicle at the time of the accident unless the NFTA determines, using the employee's performance can be completely discounted as a contributing factor to the accident.

The NFTA shall also drug and alcohol test any other safety-sensitive employee whose performance could have contributed to the accident, as determined by the NFTA using the best information available at the time of the decision. For example, in a collision between a train and a maintenance vehicle, the Train Operator, driver of the maintenance vehicle, Rail Controller and the employee who maintained the equipment may all be tested.

If an alcohol test required by this policy is not administered within two hours following the accident, the Controller or Supervisor overseeing the accident shall prepare and maintain a record stating the reasons the alcohol test was not promptly administered. If an alcohol test required by this section is not administered within eight hours following the accident, the Controller or Supervisor overseeing the accident shall cease attempts to administer an alcohol test and maintain the record. Records shall be submitted to FTA upon request of the Administrator (49 CFR Part 655.44).

Each safety-sensitive employee required to be drug tested under this policy is to be tested as soon as practicable but within 32 hours of the accident. The decision not to administer a drug and/or alcohol test shall be based on the NFTA's determination, using the best information available at the time of the accident. Such a decision must be documented in detail, including the decision-making process used to reach the decision, not to test. As NFTA policy, the Controller or Supervisor overseeing the accident must provide detailed documentation.

Federal Motor Carrier Safety Administration (FMCSA)

FMCSA regulations define an accident as an occurrence involving a commercial motor vehicle in interstate or intrastate commerce in which: 1) a fatality occurred; or 2) a vehicle was towed from the scene; or 3) a person was injured and required immediate medical treatment away from the crash scene.

As soon as practicable following an accident involving the loss of human life, the NFTA shall conduct drug and alcohol tests on the surviving FMCSA covered employee operating the commercial motor vehicle at the time of the accident (49 CFR Parts 40 and 382).

Following an accident not involving the loss of human life, if the vehicle was towed from the scene OR a person was injured and required immediate medical treatment away from the crash scene AND:

- If the driver is issued a citation within 8 hours of the occurrence: an alcohol test is required.
- If the driver is issued a citation within 32 hours of the occurrence: a drug test is required.

Nothing in policy shall be construed to require the delay of necessary medical attention for the injured following an accident or to prohibit a safety-sensitive employee from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or to obtain necessary emergency medical care.

A safety-sensitive employee who is subject to post-accident testing who fails to remain readily available for such testing, and who fails to notify the NFTA or the NFTA representative of his or her location if he or she leaves the scene of the accident prior to submission to such test, may be deemed by the NFTA to have refused to submit to testing (49 CFR Part 655.44).

As NFTA policy, employees required to participate in post-accident testing will be accompanied to the collection site by a supervisor.

Return-to-Duty Testing

An employee who has either refused to take or has a verified positive drug and/or alcohol test results must report to EAP/SAP and ultimately submit to a Return-to-Duty (Observed Collection) drug test and/or alcohol test (49 CFR Part 40, subpart O). If the employee is required to take a Return-to-Duty (Observed Collection) drug test, he or she will not be permitted to return to duty until a verified negative drug test result has been received from MRO. If the employee is required to take Return-to-Duty alcohol test, he or she will not be permitted to return to duty unless the alcohol concentration is less than 0.02.

Follow-up Testing

A safety-sensitive employee who has failed a drug and/or alcohol test and has successfully returned to duty is subject to unannounced testing (follow-up tests) pursuant to 49 CFR Part 40 Subpart O. The follow-up testing period may be extended equal to the length of “breaks in service.”

As NFTA policy, all non-safety-sensitive employees who have failed a drug and/or alcohol test and have successfully returned to duty are subjected to unannounced follow-up tests mirroring the procedures described in 49 CFR Part 40 Subpart O. The Follow-up testing period may be extended equal to the length of “breaks in service.”

Promotions

A Review of Human Resources for promotions and transfers into and out of job groups by minority status and sex for the prior plan year shows opportunities are afforded to minorities and females and there are no significant disparities. Ninety-three (93) percent of the employees at the Niagara Frontier Transportation Authority are members of one of the thirteen (13) Bargaining Units and movement within the bargaining units is in alignment with the contract language of the particular union and is usually based on seniority. Movement and/or promotions from outside allows more flexibility in placement.

2020 Niagara Frontier Transportation Authority – Promotions



2021 Niagara Frontier Transportation Authority – Promotions



2022 Niagara Frontier Transportation Authority – Promotions



2023 Niagara Frontier Transportation Authority – Promotions

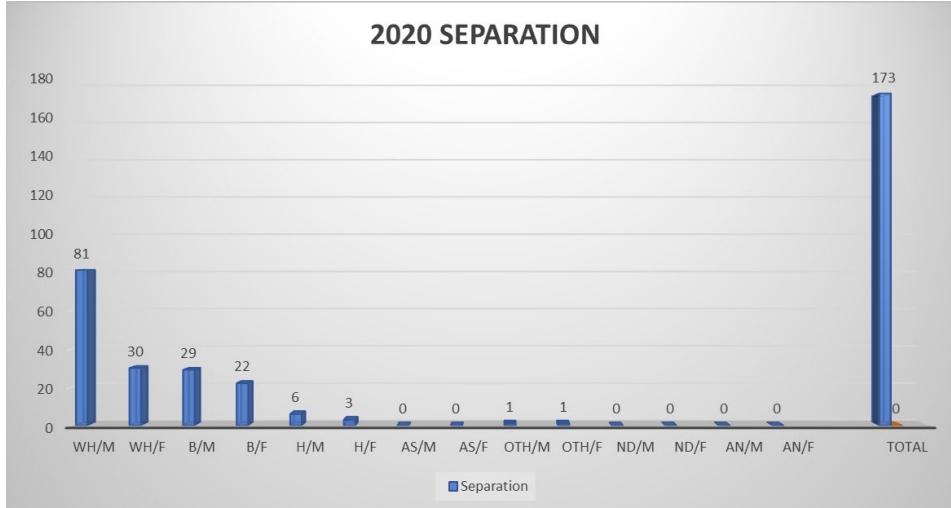


Seniority Practices

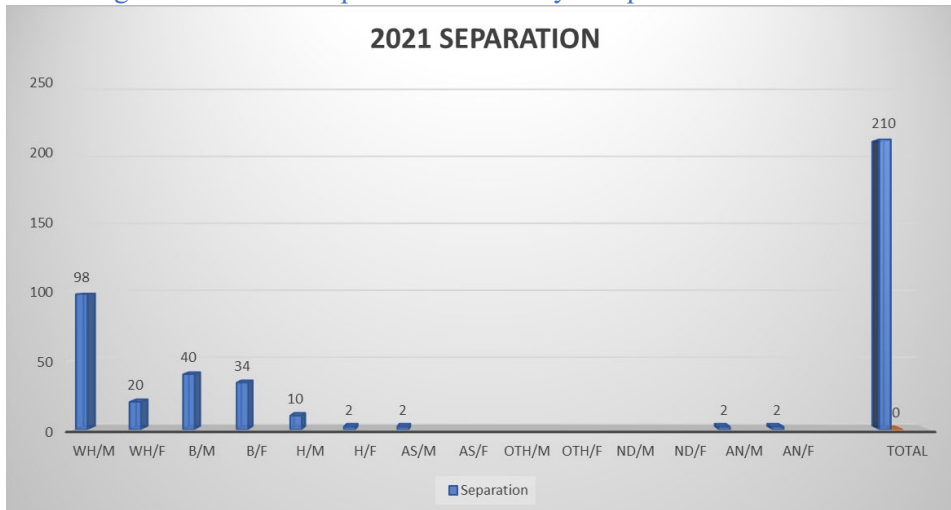
Disciplinary Procedures and Termination Practices

The Niagara Transportation Authority recognizes the need for clearly defined disciplinary procedure and termination practices. Therefore, these procedure and practices are defined in the Authority's personnel handbook.

