

FOI#13858

Frantz Dambreville

1370 Circle Drive West  
Baldwin, New York 11510

March 15, 2013

Daniel Duffy, Freedom of Information Act Officer  
Port Authority of New York and New Jersey  
225 Park Avenue South, 17<sup>th</sup> Floor, 12017  
New York, New York, 10003  
212-435-2542

**RE: FREEDOM OF INFORMATION ACT REQUEST**

Dear Mr. Duffy:

Pursuant to the Freedom of Information Act, I respectfully request a copy of the Agency's Workforce Profile for the 2012 calendar year.

The Employee Workforce Profile should be broken down by Departments, including PATH, for the past year (2012), and should contain the following information: Gender, Ethnicity and Union Code. I request that this information be submitted following the same format as previously submitted.

I am requesting the Workforce Profile as part of an ongoing statistical information gathering and to establish a baseline for discussions with the Port Authority. I do not intend to use the data for commercial purposes.

Thank you for your attention to this request.

Sincerely,



Frantz Dambreville

03-20-13 11:44 RCVD

**THE PORT AUTHORITY OF NY & NJ**

*FOI Administrator*

April 29, 2013

Mr. Frantz Dambreville  
1370 Circle Drive West  
Balwin, NY 11510

Re: Freedom of Information Reference No. 13858

Dear Mr. Dambreville:

This is a response to your March 15, 2013 request, which has been processed under the Port Authority's Freedom of Information Code (the "Code"), for a copy of the Agency's Workforce Profile for the 2012 calendar year. The employee workforce profile should be broken down by departments, including PATH, and should contain the following information: gender, ethnicity and union code.

Material responsive to your request and available under the Code can be found on the Port Authority's website at <http://www.panynj.gov/corporate-information/foi/13858-O.pdf>.

Please refer to the above FOI reference number in any future correspondence relating to your request.

Very truly yours,



Ann L. Qureshi  
FOI Administrator

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
 (Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
All Departments	B-0 and Above (EM 1-4)	Yr-End 2012	102	12	7	6	25	127	29	5	4	0	9	38	131	17	11	6	34	165
		%	61.8%	7.3%	4.2%	3.6%	15.2%	77.0%	17.6%	3.0%	2.4%	0.0%	5.5%	23.0%	79.4%	10.3%	6.7%	3.6%	20.6%	100.0%
	EM - Executive Management	Yr-End 2012	333	30	33	60	123	456	108	37	14	18	69	177	441	67	47	78	192	633
		%	52.6%	4.7%	5.2%	9.5%	19.4%	72.0%	17.1%	5.8%	2.2%	2.8%	10.9%	28.0%	69.7%	10.6%	7.4%	12.3%	30.3%	100.0%
	MM - Middle Management	Yr-End 2012	191	38	25	34	97	288	119	58	39	26	123	242	310	96	64	60	220	530
		%	36.0%	7.2%	4.7%	6.4%	18.3%	54.3%	22.5%	10.9%	7.4%	4.9%	23.2%	45.7%	58.5%	18.1%	12.1%	11.3%	41.5%	100.0%
	JM - Junior Management	Yr-End 2012	56	18	17	8	43	99	78	65	27	22	114	192	134	83	44	30	157	291
		%	19.2%	6.2%	5.8%	2.7%	14.8%	34.0%	26.8%	22.3%	9.3%	7.6%	39.2%	66.0%	46.0%	28.5%	15.1%	10.3%	54.0%	100.0%
	E - Engineering	Yr-End 2012	172	39	35	86	160	332	25	8	7	13	28	53	197	47	42	99	188	385
		%	44.7%	10.1%	9.1%	22.3%	41.6%	86.2%	6.5%	2.1%	1.8%	3.4%	7.3%	13.8%	51.2%	12.2%	10.9%	25.7%	48.8%	100.0%
	FMN - Maintenance Supvrs Non-Rep	Yr-End 2012	3	0	0	0	0	3	0	0	0	0	0	0	3	0	0	0	0	3
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FP - Police Supervisors	Yr-End 2012	6	3	2	0	5	11	0	3	0	0	3	3	6	6	2	0	8	14
		%	42.9%	21.4%	14.3%	0.0%	35.7%	78.6%	0.0%	21.4%	0.0%	0.0%	21.4%	21.4%	42.9%	42.9%	14.3%	0.0%	57.1%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2012	7	4	3	0	7	14	4	7	2	0	9	13	11	11	5	0	16	27
		%	25.9%	14.8%	11.1%	0.0%	25.9%	51.9%	14.8%	25.9%	7.4%	0.0%	33.3%	48.1%	40.7%	40.7%	18.5%	0.0%	59.3%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	1	1	0	0	1	2	14	15	12	1	28	42	15	16	12	1	29	44
		%	2.3%	2.3%	0.0%	0.0%	2.3%	4.5%	31.8%	34.1%	27.3%	2.3%	63.6%	95.5%	34.1%	36.4%	27.3%	2.3%	65.9%	100.0%
	PBA - Police Benevolent Association	Yr-End 2012	886	77	183	31	291	1177	62	28	30	3	61	123	948	105	213	34	352	1300
		%	68.2%	5.9%	14.1%	2.4%	22.4%	90.5%	4.8%	2.2%	2.3%	0.2%	4.7%	9.5%	72.9%	8.1%	16.4%	2.6%	27.1%	100.0%
	DEA - Detectives Endowment Assoc.	Yr-End 2012	44	8	6	6	20	64	3	4	2	0	6	9	47	12	8	6	26	73
		%	60.3%	11.0%	8.2%	8.2%	27.4%	87.7%	4.1%	5.5%	2.7%	0.0%	8.2%	12.3%	64.4%	16.4%	11.0%	8.2%	35.6%	100.0%
	SBA - Sergeants Benevolent Assoc.	Yr-End 2012	82	17	22	6	45	127	6	6	1	0	7	13	88	23	23	6	52	140
		%	58.6%	12.1%	15.7%	4.3%	32.1%	90.7%	4.3%	4.3%	0.7%	0.0%	5.0%	9.3%	62.9%	16.4%	16.4%	4.3%	37.1%	100.0%
	LBA - Lieutenants Benevolent Assoc.	Yr-End 2012	52	2	9	1	12	64	2	3	1	0	4	6	54	5	10	1	16	70
		%	74.3%	2.9%	12.9%	1.4%	17.1%	91.4%	2.9%	4.3%	1.4%	0.0%	5.7%	8.6%	77.1%	7.1%	14.3%	1.4%	22.9%	100.0%
	C77 - Communication Workers - 1177	Yr-End 2012	0	2	1	1	4	4	0	2	0	1	3	3	0	4	1	2	7	7
		%	0.0%	28.6%	14.3%	14.3%	57.1%	57.1%	0.0%	28.6%	0.0%	14.3%	42.9%	42.9%	0.0%	57.1%	14.3%	28.6%	100.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	15	13	8	3	24	39	84	73	49	4	126	210	99	86	57	7	150	249
		%	6.0%	5.2%	3.2%	1.2%	9.6%	15.7%	33.7%	29.3%	19.7%	1.6%	50.6%	84.3%	39.8%	34.5%	22.9%	2.8%	60.2%	100.0%
	UAT - Union of Automotive Technician	Yr-End 2012	100	8	5	3	16	116	0	0	0	0	0	0	100	8	5	3	16	116
		%	86.2%	6.9%	4.3%	2.6%	13.8%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	86.2%	6.9%	4.3%	2.6%	13.8%	100.0%
	BTU - Building Trades Union	Yr-End 2012	99	7	16	2	25	124	0	0	0	0	0	0	99	7	16	2	25	124
		%	79.8%	5.6%	12.9%	1.6%	20.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	79.8%	5.6%	12.9%	1.6%	20.2%	100.0%
	UOE - Int'l Union Operating Engineer	Yr-End 2012	290	63	42	9	114	404	7	13	4	0	17	24	297	76	46	9	131	428
		%	67.8%	14.7%	9.8%	2.1%	26.6%	94.4%	1.6%	3.0%	0.9%	0.0%	4.0%	5.6%	69.4%	17.8%	10.7%	2.1%	30.6%	100.0%
	IBW - IBEW	Yr-End 2012	134	16	21	8	45	179	0	0	0	0	0	0	134	16	21	8	45	179
		%	74.9%	8.9%	11.7%	4.5%	25.1%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	74.9%	8.9%	11.7%	4.5%	25.1%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2012	164	16	13	4	33	197	7	2	0	0	2	9	171	18	13	4	35	206
		%	79.6%	7.8%	6.3%	1.9%	16.0%	95.6%	3.4%	1.0%	0.0%	0.0%	1.0%	4.4%	83.0%	8.7%	6.3%	1.9%	17.0%	100.0%
	FS - IUJAT-Operations Supervisors	Yr-End 2012	90	51	20	1	72	162	24	35	12	2	49	73	114	86	32	3	121	235
		%	38.3%	21.7%	8.5%	0.4%	30.6%	68.9%	10.2%	14.9%	5.1%	0.9%	20.9%	31.1%	48.5%	36.6%	13.6%	1.3%	51.5%	100.0%