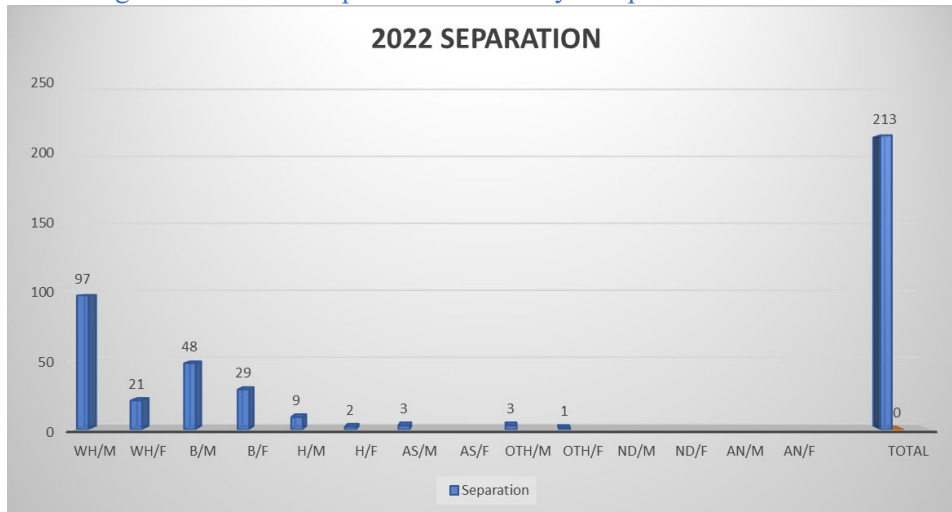
2020 Niagara Frontier Transportation Authority – Separations



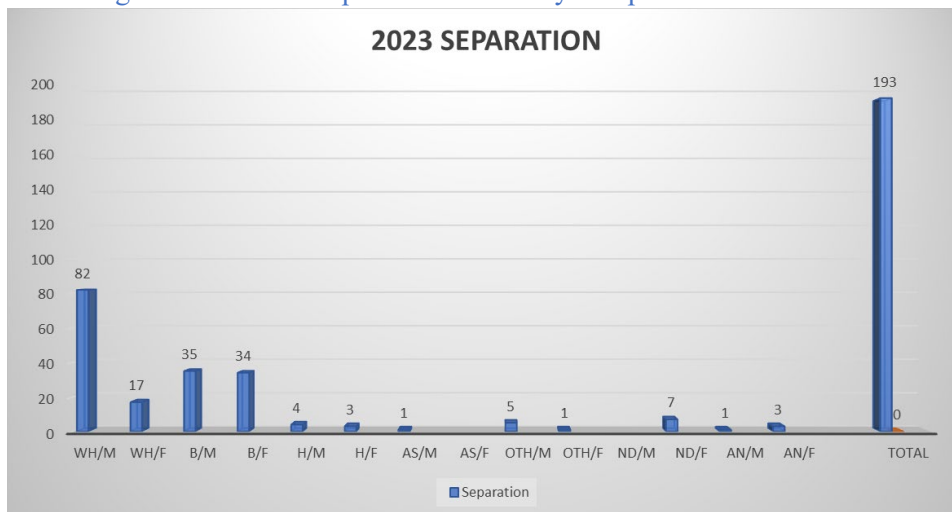
2021 Niagara Frontier Transportation Authority – Separations



2022 Niagara Frontier Transportation Authority – Separations



2023 Niagara Frontier Transportation Authority – Separations



Training

BOCES

The Board of Cooperative Educational Services (BOCES) provides many certificate programs in continuing education that apply to many of the trades utilized here at the NFTA. Employees that are interested in improving their skills in the trade they are presently working in or to develop new skills for a position that they are interested in are presently working in or to develop new skills for a position that they are interested in are eligible to take the BOCES courses on their own time. The NFTA will pay tuition and cost of books for approved courses.

This program is managed by the HSEQ Department. Employees are encouraged to review the BOCES course offerings online and submit a request to HSEQ if they are interested in taking a class. As long as the class pertains to their present position or one that they are interested in applying for, and there is funding available within the budget allocation for the budget period, they

will be eligible for the class. Some examples of approved courses are Basic Electrical, Plumbing, Welding, and Carpentry.

Compensation and Benefits

Compensation

- A. **Salary Ranges:** Salaries are established with ranges broad enough to permit individual growth and the recognition of improved performance over an extended period of time in the same job. Salary grade differentials are sufficiently great to encourage employees to advance in the organization. Salaries are administered within the approved range for a given period of time.
 - 1. **Minimum** – bottom third of any range, normally the starting point for a person whose qualifications meet the minimum requirements of the job.
 - 2. **Control** – middle third of pay range, normally the salary for a fully qualified, experienced employee who meets all requirements of the job. Considered equal to average salaries paid by surveyed companies for equivalent work.
 - 3. **Mid-point** – the exact middle of a pay range. References to midpoint should be used as guidelines only.
 - 4. **Maximum** – highest third of range, reserved for the employee whose performance in the present job is outstanding.
 - 5. **Maximum** – highest third of range reserved for the employee whose performance in the present job is outstanding over an extended period of time.
- B. **Structured Establishment** Salary structures are developed to provide a realistic recognition of competitive business conditions. Comprehensive survey data is used to provide a basis for establishment of salary structures that balance Authority objectives while paying competitive salaries. Structure reviews are conducted periodically to update salary ranges and furnish guidance for salary increase budget planning.
- C. **Salary Budgets** Annual salary increase budgets are established as part of the overall budget process. Detailed salary plans for the ensuing fiscal year are developed in January, using survey data, planned structured movement and needs to maintain pay levels consistent with the Authority's stated objectives.
- D. **Salary Reviews.** The Niagara Transportation Authority performance-oriented salary administration provides employees financial incentive to perform at their top effectiveness at all times. Salaries and performance of all employees are reviewed on a regular, periodic basis to evaluate and compensate contributions being made to the Authority.

These are the normal kinds of situations where salary considerations are examined.

- 1. **Employment Selection.** Salaried hiring rates are determined individually in cooperation with Human Resources at the time of employment selection for a particular job. These rates are tailored to the qualifications and experience of the applicant, the labor market for the skills involved and internal relationships with comparable employees doing similar work. Starting salaries are set between the minimum and the midpoint of the range, unless there are unusual qualifications that warrant special approval of a higher amount.

2. Probationary Reviews. Newly hired, promoted or transferred employees will normally serve a ninety working day probationary period. At the end of that time, there will be a performance review only. In very selected cases, a pay increase may be made after six months based on subsequent review, where a person's contributions were difficult to assess when they were hired from outside the Authority. These special cases must be thoroughly reviewed and approved by Human Resources and the Executive Director prior to any action.
3. Merit Reviews. The Niagara Frontier Transportation Authority, as a matter of policy, is a merit pay company. All salary increases for employees are earned and awarded on the basis of performance. The size and timing of merit increases will vary depending on performance ratings and where individual salaries fall within pay ranges.

Salary progression guidelines for merit increases change periodically, depending on the size of the budget and other related factors.

All employees will have their performance reviewed at least annually.

Pay increases may be made at the employee's annual anniversary date or on different intervals depending on time schedules that may be established periodically by the Authority to fit needs of the compensation program.

Pay increases may be made at the employee's annual anniversary date or on different intervals depending on time schedules that may be established periodically by the Authority to fit needs of the compensation program.

4. Promotional Reviews. When employees are promoted to a position in a higher pay grade, salaries are reviewed, and additional responsibilities are normally recognized by a promotional salary increase.

Promotional increases take into account the significance of promotions and difference in salary grades between old and new jobs; an amount up to one-half the percent difference between midpoints is an appropriate guideline for this element. Additionally, consideration is given to time since the last increase, and earned merit is evaluated, prorated, and added to the factor for promotion.

5. Reclassification. When employees are reclassified to a lower salary grade, their pay status will be reviewed. Except for unusual circumstances, current salaries will be continued if these are within the new salary ranges. Rates exceeding maximums for new classifications will be adjusted downward to such maximums.
6. Unscheduled Reviews. Salary and performance may be reviewed at times apart from normal schedules to deal with unusual pay equity and internal compensation relationships, exceptional performance accomplished and other circumstances that are not readily covered by general policy.

All salary changes require the approval of at least two levels of management (the immediate manager and his/her superior) and the authorization of Human Resources and the Executive Director before they are processed for payment or are discussed with the employees involved.

As a matter of policy, salaries are treated on a confidential basis and are to be discussed only with authorized management and the employees involved. All employees should be told their individual job grades, salary and schedules for performance and salary reviews. Performance review information should be fully discussed privately with the employee involved and carefully related to current salary and potential growth.

Performance Reviews

- A. Objective. The primary objective of the performance review programs is to help attain the maximum effectiveness of employees and develop their capabilities as rapidly and usefully as possible. It seeks to establish a relationship between supervisors and employees that will create an environment of mutual trust and confidence to nurture quality performance and promote long-term development of employee potential. There are additional objectives in the program. These are:
1. To give employees all relevant information about how they are performing their jobs.
 2. Promote communication between supervisors to assist subordinates starting with the mutually important subject of performance.
 3. Serve as a basis for supervisors to assist subordinates in planning individualized development programs consistent with individual occupation ambitions and personal goals.
 4. To provide feedback on progress on development plans.
 5. To identify employees capable of being promoted to handle greater responsibilities as well as those who should be considered for reclassification, demotion, or termination.
 6. To provide opportunities for appropriate recognition and to ensure that employees are being fairly compensated for individual performance and contribution to the organization.
 7. To carry out the program using these standard performance rating categories.

RATING

BELOW EXPECTATIONS: Did not perform some or all required duties in a timely, accurate and competent manner; failed to accomplish at least 75% of the objectives that were established during the last evaluation process.

MEETS EXPECTATIONS: Performed all required duties in a timely, accurate and very competent manner; accomplished most or all of the key objectives established during the last evaluation

process; has made a positive contribution to the operation of the work unit; represented the Authority in a professional manner when interacting with employees, the public and representatives from outside agencies.

EXCEEDS EXPECTATIONS: Distinguished him/herself from the rest of the work unit by the exceptional quality and quantity of work performed; accomplished all key objectives; implemented independent ideas and concepts that significantly improved effectiveness and/or reduced costs;; demonstrated an exceptional attitude with regard to work assignments and organizational goals.

B. Schedule

1. New Employees. Initial performance reviews are held ninety calendar days after the date of employment and on an annual basis thereafter. Determination will be made as to whether satisfactory performance progress is being made and whether employment should be continued.
2. Regular Employees. All employees will be reviewed annually. Salaries will be reviewed at intervals as may be periodically announced as part of the Authority's merit increases scheduled.
3. Regular Employee Status Change. Employees who have their status permanently changed by promotions, demotions or reclassification are reviewed on the same schedule as new employees with a six-month appraisal of performance, followed by annual reviews.

C. General Procedures. Human Resources maintain schedules for performance reviews. When performance reviews are to be conducted, the following procedures will be followed.

1. Packages of the review forms and necessary related information on individual employees will be prepared and distributed to employees' immediate supervisors at a scheduled time well in advance of due dates.
2. Supervisors review employee performance for the entire period and record it on the appropriate forms.
3. Supervisors discuss appraisals of employees with their immediate supervisors and reach agreement on evaluations. Any further examinations and approvals are carried out in keeping with special policies of the particular branch unit.
4. The completed review packages, signed by at least two required levels of management, are returned to Human Resources by the designated time in advance of employee review dates.
5. Human Resources reviews actions recommended, provides any appropriate consultation and assistance, records pertinent information into permanent records and informs payroll functions of any approved status or pay action.
6. Review materials are returned to individual supervisors to conduct performance appraisal interviews with employees.

7. Following the appraisal interview, supervisors complete interview summaries and reports are returned to Human Resources for filing.

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List of All Employees: By Department/Occupational Code/Race and Gender

ACCOUNTING

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		FINANCE AND ADMINISTRATION	GOVERNMENT AFFAIRS	DIRECTOR, GOVERNMENT RELATIONS	WH	M	01
		FINANCE AND ADMINISTRATION	ACCOUNTING	CONTROLLER	WH	F	01
		FINANCE AND ADMINISTRATION	FINANCIAL PLANNING	CAPITAL BUDGET ANALYST	WH	F	02
		FINANCE AND ADMINISTRATION	GOVERNMENT AFFAIRS	ASSISTANT MANAGER, GOVERNMENT	WH	F	02
		FINANCE AND ADMINISTRATION	GOVERNMENT AFFAIRS	ASST. MGR. GOVERNMENT AFFAIRS	WH	M	02
		FINANCE AND ADMINISTRATION	FINANCIAL PLANNING	TEMP. BUDGET DIRECTOR	WH	M	02
		FINANCE AND ADMINISTRATION	CASH MANAGEMENT	ASSISTANT CASH MANAGER	WH	F	02
		FINANCE AND ADMINISTRATION	ACCOUNTING	SR. ACCOUNTANT	WH	F	02
		FINANCE AND ADMINISTRATION	GOVERNMENT AFFAIRS	SR. GRANTS SPECIALIST	H	F	03
		FINANCE AND ADMINISTRATION	FINANCIAL PLANNING	COST ANALYST	WH	M	03
		FINANCE AND ADMINISTRATION	GOVERNMENT AFFAIRS	SR. GRANTS SPECIALIST	WH	F	03
		FINANCE AND ADMINISTRATION	ACCOUNTING SERVICES	PAYROLL/ACCOUNT SPECIALIST	B	F	03
		FINANCE AND ADMINISTRATION	CASH MANAGEMENT	Cash Management Specialist	WH	F	05
		FINANCE AND ADMINISTRATION	CASH MANAGEMENT	CASH MGMT. SPECIALIST	WH	F	05
		FINANCE AND ADMINISTRATION	CASH MANAGEMENT	CASH MGMT. SPECIALIST	WH	F	05
		FINANCE AND ADMINISTRATION	GOVERNMENT AFFAIRS	ADMINISTRATIVE ASSISTANT	WH	F	06
		FINANCE AND ADMINISTRATION	ACCOUNTING	Senior Account Clerk	WH	F	06
		FINANCE AND ADMINISTRATION	CASH MANAGEMENT	COUNTER WRAPPER CLERK	B	M	06
		FINANCE AND ADMINISTRATION	ACCOUNTING	Capital Proj Acct	WH	M	06
		FINANCE AND ADMINISTRATION	ACCOUNTING SERVICES	DATA ENTRY ACCOUNT CLERK	WH	F	06
		FINANCE AND ADMINISTRATION	CASH MANAGEMENT	COUNTER WRAPPER CLERK	WH	M	06
		FINANCE AND ADMINISTRATION	CASH MANAGEMENT	CASH MGMT. ACCOUNT ASST.	WH	F	06
		FINANCE AND ADMINISTRATION	ACCOUNTING SERVICES	SUMMER INTERN	WH	F	06
		FINANCE AND ADMINISTRATION	ACCOUNTING	Acct. Recv. Acct.	WH	M	06
		FINANCE AND ADMINISTRATION	ACCOUNTING	Capital Proj Acct	WH	F	06

ADA CONTROLLERS - OCC

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	ADA CONTROLLER	B	F	02
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	ADA CONTROLLER	WH	F	02
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	ADA CONTROLLER	WH	M	02
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	ADA CONTROLLER	B	M	02
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	ADA CONTROLLER	WH	M	02
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	ADA CONTROLLER	WH	M	02
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	ADA CONTROLLER	B	M	02
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	ADA CONTROLLER	WH	M	02

AIRPORT FACILITIES MAINTENANCE

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		ENGINEERING	FACILITIES MAINTENANCE	MANAGER, FMD	WH	M	01
		ENGINEERING	FACILITIES MAINTENANCE	MAINT. FACILITY SUPERVISOR	WH	M	02
		ENGINEERING	FACILITIES MAINTENANCE	MAINT. FACILITY SUPERVISOR	WH	M	02
		ENGINEERING	FACILITIES MAINTENANCE	ADMINISTRATIVE ASSISTANT	WH	F	06
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/CARPENTER	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	Maintenance Person/Painter	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/CARPENTER	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/HVAC	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/HVAC	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADES PERSON UTILITY/PLUMBER	NR	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADES PERSON UTILITY/PLUMBER	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/CARPENTER	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/HVAC	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	SR. MAINTENANCE PERSON	WH	M	08
		ENGINEERING	FACILITIES MAINTENANCE	SR. MAINTENANCE PERSON	WH	M	08