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band  
(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
All Departments	TWU - Transport Workers Union	Yr-End 2012	155	131	73	5	209	364	36	108	25	7	140	176	191	239	98	12	349	540
		%	28.7%	24.3%	13.5%	0.9%	38.7%	67.4%	6.7%	20.0%	4.6%	1.3%	25.9%	32.6%	35.4%	44.3%	18.1%	2.2%	64.6%	100.0%
	MT - Management (PATH)	Yr-End 2012	4	0	0	1	1	5	0	1	0	0	1	1	4	1	0	1	2	6
		%	66.7%	0.0%	0.0%	16.7%	16.7%	83.3%	0.0%	16.7%	0.0%	0.0%	16.7%	16.7%	66.7%	16.7%	0.0%	16.7%	33.3%	100.0%
	ET - Engineering - PATH	Yr-End 2012	1	0	0	0	0	1	1	0	0	0	0	1	2	0	0	0	0	2
		%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FT - Field Supervisors PATH	Yr-End 2012	52	6	2	3	11	63	8	5	0	1	6	14	60	11	2	4	17	77
		%	67.5%	7.8%	2.6%	3.9%	14.3%	81.6%	10.4%	6.5%	0.0%	1.3%	7.8%	18.2%	77.9%	14.3%	2.6%	5.2%	22.1%	100.0%
	ECT - Non-Represented Clerical-PATH	Yr-End 2012	0	0	0	0	0	0	2	1	0	0	1	3	2	1	0	0	1	3
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	33.3%	100.0%	66.7%	33.3%	0.0%	0.0%	33.3%	100.0%
	IBT - Int'l Brotherhood Teamsters	Yr-End 2012	27	15	7	1	23	50	10	22	4	2	28	38	37	37	11	3	51	88
		%	30.7%	17.0%	8.0%	1.1%	26.1%	56.8%	11.4%	25.0%	4.5%	2.3%	31.8%	43.2%	42.0%	42.0%	12.5%	3.4%	58.0%	100.0%
	ATD - Amer. Train Dispatchers Assoc.	Yr-End 2012	5	5	1	0	6	11	0	5	0	0	5	5	5	10	1	0	11	16
		%	31.3%	31.3%	6.3%	0.0%	37.5%	68.8%	0.0%	31.3%	0.0%	0.0%	31.3%	31.3%	31.3%	62.5%	6.3%	0.0%	68.8%	100.0%
	UTU - UTU - Conductors	Yr-End 2012	43	40	9	2	51	94	8	30	11	2	43	51	51	70	20	4	94	145
		%	29.7%	27.6%	6.2%	1.4%	35.2%	64.8%	5.5%	20.7%	7.6%	1.4%	29.7%	35.2%	35.2%	48.3%	13.8%	2.8%	64.8%	100.0%
	UTT - UTU - Tower Operators	Yr-End 2012	7	4	0	0	4	11	3	5	1	1	7	10	10	9	1	1	11	21
		%	33.3%	19.0%	0.0%	0.0%	19.0%	52.4%	14.3%	23.8%	4.8%	4.8%	33.3%	47.6%	47.6%	42.9%	4.8%	4.8%	52.4%	100.0%
	BLE - Brotherhood Locomotive Engrs.	Yr-End 2012	88	39	21	2	62	150	1	17	8	1	26	27	89	56	29	3	88	177
		%	49.7%	22.0%	11.9%	1.1%	35.0%	84.7%	0.6%	9.6%	4.5%	0.6%	14.7%	15.3%	50.3%	31.6%	16.4%	1.7%	49.7%	100.0%
	TWT - Transport Workers Union - PATH	Yr-End 2012	85	16	17	5	38	123	0	0	0	0	0	0	85	16	17	5	38	123
		%	69.1%	13.0%	13.8%	4.1%	30.9%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	69.1%	13.0%	13.8%	4.1%	30.9%	100.0%
	RTU - Railway Independent Transit Un	Yr-End 2012	115	28	23	2	53	168	2	1	0	0	1	3	117	29	23	2	54	171
		%	67.3%	16.4%	13.5%	1.2%	31.0%	98.2%	1.2%	0.6%	0.0%	0.0%	0.6%	1.8%	68.4%	17.0%	13.5%	1.2%	31.6%	100.0%
	BRS - Brotherhood Railroad Signalmen	Yr-End 2012	28	18	9	2	29	57	1	1	0	0	1	2	29	19	9	2	30	59
		%	47.5%	30.5%	15.3%	3.4%	49.2%	96.6%	1.7%	1.7%	0.0%	0.0%	1.7%	3.4%	49.2%	32.2%	15.3%	3.4%	50.8%	100.0%
	EWC - IBEW (Craft) - PATH	Yr-End 2012	82	17	12	6	35	117	0	0	0	0	0	0	82	17	12	6	35	117
		%	70.1%	14.5%	10.3%	5.1%	29.9%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	70.1%	14.5%	10.3%	5.1%	29.9%	100.0%
	EWS - IBEW (Supervisors) - PATH	Yr-End 2012	26	4	2	1	7	33	0	0	0	0	0	0	26	4	2	1	7	33
		%	78.8%	12.1%	6.1%	3.0%	21.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	78.8%	12.1%	6.1%	3.0%	21.2%	100.0%
	ARS - Amer. Railway Supvrs. Assoc.	Yr-End 2012	16	0	2	2	4	20	0	0	0	0	0	0	16	0	2	2	4	20
		%	80.0%	0.0%	10.0%	10.0%	20.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	10.0%	10.0%	20.0%	100.0%
<b>All Pay Bands</b>		Yr-End 2012	3561	748	646	301	1695	5256	644	560	253	104	917	1561	4205	1308	899	405	2612	6817
		%	52.2%	11.0%	9.5%	4.4%	24.9%	77.1%	9.4%	8.2%	3.7%	1.5%	13.5%	22.9%	61.7%	19.2%	13.2%	5.9%	38.3%	100.0%

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By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender			
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority	
Audit	B-0 and Above (EM 1-4)	Yr-End 2012	3	0	0	0	0	3	0	0	0	0	0	0	3	0	0	0	0	0	3
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	6	0	1	0	1	7	5	1	0	1	2	7	11	1	1	1	1	3	14
		%	42.9%	0.0%	7.1%	0.0%	7.1%	50.0%	35.7%	7.1%	0.0%	7.1%	14.3%	50.0%	78.6%	7.1%	7.1%	7.1%	7.1%	21.4%	100.0%
	MM - Middle Management	Yr-End 2012	10	3	1	1	5	15	3	2	4	0	6	9	13	5	5	1	1	11	24
		%	41.7%	12.5%	4.2%	4.2%	20.8%	62.5%	12.5%	8.3%	16.7%	0.0%	25.0%	37.5%	54.2%	20.8%	20.8%	4.2%	4.2%	45.8%	100.0%
	JM - Junior Management	Yr-End 2012	9	2	3	2	7	16	6	3	1	2	6	12	15	5	4	4	4	13	28
		%	32.1%	7.1%	10.7%	7.1%	25.0%	57.1%	21.4%	10.7%	3.6%	7.1%	21.4%	42.9%	53.6%	17.9%	14.3%	14.3%	14.3%	46.4%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%
	All Unions	Yr-End 2012	28	5	5	3	13	41	14	7	5	3	15	29	42	12	10	6	6	28	70
		%	40.0%	7.1%	7.1%	4.3%	18.6%	58.6%	20.0%	10.0%	7.1%	4.3%	21.4%	41.4%	60.0%	17.1%	14.3%	8.6%	8.6%	40.0%	100.0%

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DEPARTMENT	PAY BAND		Male					Female					Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority
Aviation	B-0 and Above (EM 1-4)	Yr-End 2012	14	3	1	1	5	19	5	1	1	0	2	7	19	4	2	1	7	26
		%	53.8%	11.5%	3.8%	3.8%	19.2%	73.1%	19.2%	3.8%	3.8%	0.0%	7.7%	26.9%	73.1%	15.4%	7.7%	3.8%	26.9%	100.0%
	EM - Executive Management	Yr-End 2012	39	8	4	7	19	58	19	10	5	5	20	39	58	18	9	12	39	97
		%	40.2%	8.2%	4.1%	7.2%	19.6%	59.8%	19.6%	10.3%	5.2%	5.2%	20.6%	40.2%	59.8%	18.6%	9.3%	12.4%	40.2%	100.0%
	MM - Middle Management	Yr-End 2012	20	6	6	9	21	41	17	8	4	3	15	32	37	14	10	12	36	73
		%	27.4%	8.2%	8.2%	12.3%	28.8%	56.2%	23.3%	11.0%	5.5%	4.1%	20.5%	43.8%	50.7%	19.2%	13.7%	16.4%	49.3%	100.0%
	JM - Junior Management	Yr-End 2012	5	2	0	0	2	7	6	0	2	0	2	8	11	2	2	0	4	15
		%	33.3%	13.3%	0.0%	0.0%	13.3%	46.7%	40.0%	0.0%	13.3%	0.0%	13.3%	53.3%	73.3%	13.3%	13.3%	0.0%	26.7%	100.0%
	E - Engineering	Yr-End 2012	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	1	1
		%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2012	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	1	0	1
		%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	4	1	4	0	5	9	4	1	4	0	5	9
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	44.4%	11.1%	44.4%	0.0%	55.6%	100.0%	44.4%	11.1%	44.4%	0.0%	55.6%
	C32 - Communication Workers - 1032	Yr-End 2012	2	0	0	0	0	2	19	11	9	0	20	39	21	11	9	0	20	41
		%	4.9%	0.0%	0.0%	0.0%	0.0%	4.9%	46.3%	26.8%	22.0%	0.0%	48.8%	95.1%	51.2%	26.8%	22.0%	0.0%	48.8%	100.0%
	UAT - Union of Automotive Technician	Yr-End 2012	7	2	0	1	3	10	0	0	0	0	0	0	7	2	0	1	3	10
		%	70.0%	20.0%	0.0%	10.0%	30.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	70.0%	20.0%	0.0%	10.0%	30.0%	100.0%
	BTU - Building Trades Union	Yr-End 2012	26	3	1	0	4	30	0	0	0	0	0	0	26	3	1	0	4	30
		%	86.7%	10.0%	3.3%	0.0%	13.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	86.7%	10.0%	3.3%	0.0%	13.3%	100.0%
	UOE - Int'l Union Operating Engineer	Yr-End 2012	142	30	24	6	60	202	3	5	2	0	7	10	145	35	26	6	67	212
		%	67.0%	14.2%	11.3%	2.8%	28.3%	95.3%	1.4%	2.4%	0.9%	0.0%	3.3%	4.7%	68.4%	16.5%	12.3%	2.8%	31.6%	100.0%
	IBW - IBEW	Yr-End 2012	54	7	11	3	21	75	0	0	0	0	0	0	54	7	11	3	21	75
		%	72.0%	9.3%	14.7%	4.0%	28.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	72.0%	9.3%	14.7%	4.0%	28.0%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2012	71	9	8	3	20	91	5	1	0	0	1	6	76	10	8	3	21	97
		%	73.2%	9.3%	8.2%	3.1%	20.6%	93.8%	5.2%	1.0%	0.0%	0.0%	1.0%	6.2%	78.4%	10.3%	8.2%	3.1%	21.6%	100.0%
	FS - IUJAT-Operations Supervisors	Yr-End 2012	63	31	14	0	45	108	15	13	8	1	22	37	78	44	22	1	67	145
		%	43.4%	21.4%	9.7%	0.0%	31.0%	74.5%	10.3%	9.0%	5.5%	0.7%	15.2%	25.5%	53.8%	30.3%	15.2%	0.7%	46.2%	100.0%
	TWU - Transport Workers Union	Yr-End 2012	32	39	13	1	53	85	3	14	4	3	21	24	35	53	17	4	74	109
		%	29.4%	35.8%	11.9%	0.9%	48.6%	78.0%	2.8%	12.8%	3.7%	2.8%	19.3%	22.0%	32.1%	48.6%	15.6%	3.7%	67.9%	100.0%
	All Unions	Yr-End 2012	475	140	83	32	255	730	96	64	39	12	115	211	571	204	122	44	370	941
		%	50.5%	14.9%	8.8%	3.4%	27.1%	77.6%	10.2%	6.8%	4.1%	1.3%	12.2%	22.4%	60.7%	21.7%	13.0%	4.7%	39.3%	100.0%

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender			
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority	
Comptroller	B-0 and Above (EM 1-4)	Yr-End 2012	3	0	0	0	0	3	0	0	0	0	0	0	3	0	0	0	0	0	3
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	8	1	0	1	2	10	4	0	0	0	0	4	12	1	0	1	2	14	
		%	57.1%	7.1%	0.0%	7.1%	14.3%	71.4%	28.6%	0.0%	0.0%	0.0%	0.0%	28.6%	85.7%	7.1%	0.0%	7.1%	14.3%	100.0%	
	MM - Middle Management	Yr-End 2012	5	1	1	0	2	7	2	2	2	4	8	10	7	3	3	4	10	17	
		%	29.4%	5.9%	5.9%	0.0%	11.8%	41.2%	11.8%	11.8%	11.8%	23.5%	47.1%	58.8%	41.2%	17.6%	17.6%	23.5%	58.8%	100.0%	
	JM - Junior Management	Yr-End 2012	7	2	5	2	9	16	9	9	2	7	18	27	16	11	7	9	27	43	
		%	16.3%	4.7%	11.6%	4.7%	20.9%	37.2%	20.9%	20.9%	4.7%	16.3%	41.9%	62.8%	37.2%	25.6%	16.3%	20.9%	62.8%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0	1	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	
	C32 - Communication Workers - 1032	Yr-End 2012	2	3	2	1	6	8	2	7	1	1	9	11	4	10	3	2	15	19	
		%	10.5%	15.8%	10.5%	5.3%	31.6%	42.1%	10.5%	36.8%	5.3%	5.3%	47.4%	57.9%	21.1%	52.6%	15.8%	10.5%	78.9%	100.0%	
	All Unions	Yr-End 2012	25	7	8	4	19	44	17	19	5	12	36	53	42	26	13	16	55	97	
		%	25.8%	7.2%	8.2%	4.1%	19.6%	45.4%	17.5%	19.6%	5.2%	12.4%	37.1%	54.6%	43.3%	26.8%	13.4%	16.5%	56.7%	100.0%	

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
Engineering	B-0 and Above (EM 1-4)	Yr-End 2012	11	0	3	2	5	16	2	0	0	0	0	2	13	0	3	2	5	18
		%	61.1%	0.0%	16.7%	11.1%	27.8%	88.9%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	72.2%	0.0%	16.7%	11.1%	27.8%	100.0%
	EM - Executive Management	Yr-End 2012	61	5	8	20	33	94	13	1	0	2	3	16	74	6	8	22	36	110
		%	55.5%	4.5%	7.3%	18.2%	30.0%	85.5%	11.8%	0.9%	0.0%	1.8%	2.7%	14.5%	67.3%	5.5%	7.3%	20.0%	32.7%	100.0%
	MM - Middle Management	Yr-End 2012	0	0	0	0	0	0	1	3	1	0	4	5	1	3	1	0	4	5
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	20.0%	0.0%	80.0%	100.0%	20.0%	60.0%	20.0%	0.0%	80.0%	100.0%
	JM - Junior Management	Yr-End 2012	0	1	0	0	1	1	8	1	1	1	3	11	8	2	1	1	4	12
		%	0.0%	8.3%	0.0%	0.0%	8.3%	8.3%	66.7%	8.3%	8.3%	8.3%	25.0%	91.7%	66.7%	16.7%	8.3%	8.3%	33.3%	100.0%
	E - Engineering	Yr-End 2012	157	34	33	79	146	303	23	8	6	12	26	49	180	42	39	91	172	352
		%	44.6%	9.7%	9.4%	22.4%	41.5%	86.1%	6.5%	2.3%	1.7%	3.4%	7.4%	13.9%	51.1%	11.9%	11.1%	25.9%	48.9%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	3	0	0	0	0	3	10	9	10	0	19	29	13	9	10	0	19	32
		%	9.4%	0.0%	0.0%	0.0%	0.0%	9.4%	31.3%	28.1%	31.3%	0.0%	59.4%	90.6%	40.6%	28.1%	31.3%	0.0%	59.4%	100.0%
	All Unions	Yr-End 2012	232	40	44	101	185	417	57	22	18	15	55	112	289	62	62	116	240	529
		%	43.9%	7.6%	8.3%	19.1%	35.0%	78.8%	10.8%	4.2%	3.4%	2.8%	10.4%	21.2%	54.6%	11.7%	11.7%	21.9%	45.4%	100.0%

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority
Executive Offices/Chiefs	B-0 and Above (EM 1-4)	Yr-End 2012	12	1	0	1	2	14	0	1	0	0	1	1	12	2	0	1	3	15
		%	80.0%	6.7%	0.0%	6.7%	13.3%	93.3%	0.0%	6.7%	0.0%	0.0%	6.7%	6.7%	80.0%	13.3%	0.0%	6.7%	20.0%	100.0%
	EM - Executive Management	Yr-End 2012	15	1	5	3	9	24	6	1	0	0	1	7	21	2	5	3	10	31
		%	48.4%	3.2%	16.1%	9.7%	29.0%	77.4%	19.4%	3.2%	0.0%	0.0%	3.2%	22.6%	67.7%	6.5%	16.1%	9.7%	32.3%	100.0%
	MM - Middle Management	Yr-End 2012	1	0	0	0	0	1	5	1	1	0	2	7	6	1	1	0	2	8
		%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	62.5%	12.5%	12.5%	0.0%	25.0%	87.5%	75.0%	12.5%	12.5%	0.0%	25.0%	100.0%
	JM - Junior Management	Yr-End 2012	1	0	0	0	0	1	4	2	5	2	9	13	5	2	5	2	9	14
		%	7.1%	0.0%	0.0%	0.0%	0.0%	7.1%	28.6%	14.3%	35.7%	14.3%	64.3%	92.9%	35.7%	14.3%	35.7%	14.3%	64.3%	100.0%
	All Unions	Yr-End 2012	29	2	5	4	11	40	15	5	6	2	13	28	44	7	11	6	24	68
		%	42.6%	2.9%	7.4%	5.9%	16.2%	58.8%	22.1%	7.4%	8.8%	2.9%	19.1%	41.2%	64.7%	10.3%	16.2%	8.8%	35.3%	100.0%