AIRPORT TERMINAL - NIAGARA FALLS INTERNATIONAL AIRPORT

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AIRPORT TERMINAL SUPT.	WH	F	01
		NIAGARA FALLS INT'L AIRPORT	LANDING AREA	MAINTENANCE SUPERVISOR	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	Landscape Supervisor BNIA	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	FUEL FARM	FUEL FARM SUPERVISOR	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	ASST. AIR TERM. SUPERINTENDENT	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	AIRFIELD SUPERVISOR	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	ASST. AIR TERM. SUPERINTENDENT	NR	M	02
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	AIRFIELD SUPERVISOR	WH	M	02
		NIAGARA FALLS INT'L AIRPORT	LANDING AREA	MAINTENANCE SUPERVISOR	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	ASST. AIR TERM. SUPERINTENDENT	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	Air Terminal Supervisor	B	M	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	Air Terminal Supervisor	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	AIRFIELD SUPERVISOR	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	ELECTRICAL SUPERVISOR	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	MAINTENANCE GARAGE	MAINT. FACILITY SUPERVISOR	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	Air Terminal Supervisor	B	M	02
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	AIRFIELD SUPERVISOR	B	M	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	ASST. AIR TERM. SUPERINTENDENT	WH	F	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	Air Terminal Supervisor	WH	F	02
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	ASST. AIR TERM. SUPERINTENDENT	WH	M	02
		BUFFALO NIAGARA INTL. AIRPORT	FUEL FARM	FUEL FARM TECHNICIAN	WH	M	03
		BUFFALO NIAGARA INTL. AIRPORT	FUEL FARM	FUEL FARM TECHNICIAN	WH	M	03
		BUFFALO NIAGARA INTL. AIRPORT	FUEL FARM	FUEL FARM TECHNICIAN	WH	F	03
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	ADMINISTRATIVE ASSISTANT	B	F	06
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	Admin Asst. Support Spec. 2	WH	F	06
		BUFFALO NIAGARA INTL. AIRPORT	MAINTENANCE GARAGE	INVENTORY CONTROL SPECIALIST	WH	F	06
		BUFFALO NIAGARA INTL. AIRPORT	MAINTENANCE GARAGE	MECHANIC	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	MAINTENANCE GARAGE	MECHANIC	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	ELECTRICIAN	WH	M	07
		NIAGARA FALLS INT'L AIRPORT	MAINTENANCE FACILITIES	MECHANIC	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	MAINTENANCE GARAGE	ASST. MOTOR EQUIP. SUPV.	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	MAINTENANCE GARAGE	MECHANIC	WH	M	07
		NIAGARA FALLS INT'L AIRPORT	LANDING AREA	ELECTRICIAN	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	ELECTRICIAN	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	MAINTENANCE GARAGE	MECHANIC	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	MAINTENANCE GARAGE	MECHANIC	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	ELECTRICIAN	NR	M	07
		NIAGARA FALLS INT'L AIRPORT	MAINTENANCE FACILITIES	Lead Mechanic	WH	M	07
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	B	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	B	F	08
		NIAGARA FALLS INT'L AIRPORT	LANDING AREA	SR. AIRPORT ATTENDANT	WH	M	08
		NIAGARA FALLS INT'L AIRPORT	LANDING AREA	SR. AIRPORT ATTENDANT	WH	M	08
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	GROUNDSPERSON I	WH	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	WH	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	B	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	B	F	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	WH	F	08
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	GROUNDSPERSON I	WH	M	08
		NIAGARA FALLS INT'L AIRPORT	LANDING AREA	AIRPORT ATTENDANT I	WH	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	B	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	B	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	WH	F	08
		BUFFALO NIAGARA INTL. AIRPORT	LANDING AREA	GROUNDSPERSON I	WH	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	WH	M	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	WH	F	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	NR	F	08
		BUFFALO NIAGARA INTL. AIRPORT	TERMINAL BUILDING	AVIATION CUSTODIAN II	WH	F	08

BABCOCK STATION GARAGE - BUS OPERATIONS

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MAINTENANCE, SHIFT SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MAINTENANCE, SHIFT SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MAINTENANCE CLERK	WH	M	06
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MAINTENANCE CLERK	WH	M	06
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MAINTENANCE CLERK	WH	F	06
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MAINTENANCE CLERK	H	M	06
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	TEMP. MECHANIC A	WH	M	06
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	LEADER	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	LEADER	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	H	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC B	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC B	WH	F	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	MECHANIC C	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	BOOKER	WH	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	BOOKER	WH	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER	B	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER	B	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER	WH	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER	NR	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER WITH TOOLS	WH	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER WITH TOOLS	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER WITH TOOLS	WH	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK GARAGE	HELPER WITH TOOLS	B	M	08

		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	BABCOCK STATION	OPERATOR	B	F	08

BUS SUPERVISORS - OCC

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	B	F	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	H	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	B	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	B	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	H	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	H	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	B	M	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	B	F	03
		METRO TRANS. AND MAINTENANCE	BUS TRANSPORTATION	BUS SUPERVISOR	H	F	03

COLD SPRINGS GARAGE - BUS OPERATIONS

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MAINTENANCE, SHIFT SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MAINTENANCE CLERK	B	F	06
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MAINTENANCE CLERK	B	M	06
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MAINTENANCE CLERK	WH	F	06
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MAINTENANCE CLERK	WH	M	06
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	TEMP. MECHANIC A	NR	M	06
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	TEMP. MECHANIC A	B	M	06
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	LEADER	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	LEADER	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	B	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	OT	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	MECHANIC C	H	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	BOOKER	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	BOOKER	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	BOOKER	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	NR	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	B	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	B	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER	NR	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER WITH TOOLS	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER WITH TOOLS	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS GARAGE	HELPER WITH TOOLS	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	B	M	06
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	WH	F	06
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	B	F	06

		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	H	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	NR	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	NR	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	WH	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	OT	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	COLD SPRINGS STATION	OPERATOR	B	M	08

CUSTOMER SERVICE

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAIN	NFTA DEDICATED PERSONNEL	MANAGER, CUST REL	B	F	01
		METRO TRANS. AND MAIN	NFTA DEDICATED PERSONNEL	CUST SER SUPER	H	M	03
		METRO TRANS. AND MAIN	NFTA DEDICATED PERSONNEL	CUST SER SUPER	B	M	03
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC. - SP BI	H	F	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC. - SP BI	H	F	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	WH	M	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	WH	M	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	B	M	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	B	F	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	WH	M	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	B	F	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	B	F	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	H	F	06
		METRO TRANS. AND MAIN	CUSTOMER SERVICE	CUST. REL SPEC	H	M	06

EEO DEPARTMENT

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		EEO	EEO BRANCH ADMIN	CHIEF DIVERSITY OFFICER	B	M	01
		EEO	EEO BRANCH ADMIN	EEO PROGRAM COORDINATOR	WH	F	03
		EEO	EEO BRANCH ADMIN	EEO PROGRAM COORDINATOR	WH	M	03
		EEO	EEO BRANCH ADMIN	ADMIN ASST EEO/DIVERSITY DEVEL	WH	F	06

ENGINEERING

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		ENGINEERING	CONSTRUCTION	MGR. OF CONSTRUCTION	WH	M	01
		ENGINEERING	DESIGN	MANAGER, DESIGN	WH	M	01
		ENGINEERING	CONSTRUCTION	RESIDENT ENGINEER	WH	M	02
		ENGINEERING	CONSTRUCTION	RESIDENT ENGINEER	WH	M	02
		ENGINEERING	CONSTRUCTION	RESIDENT ENGINEER	WH	M	02
		ENGINEERING	DESIGN	ENGINEERING TECHNICIAN	AN	M	02
		ENGINEERING	DESIGN	JUNIOR PROJECT MANAGER	B	M	02
		ENGINEERING	DESIGN	PROJECT MANAGER	NR	M	02
		ENGINEERING	DESIGN	PROJECT MANAGER	WH	M	02
		ENGINEERING	DESIGN	PROJECT MANAGER	H	M	02
		ENGINEERING	CONSTRUCTION	CONSTRUCTION INSPECTOR II	WH	M	05
		ENGINEERING	CONSTRUCTION	CONSTRUCTION INSPECTOR II	WH	M	05
		ENGINEERING	CONSTRUCTION	CONSULTANT	WH	M	05
		ENGINEERING	CONSTRUCTION	CONSULTANT	WH	M	05
		ENGINEERING	CONSTRUCTION	CONSULTANT	WH	M	05
		ENGINEERING	CONSTRUCTION	TEMP. ENG. INTERN	WH	F	06
		ENGINEERING	CONSTRUCTION	TEMP. ENG. INTERN	OT	M	06

FACILITIES MAINTENANCE

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		ENGINEERING	FACILITIES MAINTENANCE	MANAGER, FMD	WH	M	01
		ENGINEERING	FACILITIES MAINTENANCE	MAINT. FACILITY SUPERVISOR	WH	M	02
		ENGINEERING	FACILITIES MAINTENANCE	MAINT. FACILITY SUPERVISOR	WH	M	02
		ENGINEERING	FACILITIES MAINTENANCE	ADMINISTRATIVE ASSISTANT	WH	F	06
		ENGINEERING	FACILITIES MAINTENANCE	Maintenance Person/Painter	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/CARPENTER	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/CARPENTER	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/CARPENTER	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/HVAC	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/HVAC	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADE PERSON UTILITY/HVAC	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADES PERSON UTILITY/PLUMBER	WH	M	07
		ENGINEERING	FACILITIES MAINTENANCE	TRADES PERSON UTILITY/PLUMBER	NR	M	07
		ENGINEERING	FACILITIES MAINTENANCE	SR. MAINTENANCE PERSON	WH	M	08
		ENGINEERING	FACILITIES MAINTENANCE	SR. MAINTENANCE PERSON	WH	M	08

FARE SYSTEM

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	MANAGER, FARE SYSTEMS	WH	M	02

FRONTIER GARAGE - BUS OPERATIONS

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	NIGHT GARAGE SUPERVISOR	B	M	03
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	NIGHT GARAGE SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	NIGHT GARAGE SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MAINTENANCE CLERK	WH	F	06
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MAINTENANCE CLERK	H	M	06
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MAINTENANCE CLERK	B	F	06
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MAINTENANCE CLERK	B	F	06
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	TEMP. MECHANIC A	WH	M	06
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	TEMP. MECHANIC A	NR	M	06
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	LEADER	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	B	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	NR	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	NR	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	NR	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	NR	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	NR	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC A	AN	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	MECHANIC B	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	SPECIALIST	NR	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	BOOKER	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	BOOKER	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	BOOKER	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	BOOKER	H	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	BOOKER	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	H	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	B	M	08

		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	WH	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER	H	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER WITH TOOLS	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER WITH TOOLS	H	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER WITH TOOLS	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER WITH TOOLS	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER WITH TOOLS	OT	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER GARAGE	HELPER WITH TOOLS	WH	M	08

FRONTIER STATION - BUS OPERATIONS

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	B	M	06
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	WH	F	06
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	B	F	06
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	B	F	06
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	B	F	06
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	STATION CLERK	WH	M	06
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	H	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	WH	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08

		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	H	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	H	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	NR	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	NR	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	WH	M	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	OT	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	OT	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	F	08
		METRO TRANS. AND MAINTENANCE	FRONTIER STATION	OPERATOR	B	M	08

HSEQ - SAFETY

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		EXECUTIVE BRANCH	SAFETY	MANAGER, SAFETY & SECURITY	WH	M	01
		EXECUTIVE BRANCH	SAFETY	MANAGER, SAFETY MGMT. SYSTEMS	WH	F	01
		EXECUTIVE BRANCH	SAFETY	DIRECTOR, HSEQ	WH	M	01
		EXECUTIVE BRANCH	SAFETY	ENVIRONMENTAL ENGINEER	WH	M	02
		EXECUTIVE BRANCH	SAFETY	ENVIRONMENTAL SPECIALIST	WH	M	03
		EXECUTIVE BRANCH	SAFETY	SR. SAFETY QUALITY & ASSURANCE COORD.	WH	F	03
		EXECUTIVE BRANCH	SAFETY	TEMP PART TIME	B	F	06
		EXECUTIVE BRANCH	SAFETY	TEMP PART TIME	WH	M	06
		METRO TRANS. AND MAINT	NFTA DEDICATED PERSONNEL	SAFETY SPECIALIST	WH	M	03

HUMAN RESOURCES

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		HUMAN RESOURCES	BRANCH ADMINISTRATION	DEPUTY DIR., HUMAN RESOURCES	WH	F	01
		HUMAN RESOURCES	BRANCH ADMINISTRATION	DIRECTOR, LABOR RELATIONS	NR	M	01
		HUMAN RESOURCES	BRANCH ADMINISTRATION	VICE PRESIDENT OF HUMAN RESOURCES & TALENT MANAGEMENT	WH	F	01
		HUMAN RESOURCES	BRANCH ADMINISTRATION	H.R. ADMIN. ASSISTANT	WH	F	02
		HUMAN RESOURCES	BRANCH ADMINISTRATION	MANAGER, EMPLOYEE SERVICES	WH	M	02
		HUMAN RESOURCES	BRANCH ADMINISTRATION	OCCUPATIONAL HEALTH NURSE	NR	F	02
		HUMAN RESOURCES	BRANCH ADMINISTRATION	P/T BENEFITS COORDINATOR	B	F	02
		HUMAN RESOURCES	BRANCH ADMINISTRATION	P/T DRUG COLLECTOR	WH	F	03
		HUMAN RESOURCES	BRANCH ADMINISTRATION	ADMINISTRATIVE ASSISTANT, MEDICAL DEPARTMENT	WH	F	06
		HUMAN RESOURCES	BRANCH ADMINISTRATION	RECRUITER	WH	M	06
		HUMAN RESOURCES	BRANCH ADMINISTRATION	RECRUITMENT & PROFESSIONAL DEV	WH	F	06
		HUMAN RESOURCES	BRANCH ADMINISTRATION	TEMP PART TIME	WH	F	06
		HUMAN RESOURCES	BRANCH ADMINISTRATION	TEMP PART TIME	B	F	06
		HUMAN RESOURCES	BRANCH ADMINISTRATION	TEMP PART TIME	NR	F	06
		HUMAN RESOURCES	BRANCH ADMINISTRATION	BENEFITS COORDINATOR	WH	F	

MANAGEMENT INFORMATIONS SYSTEMS

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENER	EEO CODE
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	ERP PROGRAM DIRECTOR	WH	F	01
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	IT SECURITY MANAGER	WH	M	01
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	MANAGER, DATA/INFO. ARCHIT.	WH	M	01
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	CHIEF INFORMATION OFFICER	WH	M	01
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	IT PROGRAM MANAGER	NR	M	02
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	SYSTEMS ADMINISTRATOR MANAGER	NR	M	02
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	COMPUTER NETWORK TECHNICIAN	WH	M	03
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	COMPUTER NETWORK TECHNICIAN	WH	M	03
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	Help Desk Administrator	B	M	03
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	SENIOR SYSTEM ADMINSTRATOR	NR	M	03
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	SENIOR SYSTEM ADMINSTRATOR	WH	M	03
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	SENIOR SYSTEM ADMINSTRATOR	WH	M	03
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	SYSTEM ADMINSTRATOR	B	M	03
		EXECUTIVE BRANCH	MANAGEMENT INFORMATION SERV	SR. ADMINISTRATIVE ASSISTANT	WH	F	06

METRO EXECUTIVES

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENER	EEO CODE
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	MANAGER, BUS & SPECIAL SVRS OP	WH	F	01
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	DEPUTY DIRECTOR PUBLIC TRANSIT	WH	M	01
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	Manager, Finance & Admin.	WH	M	01
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	SR. ADMINISTRATIVE ASSISTANT	NR	F	06
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	FINAN. AND PERF. DATA ANALYST	WH	M	02
		METRO TRANS. AND MAINTENANCE	NFTA DEDICATED PERSONNEL	TEMP PART TIME	WH	F	06

MTC - NFTC

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENER	EEO CODE
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	FACILITIES MANAGER	WH	M	01
		PROPERTY MANAGEMENT	ADMINISTRATIVE AND GENERAL	FACILITIES MANAGER	WH	M	01
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN GROUP LEADER	H	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN GROUP LEADER	B	F	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	B	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	WH	F	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	H	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	WH	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	B	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	NR	F	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	H	F	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	NR	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	B	F	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	MAINT. TECH I	WH	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	SR. MAINTENANCE TECH.	WH	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	SR. MAINTENANCE TECH.	WH	M	08
		METRO TRANSPORTATION CENTER	ADMINISTRATIVE AND GENERAL	TEMP. CUSTODIAN	B	M	08
		NIAG. FALLS INTL. TRANS. CENTR	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	WH	M	08
		NIAG. FALLS INTL. TRANS. CENTR	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	WH	M	08
		NIAG. FALLS INTL. TRANS. CENTR	ADMINISTRATIVE AND GENERAL	CUSTODIAN II	WH	M	08

RAIL OPERATORS - OCC

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	B	F	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	B	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	B	M	03

RAIL MAINTENANCE

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	SPECIALIST	OT	M	07
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	HELPER	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	HELPER	H	M	08
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL CAR MAINTENANCE	HELPER	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SENIOR CLERK A	WH	M	06
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	NR	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	HELPER WITH TOOLS	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	B	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	HELPER WITH TOOLS	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	NR	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	WH	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	LEADER	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	H	M	07
		METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07

	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	HELPER WITH TOOLS	WH	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	B	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	LEADER	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	B	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	WH	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	HELPER WITH TOOLS	WH	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	B	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	B	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	H	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	WH	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	PORTER	B	M	08
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	SPECIALIST	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	MECHANIC A	WH	M	07
	METRO TRANS. AND MAINTENANCE	RAIL MAINTENANCE	HELPER WITH TOOLS	WH	M	08

RAIL OPERATIONS

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	B	F	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	B	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	H	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	H	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL CONTROLLER	B	M	03
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	F	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	F	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	F	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	F	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	F	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	F	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	H	M	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	F	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	B	M	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	NR	F	08
		METRO TRANS. AND MAINTENANCE	RAIL TICKET INSPECTORS	STATION/RAIL AMBASSADOR	WH	F	08
		METRO TRANS. AND MAINTENANCE	STOREROOM- RAIL	MAINTENANCE CLERK	WH	M	06
		METRO TRANS. AND MAINTENANCE	STOREROOM- RAIL	MAINTENANCE CLERK	B	F	06
		METRO TRANS. AND MAINTENANCE	STOREROOM- RAIL	STOCK CLERK	B	F	06

RAIL SUPERVISOR - OCC

FIRST NAME	LAST NAME	PROCESS LEVEL NAME	DEPARTMENT NAME	JOB TITLE	RACE	GENDER	EEO CODE
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	H	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	H	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03
		METRO TRANS. AND MAINTENANCE	RAIL CONTROLLERS/SUPERVISORS	RAIL SUPERVISOR	WH	M	03

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2020 Employment Statistics by EEO Job Category