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender	
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority		
Financial Analysis	B-0 and Above (EM 1-4)	Yr-End 2012	1	0	0	0	0	1	1	0	0	0	0	0	1	2	0	0	0	0	2
		%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	1	0	0	1	1	2	0	0	0	0	0	0	0	1	0	0	1	1	2
		%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%
	MM - Middle Management	Yr-End 2012	1	1	0	0	1	2	0	0	0	0	0	0	0	1	1	0	0	1	2
		%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	
	JM - Junior Management	Yr-End 2012	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	
	All Unions	Yr-End 2012	3	1	0	1	2	5	1	1	0	0	1	2	4	2	0	1	3	7	
		%	42.9%	14.3%	0.0%	14.3%	28.6%	71.4%	14.3%	14.3%	0.0%	0.0%	14.3%	28.6%	57.1%	28.6%	0.0%	14.3%	42.9%	100.0%	

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
 (Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
Govt & Community Affairs	B-0 and Above (EM 1-4)	Yr-End 2012	0	1	0	0	1	1	1	0	1	0	1	2	1	1	1	0	2	3
		%	0.0%	33.3%	0.0%	0.0%	33.3%	33.3%	33.3%	0.0%	33.3%	0.0%	33.3%	66.7%	33.3%	33.3%	33.3%	0.0%	66.7%	100.0%
	EM - Executive Management	Yr-End 2012	2	0	0	0	0	2	0	0	0	0	0	0	2	0	0	0	0	2
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	JM - Junior Management	Yr-End 2012	3	1	0	0	1	4	0	1	1	0	2	2	3	2	1	0	3	6
		%	50.0%	16.7%	0.0%	0.0%	16.7%	66.7%	0.0%	16.7%	16.7%	0.0%	33.3%	33.3%	50.0%	33.3%	16.7%	0.0%	50.0%	100.0%
	All Unions	Yr-End 2012	5	2	0	0	2	7	1	1	2	0	3	4	6	3	2	0	5	11
		%	45.5%	18.2%	0.0%	0.0%	18.2%	63.6%	9.1%	9.1%	18.2%	0.0%	27.3%	36.4%	54.5%	27.3%	18.2%	0.0%	45.5%	100.0%

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender	
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority		
Human Resources	B-0 and Above (EM 1-4)	Yr-End 2012	1	0	0	0	0	1	4	0	0	0	0	4	5	0	0	0	0	0	5
		%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	0.0%	0.0%	80.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	12	2	0	1	3	15	6	4	1	2	7	13	18	6	1	3	10	28	
		%	42.9%	7.1%	0.0%	3.6%	10.7%	53.6%	21.4%	14.3%	3.6%	7.1%	25.0%	46.4%	64.3%	21.4%	3.6%	10.7%	35.7%	100.0%	
	MM - Middle Management	Yr-End 2012	3	1	0	0	1	4	6	6	3	2	11	17	9	7	3	2	12	21	
		%	14.3%	4.8%	0.0%	0.0%	4.8%	19.0%	28.6%	28.6%	14.3%	9.5%	52.4%	81.0%	42.9%	33.3%	14.3%	9.5%	57.1%	100.0%	
	JM - Junior Management	Yr-End 2012	3	2	2	0	4	7	4	8	4	4	16	20	7	10	6	4	20	27	
		%	11.1%	7.4%	7.4%	0.0%	14.8%	25.9%	14.8%	29.6%	14.8%	14.8%	59.3%	74.1%	25.9%	37.0%	22.2%	14.8%	74.1%	100.0%	
	STS - Senior Technical/Specialist	Yr-End 2012	0	0	0	0	0	0	0	2	3	0	0	3	5	2	3	0	0	3	5
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	60.0%	0.0%	0.0%	100.0%	40.0%	60.0%	0.0%	0.0%	60.0%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	0	1	2	0	3	3	0	1	2	0	3	3
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	100.0%	100.0%	0.0%	33.3%	66.7%	0.0%	100.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	0	3	0	1	0	1	4	3	0	1	0	1	4
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	25.0%	0.0%	25.0%	100.0%	75.0%	0.0%	25.0%	0.0%	25.0%	100.0%
	FS - IUJAT-Operations Supervisors	Yr-End 2012	1	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0	0	0	1
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	TWU - Transport Workers Union	Yr-End 2012	1	0	1	0	1	2	0	0	0	0	0	0	0	1	0	1	0	1	2
		%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%	
All Unions	Yr-End 2012	21	5	3	1	9	30	25	22	11	8	41	66	46	27	14	9	50	96		
	%	21.9%	5.2%	3.1%	1.0%	9.4%	31.3%	26.0%	22.9%	11.5%	8.3%	42.7%	68.8%	47.9%	28.1%	14.6%	9.4%	52.1%	100.0%		

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band  
(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender				
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority		
Inspector General	B-0 and Above (EM 1-4)	Yr-End 2012	4	0	0	0	0	4	0	0	0	0	0	0	0	4	0	0	0	0	0	4
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	7	0	0	1	1	8	1	0	0	0	0	1	8	0	0	0	1	1	1	9
		%	77.8%	0.0%	0.0%	11.1%	11.1%	88.9%	11.1%	0.0%	0.0%	0.0%	0.0%	11.1%	88.9%	0.0%	0.0%	0.0%	11.1%	11.1%	11.1%	100.0%
	MM - Middle Management	Yr-End 2012	17	1	1	0	2	19	2	1	0	0	1	3	19	2	1	0	3	3	22	
		%	77.3%	4.5%	4.5%	0.0%	9.1%	86.4%	9.1%	4.5%	0.0%	0.0%	4.5%	13.6%	86.4%	9.1%	4.5%	0.0%	13.6%	13.6%	100.0%	
	JM - Junior Management	Yr-End 2012	2	1	1	0	2	4	3	1	0	0	1	4	5	2	1	0	3	3	8	
		%	25.0%	12.5%	12.5%	0.0%	25.0%	50.0%	37.5%	12.5%	0.0%	0.0%	12.5%	50.0%	62.5%	25.0%	12.5%	0.0%	37.5%	37.5%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	1	1	0	0	1	2	1	1	0	0	1	2	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	
	All Unions	Yr-End 2012	30	2	2	1	5	35	7	3	0	0	3	10	37	5	2	1	8	8	45	
		%	66.7%	4.4%	4.4%	2.2%	11.1%	77.8%	15.6%	6.7%	0.0%	0.0%	6.7%	22.2%	82.2%	11.1%	4.4%	2.2%	17.8%	17.8%	100.0%	

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
Law	B-0 and Above (EM 1-4)	Yr-End 2012	3	1	0	1	2	5	1	1	0	0	1	2	4	2	0	1	3	7
		%	42.9%	14.3%	0.0%	14.3%	28.6%	71.4%	14.3%	14.3%	0.0%	0.0%	14.3%	28.6%	57.1%	28.6%	0.0%	14.3%	42.9%	100.0%
	EM - Executive Management	Yr-End 2012	2	2	0	0	2	4	1	0	0	0	0	1	3	2	0	0	2	5
		%	40.0%	40.0%	0.0%	0.0%	40.0%	80.0%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	40.0%	0.0%	0.0%	40.0%	100.0%
	MM - Middle Management	Yr-End 2012	23	3	1	1	5	28	19	6	3	1	10	29	42	9	4	2	15	57
		%	40.4%	5.3%	1.8%	1.8%	8.8%	49.1%	33.3%	10.5%	5.3%	1.8%	17.5%	50.9%	73.7%	15.8%	7.0%	3.5%	26.3%	100.0%
	JM - Junior Management	Yr-End 2012	12	1	1	1	3	15	12	4	1	2	7	19	24	5	2	3	10	34
		%	35.3%	2.9%	2.9%	2.9%	8.8%	44.1%	35.3%	11.8%	2.9%	5.9%	20.6%	55.9%	70.6%	14.7%	5.9%	8.8%	29.4%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	1	0	0	0	0	1	6	3	2	0	5	11	7	3	2	0	5	12
		%	8.3%	0.0%	0.0%	0.0%	0.0%	8.3%	50.0%	25.0%	16.7%	0.0%	41.7%	91.7%	58.3%	25.0%	16.7%	0.0%	41.7%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	3	2	1	0	3	6	3	2	1	0	3	6
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	33.3%	16.7%	0.0%	50.0%	100.0%	50.0%	33.3%	16.7%	0.0%	50.0%	100.0%
	All Unions	Yr-End 2012	41	7	2	3	12	53	42	16	7	3	26	68	83	23	9	6	38	121
		%	33.9%	5.8%	1.7%	2.5%	9.9%	43.8%	34.7%	13.2%	5.8%	2.5%	21.5%	56.2%	68.6%	19.0%	7.4%	5.0%	31.4%	100.0%