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	114	23	98	15	-	1	8	2	1	1	5	3	-	-	2	1
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	N/A	N/A	No	No	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	43	77	28	62	-	-	11	8	2	3	1	3	-	-	1	1
Total Hires	4	1	2	-	-	-	-	-	1	-	-	-	-	-	1	1
Selection Rate	9.3%	1.3%	7.1%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	14.0%	100.0%	0.0%	N/A	N/A	0.0%	0.0%	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	Yes	Yes	N/A	Yes	N/A	Yes	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	10	-	5	-	-	-	-	-	1	-	3	-	-	-	1	-
Total Hires	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	NA	N/A	#DIV/0!	N/A	N/A	N/A	N/A	N/A	#DIV/0!	N/A	#DIV/0!	N/A	N/A	N/A	#DIV/0!	N/A
Potential Adverse Impact (Yes/No)	No	N/A	#DIV/0!	N/A	N/A	N/A	N/A	N/A	#DIV/0!	N/A	#DIV/0!	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	5	2	5	-	-	-	-	1	-	1	-	-	-	-	-	-
Total Hires	4	1	4	-	-	-	-	-	-	1	-	-	-	-	-	-
Selection Rate	80.0%	50.0%	80.0%	N/A	N/A	N/A	N/A	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	62.5%	80.0%	N/A	N/A	N/A	N/A	0.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	N/A	N/A	N/A	N/A	Yes	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	39	31	28	23	-	1	6	-	1	2	1	3	-	-	3	2
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	0.0%	0.0%
Ratio to Highest Rate	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	N/A	N/A	No	N/A	No	N/A	N/A	No	No
6 - Administrative Support																
Number Applied	47	80	31	47	-	2	8	14	5	7	-	2	-	-	3	8
Total Hires	10	9	5	6	-	-	4	1	1	1	-	-	-	-	-	1
Selection Rate	21.3%	11.3%	16.1%	12.8%	N/A	N/A	50.0%	7.1%	20.0%	14.3%	N/A	N/A	N/A	N/A	0.0%	12.5%
Ratio to Highest Rate	100.0%	52.9%	32.3%	25.5%	N/A	N/A	100.0%	14.3%	40.0%	28.6%	N/A	N/A	N/A	N/A	0.0%	25.0%
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	Yes
7 - Skilled Craft																
Number Applied	52	7	47	3	-	-	5	1	-	1	-	-	-	-	-	2
Total Hires	16	-	14	-	-	-	-	-	-	-	-	-	-	-	-	2
Selection Rate	30.8%	0.0%	29.8%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Highest Rate	100.0%	NA	100.0%	0.0%	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Yes
8 - Service-Maintenance																
Number Applied	397	143	141	28	1	3	176	89	28	7	13	1	5	-	33	15
Total Hires	30	11	10	2	1	-	12	6	-	-	2	-	-	-	5	3
Selection Rate	7.6%	7.7%	7.1%	7.1%	N/A	N/A	6.8%	6.7%	0.0%	N/A	15.4%	N/A	N/A	N/A	15.2%	20.0%
Ratio to Highest Rate	98.2%	100.0%	35.5%	35.7%	N/A	N/A	34.1%	33.7%	0.0%	N/A	76.9%	N/A	N/A	N/A	75.8%	100.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	N/A	Yes	N/A	N/A	N/A	Yes	No

2021 Employment Statistics by EEO Job Category

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	19	4	11	3	-	-	6	1	2	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	19	4	11	3	-	-	6	1	2	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	52	38	25	7	-	-	17	30	7	1	-	-	-	-	3	-
Total Hires	10	9	10	9	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	19.2%	23.7%	40.0%	128.6%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	81.2%	100.0%	31.1%	100.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A	Yes
7 - Skilled Craft																
Number Applied	120	2	71	2	-	-	41	-	2	-	3	-	-	-	3	-
Total Hires	25	4	18	1	-	-	1	2	2	-	1	-	-	-	3	-
Selection Rate	20.8%	200.0%	25.4%	N/A	N/A	N/A	2.4%	N/A	N/A	N/A	33.3%	N/A	N/A	N/A	100.0%	N/A
Ratio to Highest Rate	10.4%	100.0%	25.4%	N/A	N/A	N/A	2.4%	N/A	N/A	N/A	33.3%	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	Yes	N/A	N/A	N/A	No	N/A
8 - Service-Maintenance																
Number Applied	238	82	156	10	-	-	50	58	15	9	3	-	-	-	14	5
Total Hires	50	16	20	1	-	-	21	14	2	1	2	-	-	-	5	-
Selection Rate	21.0%	19.5%	12.8%	10.0%	N/A	N/A	42.0%	24.1%	13.3%	11.1%	N/A	N/A	N/A	N/A	35.7%	N/A
Ratio to Highest Rate	100.0%	92.9%	30.5%	23.8%	N/A	N/A	100.0%	57.5%	31.7%	26.5%	N/A	N/A	N/A	N/A	85.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No	N/A

2022 Employment Statistics by EEO Job Category

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	150	36	108	29	1	-	30	5	7	-	3	-	-	-	1	2
Total Hires	38	13	35	10	-	-	1	3	2	-	-	-	-	-	-	-
Selection Rate	25.3%	36.1%	32.4%	34.5%	N/A	N/A	3.3%	60.0%	28.6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	70.2%	100.0%	54.0%	57.5%	N/A	N/A	5.6%	100.0%	47.6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	10	7	7	6	-	-	1	1	1	-	-	-	1	-	-	-
Total Hires	3	5	2	4	-	-	-	1	1	-	-	-	-	-	-	-
Selection Rate	30.0%	71.4%	28.6%	66.7%	N/A	N/A	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A
Ratio to Highest Rate	42.0%	100.0%	28.6%	66.7%	N/A	N/A	0.0%	100.0%	100.0%	N/A	N/A	N/A	0.0%	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	No	No	N/A	N/A	N/A	Yes	N/A	N/A	N/A
3 - Technicians																
Number Applied	20	6	14	2	-	-	2	4	1	-	2	-	-	-	1	-
Total Hires	6	-	5	-	-	-	-	-	1	-	-	-	-	-	-	-
Selection Rate	30.0%	0.0%	35.7%	0.0%	N/A	N/A	0.0%	0.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	NA	35.7%	0.0%	N/A	N/A	0.0%	0.0%	100.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	No	N/A	Yes	N/A	N/A	N/A	Yes	N/A
4 - Protective Service																
Number Applied	4	1	3	1	-	-	1	-	-	-	-	-	-	-	-	-
Total Hires	3	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-
Selection Rate	75.0%	0.0%	66.7%	0.0%	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	66.7%	0.0%	N/A	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
6 - Administrative Support																
Number Applied	163	155	84	53	-	2	58	85	9	8	6	2	1	4	5	1
Total Hires	53	103	26	39	4	-	21	62	-	1	-	-	-	-	2	1
Selection Rate	32.5%	66.5%	31.0%	73.6%	N/A	N/A	36.2%	72.9%	0.0%	12.5%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	48.9%	100.0%	42.1%	100.0%	N/A	N/A	49.2%	99.1%	0.0%	17.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	Yes	No	Yes	Yes	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	126	4	77	2	-	-	35	2	7	-	1	-	-	-	6	-
Total Hires	21	1	15	1	-	-	2	-	1	-	1	-	-	-	2	-
Selection Rate	16.7%	25.0%	19.5%	N/A	N/A	N/A	5.7%	N/A	14.3%	N/A	N/A	N/A	N/A	N/A	33.3%	N/A
Ratio to Highest Rate	66.7%	100.0%	58.4%	N/A	N/A	N/A	17.1%	N/A	42.9%	N/A	N/A	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	N/A	N/A	N/A	Yes	N/A	Yes	N/A	N/A	N/A	N/A	N/A	No	N/A
8 - Service-Maintenance																
Number Applied	638	305	131	52	5	3	389	220	39	13	27	2	-	-	47	15
Total Hires	413	205	80	40	-	-	275	149	15	6	3	-	-	-	40	10
Selection Rate	64.7%	67.2%	61.1%	76.9%	N/A	N/A	70.7%	67.7%	38.5%	N/A	11.1%	N/A	N/A	N/A	85.1%	N/A
Ratio to Highest Rate	96.3%	100.0%	71.8%	90.4%	N/A	N/A	83.1%	79.6%	45.2%	N/A	13.1%	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	No	Yes	Yes	N/A	Yes	N/A	N/A	N/A	No	N/A