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority
Management & Budget	B-0 and Above (EM 1-4)	Yr-End 2012	1	1	0	1	2	3	1	0	0	0	0	1	2	1	0	1	2	4
		%	25.0%	25.0%	0.0%	25.0%	50.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	25.0%	0.0%	25.0%	50.0%	100.0%
	EM - Executive Management	Yr-End 2012	5	0	1	0	1	6	2	3	1	2	6	8	7	3	2	2	7	14
		%	35.7%	0.0%	7.1%	0.0%	7.1%	42.9%	14.3%	21.4%	7.1%	14.3%	42.9%	57.1%	50.0%	21.4%	14.3%	14.3%	50.0%	100.0%
	MM - Middle Management	Yr-End 2012	5	3	1	3	7	12	0	2	0	3	5	5	5	5	1	6	12	17
		%	29.4%	17.6%	5.9%	17.6%	41.2%	70.6%	0.0%	11.8%	0.0%	17.6%	29.4%	29.4%	29.4%	5.9%	35.3%	70.6%	100.0%	
	JM - Junior Management	Yr-End 2012	0	1	1	0	2	2	1	1	0	1	2	3	1	2	1	1	4	5
		%	0.0%	20.0%	20.0%	0.0%	40.0%	40.0%	20.0%	20.0%	0.0%	20.0%	40.0%	60.0%	20.0%	40.0%	20.0%	20.0%	80.0%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	0	1	0	0	1	0	1	0	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%
All Unions	Yr-End 2012	11	5	3	4	12	23	4	7	1	6	14	18	15	12	4	10	26	41	
	%	26.8%	12.2%	7.3%	9.8%	29.3%	56.1%	9.8%	17.1%	2.4%	14.6%	34.1%	43.9%	36.6%	29.3%	9.8%	24.4%	63.4%	100.0%	

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority			
Marketing	B-0 and Above (EM 1-4)	Yr-End 2012	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	1
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	3	0	0	0	0	3	4	1	1	0	2	6	7	1	1	0	2			9
		%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	44.4%	11.1%	11.1%	0.0%	22.2%	66.7%	77.8%	11.1%	11.1%	0.0%	22.2%			100.0%
	MM - Middle Management	Yr-End 2012	2	2	0	0	2	4	2	3	0	3	5	4	5	0	0	5				9
		%	22.2%	22.2%	0.0%	0.0%	22.2%	44.4%	22.2%	33.3%	0.0%	33.3%	55.6%	44.4%	55.6%	0.0%	0.0%	55.6%				100.0%
	JM - Junior Management	Yr-End 2012	0	0	0	0	0	0	1	1	0	0	1	2	1	1	0	0	1			2
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%			100.0%
	STS - Senior Technical/Specialist	Yr-End 2012	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	0	0	1
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	1			1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%			100.0%
All Unions	Yr-End 2012	7	2	0	0	2	9	7	6	1	0	7	14	14	8	1	0	9			23	
	%	30.4%	8.7%	0.0%	0.0%	8.7%	39.1%	30.4%	26.1%	4.3%	0.0%	30.4%	60.9%	60.9%	34.8%	4.3%	0.0%	39.1%			100.0%	

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
Media Relations	B-0 and Above (EM 1-4)	Yr-End 2012	3	0	0	0	0	3	1	0	0	0	0	1	4	0	0	0	0	4
		%	75.0%	0.0%	0.0%	0.0%	0.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	MM - Middle Management	Yr-End 2012	2	0	0	0	0	2	0	0	0	0	0	0	2	0	0	0	0	2
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	JM - Junior Management	Yr-End 2012	0	0	0	0	0	0	1	1	0	0	1	2	1	1	0	0	1	2
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	1	0	0	1	1	0	0	1	0	1	1	0	1	1	1	0	2
	%	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	0.0%	50.0%	50.0%	0.0%	50.0%	50.0%	0.0%	100.0%	100.0%	
All Unions	Yr-End 2012		5	1	0	0	1	6	2	1	1	0	2	4	7	2	1	0	3	10
	%		50.0%	10.0%	0.0%	0.0%	10.0%	60.0%	20.0%	10.0%	10.0%	0.0%	20.0%	40.0%	70.0%	20.0%	10.0%	0.0%	30.0%	100.0%

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band  
(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender			
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority	
Off Bus Diversity & Civil Right	B-0 and Above (EM 1-4)	Yr-End 2012	0	1	0	0	1	1	0	0	0	0	0	0	0	1	0	0	0	1	1
		%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%
	EM - Executive Management	Yr-End 2012	1	0	0	0	0	1	0	0	1	1	2	2	1	0	1	1	2	3	3
		%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	33.3%	33.3%	66.7%	66.7%	33.3%	0.0%	33.3%	33.3%	66.7%	100.0%	100.0%
	MM - Middle Management	Yr-End 2012	0	2	0	0	2	2	1	1	1	0	2	3	1	3	1	0	4	5	5
		%	0.0%	40.0%	0.0%	0.0%	40.0%	40.0%	20.0%	20.0%	20.0%	0.0%	40.0%	60.0%	20.0%	60.0%	20.0%	0.0%	80.0%	100.0%	100.0%
	JM - Junior Management	Yr-End 2012	0	0	1	0	1	1	0	2	0	0	2	2	0	2	1	0	3	3	3
		%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%	66.7%	0.0%	0.0%	66.7%	66.7%	0.0%	66.7%	33.3%	0.0%	100.0%	100.0%	100.0%
	All Unions	Yr-End 2012	1	3	1	0	4	5	1	3	2	1	6	7	2	6	3	1	10	12	12
		%	8.3%	25.0%	8.3%	0.0%	33.3%	41.7%	8.3%	25.0%	16.7%	8.3%	50.0%	58.3%	16.7%	50.0%	25.0%	8.3%	83.3%	100.0%	100.0%

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender	
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority		
Off Environmental & Energy Prg	B-0 and Above (EM 1-4)	Yr-End 2012	1	0	0	0	0	1	2	0	0	0	0	2	3	0	0	0	0	3	3
		%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%
	EM - Executive Management	Yr-End 2012	2	0	0	1	1	3	1	0	0	0	0	1	3	0	0	1	1	4	4
		%	50.0%	0.0%	0.0%	25.0%	25.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	25.0%	25.0%	100.0%	100.0%
	MM - Middle Management	Yr-End 2012	2	0	1	1	2	4	0	0	0	1	1	1	2	0	1	2	3	5	5
		%	40.0%	0.0%	20.0%	20.0%	40.0%	80.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	40.0%	0.0%	20.0%	40.0%	60.0%	100.0%	100.0%
	JM - Junior Management	Yr-End 2012	0	0	0	0	0	0	0	2	0	0	2	2	0	2	0	0	2	2	2
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	100.0%
	All Unions	Yr-End 2012	5	0	1	2	3	8	3	2	0	1	3	6	8	2	1	3	6	14	14
		%	35.7%	0.0%	7.1%	14.3%	21.4%	57.1%	21.4%	14.3%	0.0%	7.1%	21.4%	42.9%	57.1%	14.3%	7.1%	21.4%	42.9%	100.0%	100.0%

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender			
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority	
Office of Emergency Management	EM - Executive Management	Yr-End 2012	6	0	0	0	0	6	0	0	0	0	0	0	6	0	0	0	0	0	6
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	MM - Middle Management	Yr-End 2012	1	0	0	0	0	1	3	0	1	0	1	4	4	0	1	0	1	5	
		%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	0.0%	20.0%	0.0%	20.0%	80.0%	80.0%	0.0%	20.0%	0.0%	20.0%	100.0%	
	JM - Junior Management	Yr-End 2012	2	0	0	0	0	2	0	2	0	0	2	2	2	2	0	0	2	4	
		%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	
	E - Engineering	Yr-End 2012	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	All Unions	Yr-End 2012	10	0	0	0	0	10	3	2	1	0	3	6	13	2	1	0	3	16	
		%	62.5%	0.0%	0.0%	0.0%	0.0%	62.5%	18.8%	12.5%	6.3%	0.0%	18.8%	37.5%	81.3%	12.5%	6.3%	0.0%	18.8%	100.0%	