2023 Employment Statistics by EEO Job Category

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	33	16	25	13	-	-	6	1	1	1	-	-	-	-	1	1
Total Hires	7	2	5	2	-	-	2	-	-	-	-	-	-	-	-	-
Selection Rate	21.2%	12.5%	20.0%	15.4%	N/A	N/A	33.3%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
Ratio to Highest Rate	100.0%	58.9%	60.0%	46.2%	N/A	N/A	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	0.0%
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	No	Yes	Yes	Yes	N/A	N/A	N/A	N/A	Yes	Yes
2 - Professionals																
Number Applied	24	7	16	5	-	-	5	-	-	-	1	1	-	-	2	1
Total Hires	5	1	2	1	-	-	1	-	1	-	-	-	-	-	1	-
Selection Rate	20.8%	14.3%	12.5%	20.0%	N/A	N/A	20.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	50.0%	0.0%
Ratio to Highest Rate	100.0%	68.6%	25.0%	40.0%	N/A	N/A	40.0%	N/A	N/A	N/A	0.0%	0.0%	N/A	N/A	100.0%	0.0%
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	N/A	N/A	N/A	Yes	Yes	N/A	N/A	No	Yes
3 - Technicians																
Number Applied	3	1	3	-	-	-	-	-	-	1	-	-	-	-	-	-
Total Hires	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	33.3%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	Yes	N/A	N/A	N/A	N/A	N/A	N/A
4 - Protective Service																
Number Applied	803	213	501	134	2	3	174	50	46	12	30	-	-	-	50	14
Total Hires	9	2	8	1	-	-	1	1	-	-	-	-	-	-	-	-
Selection Rate	1.1%	0.9%	1.6%	0.7%	N/A	N/A	0.6%	2.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	83.8%	79.8%	37.3%	N/A	N/A	28.7%	100.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	No	Yes	N/A	Yes	N/A	N/A	N/A	Yes	N/A
5 - Paraprofessional																
Number Applied	4	-	2	-	-	-	-	-	-	-	-	-	-	-	2	-
Total Hires	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	25.0%	N/A	50.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	N/A	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Yes	N/A
6 - Administrative Support																
Number Applied	25	45	15	21	-	-	4	11	1	1	2	2	-	-	3	10
Total Hires	9	13	7	9	-	-	-	3	1	-	-	1	-	-	1	-
Selection Rate	36.0%	28.9%	46.7%	42.9%	N/A	N/A	0.0%	27.3%	N/A	N/A	0.0%	50.0%	N/A	N/A	33.3%	0.0%
Ratio to Highest Rate	100.0%	80.2%	93.3%	85.7%	N/A	N/A	0.0%	54.5%	N/A	N/A	0.0%	100.0%	N/A	N/A	66.7%	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	Yes	Yes	N/A	N/A	Yes	No	N/A	N/A	Yes	Yes
7 - Skilled Craft																
Number Applied	33	10	17	3	-	-	10	3	3	3	1	1	-	-	2	-
Total Hires	26	1	19	-	-	-	1	-	3	-	-	-	-	-	3	1
Selection Rate	78.8%	10.0%	111.8%	0.0%	N/A	N/A	10.0%	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	N/A	150.0%	N/A
Ratio to Highest Rate	100.0%	12.7%	74.5%	0.0%	N/A	N/A	6.7%	0.0%	66.7%	0.0%	0.0%	0.0%	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	Yes	N/A	N/A	No	N/A
8 - Service-Maintenance																
Number Applied	515	260	106	62	-	2	297	145	47	26	21	-	2	-	42	25
Total Hires	81	44	18	4	-	2	41	32	5	-	3	-	2	-	12	6
Selection Rate	15.7%	16.9%	17.0%	6.5%	N/A	N/A	13.8%	22.1%	10.6%	0.0%	14.3%	N/A	N/A	N/A	28.6%	24.0%
Ratio to Highest Rate	92.9%	100.0%	59.4%	22.6%	N/A	N/A	48.3%	77.2%	37.2%	0.0%	50.0%	N/A	N/A	N/A	100.0%	84.0%
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	Yes	N/A	N/A	N/A	No	No

Monitoring and Reporting

Agency Monitoring

The Niagara Frontier Transportation Authority has clearly described complaint processes that includes employees knowing where and how to file a complaint. The Niagara Frontier Transportation Authority maintains a log that documents the name of the complainant, basis of the complaint(s), the protected group, date of initial contact, date of resolution, the resolution reached, and the name of the investigator.

The Niagara Frontier Transportation Authority maintains cumulative records on applicants, hires, transfers, promotions, trainings that foster promotion potential, and terminations. Such records provide current information needed to prepare the Niagara Frontier Transportation Authority's yearly targets and identify where the program isn't working or is working effectively enough to meet the goals.

To ensure consistent application of the Niagara Frontier Transportation Authority's EEO Plan objectives, procedures are reviewed for each hiring action. This review further extends to promotions, reallocations, and compensation decisions to prevent adverse impact. The compilation of this information is maintained, analyzed for trends, and provided to Chief Executive Officer monthly by the Chief Diversity Officer, EEO Development department.

The Niagara Frontier Transportation Authority's Department heads as well as the Chief Diversity Officer, EEO Development department have the responsibility for monitoring the effectiveness of the EEO Program. The Chief Diversity Officer, EEO Development department is responsible for monitoring the progress on resolving problem areas within the progress reports, which will be included in the semi-annual review of the EEO Program.

The EEO Program's report mechanism throughout the year will provide management with data on various program actions, workforce trends, and overall progress. Pertinent data will be extracted from the Niagara Frontier Transportation Authority's personnel data management system that provides monitoring of various personnel actions or transactions related to compensation, promotion, selection, recruitment, training, separations, performance appraisals, and all other terms and conditions of employment.

Niagara Frontier Transportation Authority's Action Plan

EEO/Diversity Development	
Niagara Frontier Transportation Authority's Plan of Correction	
Goal:	
Area of Concern	Analysis & Corrective Actions
Underutilization of females in all job categories.	When openings occur in these job categories, the NFTA will make a concerted effort to place females into these positions, with either qualified internal candidates or by identifying interested and qualified external candidates. We will continue our community outreach efforts to enhance recruitment of females and minorities. The skills assessment test will be reviewed and a reporting system developed to track the pass and fail ratio by race and gender.
Underutilization of minorities in the following categories: Technicians, Protective Services, Paraprofessionals	When openings occur in these job categories, the NFTA will make a concerted effort to place minorities into these positions either from qualified internal candidates or by identifying interested and qualified external candidates. We will continue our community outreach efforts to enhance recruitment of females and minorities. The skills assessment test will be reviewed and a reporting system developed to track the pass fail ratio by race and gender.
High termination rate of minorities	A review of terminations showed that the most terminations took place during the probationary period and was the result of policy violations. New hire orientation and training to be reviewed to insure that all policies are being reviewed and consequences of violation.
Concentration of minorities in the Service Maintenance job category	Employees in this job category will be encouraged to upgrade their skills and made aware of the external training program sponsored by NFTA
No Formal Exit Interview Process	Establish a formal exit interview process for all employees leaving the Authority
Areas of Concern	
Movement within a bargaining unit is usually by seniority	Closely monitor movement within bargaining units to ensure employment goals are met

Agency Reporting

Meetings are held between the CEO and the Chief of Diversity Development Officer on a monthly basis. These meetings are to discuss the progress of the EEO Program and the results of the monitoring (including but not limited to hiring, promotions, status of EEO complaints).

All EEO-related meetings that are held between the Chief Diversity Officer and management, include topics covered and follow-up actions on a monthly basis.

The Chief Diversity Officer meets with human resources and hiring officials to review current EEO goals and statistics on employment practices and policies (e.g., verifying that job descriptions contain legitimate position requirements and that all testing has been validated) on a monthly basis.

Appendix A

Descriptions of Job Categories

Officials and Administrators

Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or directs individual department or special phases of the agency's operations, or provide specialized consultation on a regional, district or area bias. Includes: department heads, bureau chiefs, division chiefs, directors, deputy directors, controller, wardens, superintendents, sheriffs, police and fire chiefs, and inspectors, examiners (banks, hearing, motor vehicle, warehouse), inspectors (constructions, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

Professionals

Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provided comparable knowledge. Includes: personnel labor relations worker, social worker, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains, and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

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. Included: computer programmers, drafter, survey and mapping technicians, licensed practical nurses, photographers, radio operators technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), police and fire sergeants, inspectors (production or processing inspectors, testers and weighers), and kindred workers.

Protective Service Workers

Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, firefighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fishing wardens, park rangers (excepts maintenance), and kindred workers.

Paraprofessional

Occupations in which workers 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 position may fall within an identified position or staff development or promotion under a "New Career" concept. Include: research assistant, medial aides, child support workers, policy auxiliary welfare service aides, recreation assistants,

homemakers' aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

Administrative Support (Including Clerical and Sales)

Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. Includes: Bookkeepers, messengers, clerk-typist, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

Skilled Craft Workers

Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

Service-Maintenance

Occupations in which workers 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, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry-cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners, and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except mangers), craft apprentices/trainees/helpers, and kindred workers.

Appendix B

Equal Employment Job Categories at the Niagara Frontier Transportation Authority

Job Category One

Chief Executive Officer
Chief Administrative Officer
Chief Financial Officer
Human Resources Director
Public Transit Director
Aviation Business Director
Engineering & Property Director
Public Affairs Director
Transit Police Chief
Health, Safety, Environmental, Quality
Chief Information Officer
Risk Management Director
Internal Audit and Corporate Compliance
Labor Relations Manager

Job Category Two

Employee Records Manager
Fare Systems Manager
Rail Maintenance Manager
Community Relations and
Engineering Manager
Occupational Health Nurse
Payroll Manager
Procurement Compliance Manager
Project Manager
Sr. Accountant
Sr. Aviation Planner
Sr. Counsel
Systems Administrator Manager

Job Category Three

Sr. Artist Designer
Sr. Bus Shelter Technician
Sr. Buyer
Sr. Grant Specialist
Sr. Transportation Analyst
Money Center Supervisor
Rail Vehicle Maintenance Superintendent
Surface Planning Superintendent

Transportation Service Superintendent
Building Maintenance Superintendent
Operations and Maintenance Superintendent
Systems Administrator
Traffic Coordinator
Transportation Analyst
Transportation Supervisor
Vehicle Maintenance Supervisor

Job Category Four

Aircraft / Fire / Rescue Officer
Assistant Fire Chief
Detective
Police Officer
Police Officer Trainee
Senior Investigator

Job Category Five

Workman's Compensation Claims Coordinator
Cash Management Specialist
Consultant
Paralegal
Senior Paralegal

Job Category Six

Administrative Support Specialist
Assistant Payroll Specialist
Business and Property Specialist
Customer Care Specialist (Bilingual)
Customer Relations Specialist
Data Entry Account Clerk
Human Resources Medical Coordinator
Maintenance Clerk
Paralegal Assistant
Public Safety Records Specialist
Purchasing Specialist
Sr. Administrative Assistant

Job Category Seven

Assistant Rail Car Maintenance Supervisor
Electrician
Lead Mechanic
Principle Transit Analyst
Specialist
Mechanic A

Mechanic B
Mechanic C
Trades Person (Utility/Carpenter)
Trades Person (Utility/Electrician)
Trades Person (Utility/Plumber)

Appendix C

Reasonable Accommodation Policy

It is the policy of the Niagara Frontier Transportation Authority (NFTA) and its subsidiary, NFTA Metro not to discriminate on the basis of disability against any qualified person. To this end all decisions relating to employment, including, but not limited to recruitment, selection, training, assignment, promotion, compensation, transfer, benefits, and education determined by the applicant's or employee's ability with consideration of requested reasonable accommodation. This policy is applicable to all employment policies and practices. The NFTA also provides reasonable accommodations in connection with the provision of NFTA/Metro services, programs, and activities.

Definition of Reasonable Accommodation

A reasonable accommodation and an adjustment to job duties, performance methods, and/or work setting or service delivery to meet the individualized need of an individual, applicant or employee with a disability.

The provision of a reasonable accommodation removes barriers in a specific situation, which prevent or limit the application process, recruitment, employment, and upward mobility of a qualified person with a disability or prevents their participation in a program, activity, or event.

Examples of Reasonable Accommodation

- Making facilities accessible and usable;
- Job restructuring.
- Modifying work schedules;
- Implementing flexible leave policies; Reassigning to a vacant position;
- Providing assistive equipment;
- Modifying test, training materials and policies; or,
- Providing qualified readers or interpreters

Filing a Request for Reasonable Accommodation

Any applicant for employment, current employee, or individual with a disability or his/her representative seeking to participate in a NFTA program or activity, may request reasonable accommodation. The EEO / Diversity Development Department shall provide persons requesting accommodation a Reasonable Accommodation Form. It is the responsibility of the requester to complete it in full and submit the form to the requester's department head.

1. Individuals seeking, or supervisors wanting to provide informally, a reasonable accommodation may do so; a formal request would follow in the informal request was rejected.
2. Although responsibility for requesting the reasonable accommodation rests primarily with the applicant, employee, or participant, the NFTA's EEO / Diversity Development Department is available as a resource in the preparation, explanation, and dissemination of reasonable accommodation information or technical assistance.

All requests for accommodations must indicate the following:

- a. Name, address, and telephone number of the person requesting accommodation.
- b. The specific limitation, the type of accommodation requested, with an explanation of how the accommodation will allow the performance of the essential functions of the position or the participation in a program or activity.
- c. Verification of the disability by the requester's physician, medical provider or vocational rehabilitation counselor may be required. If a medical verification is required, the person requesting the accommodation must sign a release form authorization for the release of medical information.

Review of Request for Reasonable Accommodation

Because the personal nature of some disability issue every reasonable effort should be taken to ensure confidentiality during the entire review process.

1. The determination whether to provide an accommodation is made on a case-by-case basis. This is an individual process through which the department head and the individual with a disability discuss and arrange for the necessary (and reasonable) changes. The department head must make a "reasonable effort" to determine the appropriate accommodation. Primary consideration should be given to the preference of the individual when deciding on accommodation, however the department head has the ultimate discretion to choose between effective accommodations.
2. A department head may not compel an individual with a disability to use an accommodation that is not necessary to perform the job.

In considering a request for accommodation the department head will complete the Reasonable Accommodation Request Review Form. The following factors must be considered when reviewing a request for accommodation.

1. Analyze the job or activity to determine the essential functions.
2. Determine with the employee, applicant, or participant how the disability limits their performance of the essential functions.

3. Considering the requester's performance, the department head selects the accommodation most appropriate for the requester and the department.

If the requester is approved, the department head will notify the requester and make the necessary implementation arrangements. If the request is denied, the requester may appeal to the Manager of the EEO / Diversity Development within thirty (30) calendar days.

The review process concluding with the approval or denial recommendation, shall be completed in fifteen (15) calendar day from the date the request, unless the requester and the department agree to an extension of time.

If the department head reviews and approves the request for accommodation, provide the accommodation without undue delay.

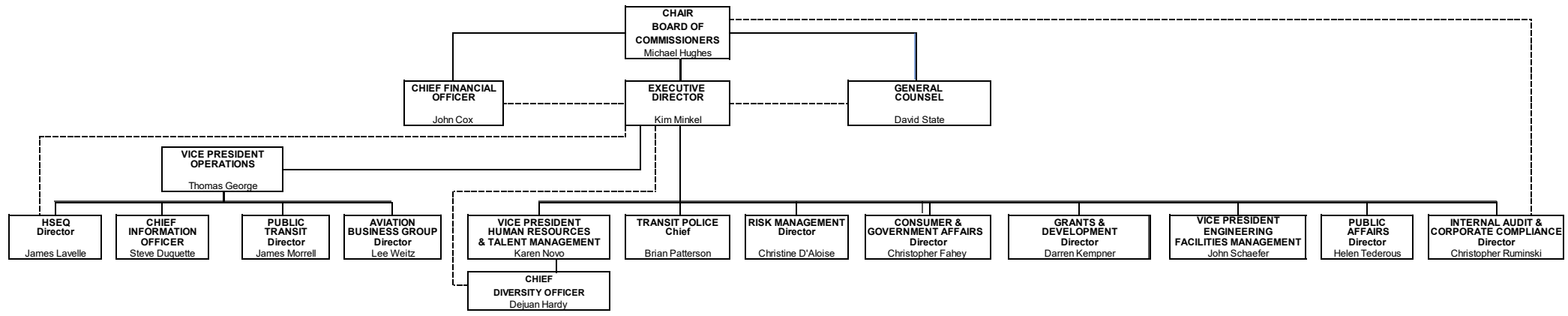
Appeals Process

Department decisions on reasonable accommodation may be appealed to the Chief Diversity Officer, EEO Development department. The appeal must be submitted within thirty (30) calendar days from the date of the notification by the department head. The Chief Diversity Officer, EEO Development shall review the matter and inform all parties of his/her decision. The department head will provide all necessary information to facilitate this review.

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Appendix D

Niagara Frontier Transportation Authority Organizational Chart



Appendix E: Proof of Review of Subrecipients and Contractors' EEO Program



181 Ellicott Street
Buffalo, New York 14203
716-855-7300
Fax: 716-855-7657
TDD: 855-7650
www.nfta.com

The document information listed below are enclosed for your information:

- NFTA Affirmative Action/EEO policy Employment Practices
- Civil Rights Complaint Procedure

The following documents are to be completed and returned to the NFTA EEO/Diversity Development Department:

Return Immediately:

- A copy of your firm's EEO/Affirmative Action Policy
- Subcontractor Information Form (copy enclosed)
- DBE Good Faith Effort Solicitation Log**

Return Completed forms each month by the 10th:

- DBE – 4 Schedule
- Workforce Employment Utilization

****Note:** The DBE Good Faith Effort Solicitation Log must be completed and returned to NFTA EEO/Diversity Development Department if you are not successful in locating NYS certified DBE's to assist with projects**

Please direct any questions regarding the EEO Packet to the EEO/Diversity Development Department.

All Documents should be mailed to:

NFTA
181 Ellicott Street
Buffalo, NY 14203
Attention: EEO/Diversity Development Department.

Certified DBE's can be viewed at <https://www.NYSUPC.net>

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