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male							Female							Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority			
Office of the Secretary	B-0 and Above (EM 1-4)	Yr-End 2012	1	0	0	0	0	1	2	0	0	0	0	2	3	0	0	0	0	3	3	
		%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	EM - Executive Management	Yr-End 2012	2	0	0	0	0	2	0	1	0	0	1	1	2	1	0	0	0	1	3	
		%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	0.0%	33.3%	33.3%	66.7%	33.3%	0.0%	0.0%	0.0%	33.3%	100.0%	
	MM - Middle Management	Yr-End 2012	1	0	0	0	0	1	3	1	0	0	1	4	4	1	0	0	0	1	5	
		%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	60.0%	20.0%	0.0%	0.0%	20.0%	80.0%	80.0%	20.0%	0.0%	0.0%	0.0%	20.0%	100.0%	
	JM - Junior Management	Yr-End 2012	0	0	1	0	1	1	2	3	2	0	5	7	2	3	3	0	0	6	8	
		%	0.0%	0.0%	12.5%	0.0%	12.5%	12.5%	25.0%	37.5%	25.0%	0.0%	62.5%	87.5%	25.0%	37.5%	37.5%	0.0%	75.0%	100.0%		
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	0	1	0	1	1	0	0	1	0	0	1	1	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%		
All Unions	Yr-End 2012	4	0	1	0	1	5	7	5	3	0	8	15	11	5	4	0	0	9	20		
	%	20.0%	0.0%	5.0%	0.0%	5.0%	25.0%	35.0%	25.0%	15.0%	0.0%	40.0%	75.0%	55.0%	25.0%	20.0%	0.0%	45.0%	100.0%			

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male							Female							Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority			
Operations Services	B-0 and Above (EM 1-4)	Yr-End 2012	2	0	0	0	0	2	0	0	0	0	0	0	0	2	0	0	0	0	0	2
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	3	0	0	0	0	3	5	0	1	0	1	6	8	0	1	0	1	0	1	9
		%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	55.6%	0.0%	11.1%	0.0%	11.1%	66.7%	88.9%	0.0%	11.1%	0.0%	11.1%	0.0%	11.1%	100.0%
	MM - Middle Management	Yr-End 2012	14	3	3	0	6	20	5	1	2	0	3	8	19	4	5	0	9	0	9	23
		%	50.0%	10.7%	10.7%	0.0%	21.4%	71.4%	17.9%	3.6%	7.1%	0.0%	10.7%	28.6%	67.9%	14.3%	17.9%	0.0%	32.1%	0.0%	32.1%	100.0%
	JM - Junior Management	Yr-End 2012	1	1	1	0	2	3	2	2	0	1	3	5	3	3	1	1	5	0	5	8
		%	12.5%	12.5%	12.5%	0.0%	25.0%	37.5%	25.0%	25.0%	0.0%	12.5%	37.5%	62.5%	37.5%	37.5%	12.5%	12.5%	62.5%	0.0%	62.5%	100.0%
	E - Engineering	Yr-End 2012	6	2	0	1	3	9	2	0	0	0	0	2	8	2	0	1	3	0	3	11
		%	54.5%	18.2%	0.0%	9.1%	27.3%	81.8%	18.2%	0.0%	0.0%	0.0%	0.0%	18.2%	72.7%	18.2%	0.0%	9.1%	27.3%	0.0%	27.3%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2012	0	1	1	0	2	2	2	3	0	0	3	5	2	4	1	0	5	0	5	7
		%	0.0%	14.3%	14.3%	0.0%	28.6%	28.6%	28.6%	42.9%	0.0%	0.0%	42.9%	71.4%	28.6%	57.1%	14.3%	0.0%	71.4%	0.0%	71.4%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	5	7	5	2	14	19	9	7	4	1	12	21	14	14	9	3	26	0	26	40
		%	12.5%	17.5%	12.5%	5.0%	35.0%	47.5%	22.5%	17.5%	10.0%	2.5%	30.0%	52.5%	35.0%	35.0%	22.5%	7.5%	65.0%	0.0%	65.0%	100.0%
	UAT - Union of Automotive Technician	Yr-End 2012	91	6	5	2	13	104	0	0	0	0	0	0	91	6	5	2	13	0	13	104
		%	87.5%	5.8%	4.8%	1.9%	12.5%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	87.5%	5.8%	4.8%	1.9%	12.5%	0.0%	12.5%	100.0%
	BTU - Building Trades Union	Yr-End 2012	42	3	11	2	16	58	0	0	0	0	0	0	42	3	11	2	16	0	16	58
		%	72.4%	5.2%	19.0%	3.4%	27.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	72.4%	5.2%	19.0%	3.4%	27.6%	0.0%	27.6%	100.0%
	UOE - Int'l Union Operating Engineer	Yr-End 2012	24	6	4	0	10	34	0	1	1	0	2	2	24	7	5	0	12	0	12	36
		%	66.7%	16.7%	11.1%	0.0%	27.8%	94.4%	0.0%	2.8%	2.8%	0.0%	5.6%	5.6%	66.7%	19.4%	13.9%	0.0%	33.3%	0.0%	33.3%	100.0%
IBW - IBEW	Yr-End 2012	29	5	2	2	9	38	0	0	0	0	0	0	29	5	2	2	9	0	9	38	
	%	76.3%	13.2%	5.3%	5.3%	23.7%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	76.3%	13.2%	5.3%	5.3%	23.7%	0.0%	23.7%	100.0%	
FM - IUJAT-Maintenance Supervisors	Yr-End 2012	40	3	3	0	6	46	0	0	0	0	0	0	40	3	3	0	6	0	6	46	
	%	87.0%	6.5%	6.5%	0.0%	13.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	87.0%	6.5%	6.5%	0.0%	13.0%	0.0%	13.0%	100.0%	
TWU - Transport Workers Union	Yr-End 2012	9	8	4	2	14	23	1	3	1	1	5	6	10	11	5	3	19	0	19	29	
	%	31.0%	27.6%	13.8%	6.9%	48.3%	79.3%	3.4%	10.3%	3.4%	3.4%	17.2%	20.7%	34.5%	37.9%	17.2%	10.3%	65.5%	0.0%	65.5%	100.0%	
All Unions	Yr-End 2012	266	45	39	11	95	361	26	17	9	3	29	55	292	62	48	14	124	0	124	416	
	%	63.9%	10.8%	9.4%	2.6%	22.8%	86.8%	6.3%	4.1%	2.2%	0.7%	7.0%	13.2%	70.2%	14.9%	11.5%	3.4%	29.8%	0.0%	29.8%	100.0%	

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority			
Planning & Regional Dev	B-0 and Above (EM 1-4)	Yr-End 2012	3	0	0	0	0	3	0	0	0	0	0	0	0	3	0	0	0	0	0	3
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	3	0	0	1	1	4	0	3	0	0	3	3	3	3	3	3	0	1	4	7
		%	42.9%	0.0%	0.0%	14.3%	14.3%	57.1%	0.0%	42.9%	0.0%	0.0%	42.9%	42.9%	42.9%	42.9%	0.0%	14.3%	57.1%	100.0%	100.0%	
	MM - Middle Management	Yr-End 2012	4	0	0	0	0	4	0	1	1	1	3	3	4	1	1	1	1	3	7	
		%	57.1%	0.0%	0.0%	0.0%	0.0%	57.1%	0.0%	14.3%	14.3%	14.3%	42.9%	42.9%	57.1%	14.3%	14.3%	14.3%	42.9%	100.0%	100.0%	
	JM - Junior Management	Yr-End 2012	0	0	0	0	0	0	0	0	1	0	1	1	0	0	1	0	0	1	1	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	100.0%	
	All Unions	Yr-End 2012	10	0	0	1	1	11	0	4	2	1	7	7	10	4	2	2	2	8	18	
		%	55.6%	0.0%	0.0%	5.6%	5.6%	61.1%	0.0%	22.2%	11.1%	5.6%	38.9%	38.9%	55.6%	22.2%	11.1%	11.1%	44.4%	100.0%	100.0%	

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority			
Port Commerce	B-0 and Above (EM 1-4)	Yr-End 2012	6	0	0	0	0	6	0	0	0	0	0	0	0	6	0	0	0	0	0	6
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	18	2	1	1	4	22	5	2	0	1	3	8	23	4	1	2	7	30		
		%	60.0%	6.7%	3.3%	3.3%	13.3%	73.3%	16.7%	6.7%	0.0%	3.3%	10.0%	26.7%	76.7%	13.3%	3.3%	6.7%	23.3%	100.0%		
	MM - Middle Management	Yr-End 2012	20	1	1	3	5	25	9	2	1	0	3	12	29	3	2	3	8	37		
		%	54.1%	2.7%	2.7%	8.1%	13.5%	67.6%	24.3%	5.4%	2.7%	0.0%	8.1%	32.4%	78.4%	8.1%	5.4%	8.1%	21.6%	100.0%		
	JM - Junior Management	Yr-End 2012	0	0	0	0	0	0	1	1	1	0	2	3	1	1	1	0	2	3		
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	0.0%	66.7%	100.0%	33.3%	33.3%	33.3%	0.0%	66.7%	100.0%		
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	1	0	1	0	1	2	1	0	1	0	1	2		
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%		
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	4	4	1	0	5	9	4	4	1	0	5	9		
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	44.4%	44.4%	11.1%	0.0%	55.6%	100.0%	44.4%	44.4%	11.1%	0.0%	55.6%	100.0%		
	UAT - Union of Automotive Technician	Yr-End 2012	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1		
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%		
	BTU - Building Trades Union	Yr-End 2012	7	0	0	0	0	7	0	0	0	0	0	0	7	0	0	0	0	7		
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%		
	UOE - Int'l Union Operating Engineer	Yr-End 2012	29	6	4	0	10	39	2	1	1	0	2	4	31	7	5	0	12	43		
		%	67.4%	14.0%	9.3%	0.0%	23.3%	90.7%	4.7%	2.3%	2.3%	0.0%	4.7%	9.3%	72.1%	16.3%	11.6%	0.0%	27.9%	100.0%		
	IBW - IBEW	Yr-End 2012	4	1	0	1	2	6	0	0	0	0	0	0	4	1	0	1	2	6		
		%	66.7%	16.7%	0.0%	16.7%	33.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	16.7%	0.0%	16.7%	33.3%	100.0%		
FM - IUJAT-Maintenance Supervisors	Yr-End 2012	11	0	1	0	1	12	1	0	0	0	0	1	12	0	1	0	1	13			
	%	84.6%	0.0%	7.7%	0.0%	7.7%	92.3%	7.7%	0.0%	0.0%	0.0%	0.0%	7.7%	92.3%	0.0%	7.7%	0.0%	7.7%	100.0%			
FS - IUJAT-Operations Supervisors	Yr-End 2012	0	1	1	0	2	2	0	3	0	0	3	3	0	4	1	0	5	5			
	%	0.0%	20.0%	20.0%	0.0%	40.0%	40.0%	0.0%	60.0%	0.0%	0.0%	60.0%	60.0%	0.0%	80.0%	20.0%	0.0%	100.0%	100.0%			
All Unions	Yr-End 2012	96	11	8	5	24	120	23	13	5	1	19	42	119	24	13	6	43	162			
	%	59.3%	6.8%	4.9%	3.1%	14.8%	74.1%	14.2%	8.0%	3.1%	0.6%	11.7%	25.9%	73.5%	14.8%	8.0%	3.7%	26.5%	100.0%			

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
 (Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
Procurement	B-0 and Above (EM 1-4)	Yr-End 2012	1	0	0	0	0	1	1	0	1	0	1	2	2	0	1	0	1	3
		%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	33.3%	0.0%	33.3%	66.7%	66.7%	0.0%	33.3%	0.0%	33.3%	100.0%
	EM - Executive Management	Yr-End 2012	8	0	2	1	3	11	5	0	2	0	2	7	13	0	4	1	5	18
		%	44.4%	0.0%	11.1%	5.6%	16.7%	61.1%	27.8%	0.0%	11.1%	0.0%	11.1%	38.9%	72.2%	0.0%	22.2%	5.6%	27.8%	100.0%
	MM - Middle Management	Yr-End 2012	4	0	0	1	1	5	10	2	4	2	8	18	14	2	4	3	9	23
		%	17.4%	0.0%	0.0%	4.3%	4.3%	21.7%	43.5%	8.7%	17.4%	8.7%	34.8%	78.3%	60.9%	8.7%	17.4%	13.0%	39.1%	100.0%
	JM - Junior Management	Yr-End 2012	1	0	1	0	1	2	3	5	1	1	7	10	4	5	2	1	8	12
		%	8.3%	0.0%	8.3%	0.0%	8.3%	16.7%	25.0%	41.7%	8.3%	8.3%	58.3%	83.3%	33.3%	41.7%	16.7%	8.3%	66.7%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2012	3	1	1	0	2	5	0	0	1	0	1	1	3	1	2	0	3	6
		%	50.0%	16.7%	16.7%	0.0%	33.3%	83.3%	0.0%	0.0%	16.7%	0.0%	16.7%	16.7%	50.0%	16.7%	33.3%	0.0%	50.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	0	1	1	0	2	2	0	1	2	0	3	3	0	2	3	0	5	5
		%	0.0%	20.0%	20.0%	0.0%	40.0%	40.0%	0.0%	20.0%	40.0%	0.0%	60.0%	60.0%	0.0%	40.0%	60.0%	0.0%	100.0%	100.0%
	UOE - Int'l Union Operating Engineer	Yr-End 2012	10	4	1	0	5	15	1	1	0	0	1	2	11	5	1	0	6	17
		%	58.8%	23.5%	5.9%	0.0%	29.4%	88.2%	5.9%	5.9%	0.0%	0.0%	5.9%	11.8%	64.7%	29.4%	5.9%	0.0%	35.3%	100.0%
	All Unions	Yr-End 2012	27	6	6	2	14	41	20	9	11	3	23	43	47	15	17	5	37	84
		%	32.1%	7.1%	7.1%	2.4%	16.7%	48.8%	23.8%	10.7%	13.1%	3.6%	27.4%	51.2%	56.0%	17.9%	20.2%	6.0%	44.0%	100.0%

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
Public Safety	B-0 and Above (EM 1-4)	Yr-End 2012	2	0	0	0	0	2	0	0	1	0	1	1	2	0	1	0	1	3
		%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	66.7%	0.0%	33.3%	0.0%	33.3%	100.0%
	EM - Executive Management	Yr-End 2012	2	0	0	0	0	2	1	0	0	0	0	1	3	0	0	0	0	3
		%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	MM - Middle Management	Yr-End 2012	1	0	1	0	1	2	4	1	1	2	4	8	5	1	2	2	5	10
		%	10.0%	0.0%	10.0%	0.0%	10.0%	20.0%	40.0%	10.0%	10.0%	20.0%	40.0%	80.0%	50.0%	10.0%	20.0%	20.0%	50.0%	100.0%
	JM - Junior Management	Yr-End 2012	1	1	0	0	1	2	3	3	0	0	3	6	4	4	0	0	4	8
		%	12.5%	12.5%	0.0%	0.0%	12.5%	25.0%	37.5%	37.5%	0.0%	0.0%	37.5%	75.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%
	FP - Police Supervisors	Yr-End 2012	6	3	2	0	5	11	0	3	0	0	3	3	6	6	2	0	8	14
		%	42.9%	21.4%	14.3%	0.0%	35.7%	78.6%	0.0%	21.4%	0.0%	0.0%	21.4%	21.4%	42.9%	42.9%	14.3%	0.0%	57.1%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	1	0	1	0	1	2	1	0	1	0	1	2
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%
	PBA - Police Benevolent Association	Yr-End 2012	886	77	183	31	291	1177	62	28	30	3	61	123	948	105	213	34	352	1300
		%	68.2%	5.9%	14.1%	2.4%	22.4%	90.5%	4.8%	2.2%	2.3%	0.2%	4.7%	9.5%	72.9%	8.1%	16.4%	2.6%	27.1%	100.0%
	DEA - Detectives Endowment Assoc.	Yr-End 2012	44	8	6	6	20	64	3	4	2	0	6	9	47	12	8	6	26	73
		%	60.3%	11.0%	8.2%	8.2%	27.4%	87.7%	4.1%	5.5%	2.7%	0.0%	8.2%	12.3%	64.4%	16.4%	11.0%	8.2%	35.6%	100.0%
	SBA - Sergeants Benevolent Assoc.	Yr-End 2012	82	17	22	6	45	127	6	6	1	0	7	13	88	23	23	6	52	140
		%	58.6%	12.1%	15.7%	4.3%	32.1%	90.7%	4.3%	4.3%	0.7%	0.0%	5.0%	9.3%	62.9%	16.4%	16.4%	4.3%	37.1%	100.0%
	LBA - Lieutenants Benevolent Assoc.	Yr-End 2012	52	2	9	1	12	64	2	3	1	0	4	6	54	5	10	1	16	70
		%	74.3%	2.9%	12.9%	1.4%	17.1%	91.4%	2.9%	4.3%	1.4%	0.0%	5.7%	8.6%	77.1%	7.1%	14.3%	1.4%	22.9%	100.0%
C32 - Communication Workers - 1032	Yr-End 2012	1	1	0	0	1	2	17	16	5	2	23	40	18	17	5	2	24	42	
	%	2.4%	2.4%	0.0%	0.0%	2.4%	4.8%	40.5%	38.1%	11.9%	4.8%	54.8%	95.2%	42.9%	40.5%	11.9%	4.8%	57.1%	100.0%	
FM - IUJAT-Maintenance Supervisors	Yr-End 2012	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	
	%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
TWU - Transport Workers Union	Yr-End 2012	0	0	0	0	0	0	1	1	0	0	1	2	1	1	0	0	1	2	
	%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%	
<b>All Unions</b>	<b>Yr-End 2012</b>	<b>1078</b>	<b>109</b>	<b>223</b>	<b>44</b>	<b>376</b>	<b>1454</b>	<b>100</b>	<b>65</b>	<b>42</b>	<b>7</b>	<b>114</b>	<b>214</b>	<b>1178</b>	<b>174</b>	<b>265</b>	<b>51</b>	<b>490</b>	<b>1668</b>	
	<b>%</b>	<b>64.6%</b>	<b>6.5%</b>	<b>13.4%</b>	<b>2.6%</b>	<b>22.5%</b>	<b>87.2%</b>	<b>6.0%</b>	<b>3.9%</b>	<b>2.5%</b>	<b>0.4%</b>	<b>6.8%</b>	<b>12.8%</b>	<b>70.6%</b>	<b>10.4%</b>	<b>15.9%</b>	<b>3.1%</b>	<b>29.4%</b>	<b>100.0%</b>	

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band  
(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority
Rail Transit	B-0 and Above (EM 1-4)	Yr-End 2012	1	1	1	0	2	3	1	0	0	0	0	1	2	1	1	0	2	4
		%	25.0%	25.0%	25.0%	0.0%	50.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	25.0%	25.0%	0.0%	50.0%	100.0%
	EM - Executive Management	Yr-End 2012	18	2	1	3	6	24	4	2	0	0	2	6	22	4	1	3	8	30
		%	60.0%	6.7%	3.3%	10.0%	20.0%	80.0%	13.3%	6.7%	0.0%	0.0%	6.7%	20.0%	73.3%	13.3%	3.3%	10.0%	26.7%	100.0%
	MM - Middle Management	Yr-End 2012	13	0	1	1	2	15	4	1	1	1	3	7	17	1	2	2	5	22
		%	59.1%	0.0%	4.5%	4.5%	9.1%	68.2%	18.2%	4.5%	4.5%	4.5%	13.6%	31.8%	77.3%	4.5%	9.1%	9.1%	22.7%	100.0%
	JM - Junior Management	Yr-End 2012	1	0	0	0	0	1	3	2	2	0	4	7	4	2	2	0	4	8
		%	12.5%	0.0%	0.0%	0.0%	0.0%	12.5%	37.5%	25.0%	25.0%	0.0%	50.0%	87.5%	50.0%	25.0%	25.0%	0.0%	50.0%	100.0%
	E - Engineering	Yr-End 2012	0	3	1	2	6	6	0	0	0	0	0	0	0	3	1	2	6	6
		%	0.0%	50.0%	16.7%	33.3%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	16.7%	33.3%	100.0%	100.0%
	FMN - FM- Maintenance Supvrs Non-Rep	Yr-End 2012	3	0	0	0	0	3	0	0	0	0	0	0	3	0	0	0	0	3
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	1	1	0	1	2	3	1	1	0	1	2	3
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	0.0%	33.3%	66.7%	100.0%	33.3%	33.3%	0.0%	33.3%	66.7%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	3	0	2	0	2	5	3	0	2	0	2	5
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	60.0%	0.0%	40.0%	0.0%	40.0%	100.0%	60.0%	0.0%	40.0%	0.0%	40.0%	100.0%
	MT - Management (PATH)	Yr-End 2012	4	0	0	1	1	5	0	1	0	0	1	1	4	1	0	1	2	6
		%	66.7%	0.0%	0.0%	16.7%	16.7%	83.3%	0.0%	16.7%	0.0%	0.0%	16.7%	16.7%	66.7%	16.7%	0.0%	16.7%	33.3%	100.0%
	ET - Engineering - PATH	Yr-End 2012	1	0	0	0	0	1	1	0	0	0	0	1	2	0	0	0	0	2
		%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FT - Field Supervisors PATH	Yr-End 2012	52	6	2	3	11	63	8	5	0	1	6	14	60	11	2	4	17	77
		%	67.5%	7.8%	2.6%	3.9%	14.3%	81.8%	10.4%	6.5%	0.0%	1.3%	7.8%	18.2%	77.9%	14.3%	2.6%	5.2%	22.1%	100.0%
	ECT - Non-Represented Clerical-PATH	Yr-End 2012	0	0	0	0	0	0	2	1	0	0	1	3	2	1	0	0	1	3
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	33.3%	100.0%	66.7%	33.3%	0.0%	0.0%	33.3%	100.0%
	IBT - Int'l Brotherhood Teamsters	Yr-End 2012	27	15	7	1	23	50	10	22	4	2	28	38	37	37	11	3	51	88
		%	30.7%	17.0%	8.0%	1.1%	26.1%	56.8%	11.4%	25.0%	4.5%	2.3%	31.8%	43.2%	42.0%	42.0%	12.5%	3.4%	58.0%	100.0%
	ATD - Amer. Train Dispatchers Assoc.	Yr-End 2012	5	5	1	0	6	11	0	5	0	0	5	5	5	10	1	0	11	16
		%	31.3%	31.3%	6.3%	0.0%	37.5%	68.8%	0.0%	31.3%	0.0%	0.0%	31.3%	31.3%	31.3%	62.5%	6.3%	0.0%	68.8%	100.0%
	UTU - UTU - Conductors	Yr-End 2012	43	40	9	2	51	94	8	30	11	2	43	51	51	70	20	4	94	145
		%	29.7%	27.6%	6.2%	1.4%	35.2%	64.8%	5.5%	20.7%	7.6%	1.4%	29.7%	35.2%	35.2%	48.3%	13.8%	2.8%	64.8%	100.0%
	UTT - UTU- Tower Operators	Yr-End 2012	7	4	0	0	4	11	3	5	1	1	7	10	10	9	1	1	11	21
		%	33.3%	19.0%	0.0%	0.0%	19.0%	52.4%	14.3%	23.8%	4.8%	4.8%	33.3%	47.6%	47.6%	42.9%	4.8%	4.8%	52.4%	100.0%
	BLE - Brotherhood Locomotive Engrs.	Yr-End 2012	88	39	21	2	62	150	1	17	8	1	26	27	89	56	29	3	88	177
		%	49.7%	22.0%	11.9%	1.1%	35.0%	84.7%	0.6%	9.6%	4.5%	0.6%	14.7%	15.3%	50.3%	31.6%	16.4%	1.7%	49.7%	100.0%
	TWT - Transport Workers Union - PATH	Yr-End 2012	85	16	17	5	38	123	0	0	0	0	0	0	85	16	17	5	38	123
		%	69.1%	13.0%	13.8%	4.1%	30.9%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	69.1%	13.0%	13.8%	4.1%	30.9%	100.0%
	RTU - Railway Independent Transit Un	Yr-End 2012	115	28	23	2	53	168	2	1	0	0	1	3	117	29	23	2	54	171
		%	67.3%	16.4%	13.5%	1.2%	31.0%	98.2%	1.2%	0.6%	0.0%	0.0%	0.6%	1.8%	68.4%	17.0%	13.5%	1.2%	31.6%	100.0%
	BRS - Brotherhood Railroad Signalmen	Yr-End 2012	28	18	9	2	29	57	1	1	0	0	1	2	29	19	9	2	30	59
		%	47.5%	30.5%	15.3%	3.4%	49.2%	96.6%	1.7%	1.7%	0.0%	0.0%	1.7%	3.4%	49.2%	32.2%	15.3%	3.4%	50.8%	100.0%
	EWC - IBEW (Craft) - PATH	Yr-End 2012	82	17	12	6	35	117	0	0	0	0	0	0	82	17	12	6	35	117
		%	70.1%	14.5%	10.3%	5.1%	29.9%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	70.1%	14.5%	10.3%	5.1%	29.9%	100.0%

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male							Female							Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority			
Rail Transit	EWS - IBEW (Supervisors) - PATH	Yr-End 2012	26	4	2	1	7	33	0	0	0	0	0	0	0	26	4	2	1	7	33	
		%	78.8%	12.1%	6.1%	3.0%	21.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	78.8%	12.1%	6.1%	3.0%	21.2%	100.0%		
	ARS - Amer. Railway Supvrs. Assoc.	Yr-End 2012	16	0	2	2	4	20	0	0	0	0	0	0	16	0	2	2	4	20		
		%	80.0%	0.0%	10.0%	10.0%	20.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	10.0%	10.0%	20.0%	100.0%			
	All Unions	Yr-End 2012	615	198	109	33	340	955	52	94	29	9	132	184	667	52	292	138	42	472	1139	
		%	54.0%	17.4%	9.6%	2.9%	29.9%	83.8%	4.6%	8.3%	2.5%	0.8%	11.6%	16.2%	58.6%	25.6%	12.1%	3.7%	41.4%	100.0%		

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
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DEPARTMENT	PAY BAND		Male						Female						Total					All Gender
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority	
Real Estate Services	B-0 and Above (EM 1-4)	Yr-End 2012	4	0	0	0	0	4	0	1	0	0	1	1	4	1	0	0	1	5
		%	80.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	20.0%	0.0%	0.0%	20.0%	20.0%	80.0%	20.0%	0.0%	0.0%	20.0%	100.0%
	EM - Executive Management	Yr-End 2012	10	0	2	0	2	12	3	1	0	0	1	4	13	1	2	0	3	16
		%	62.5%	0.0%	12.5%	0.0%	12.5%	75.0%	18.8%	6.3%	0.0%	0.0%	6.3%	25.0%	81.3%	6.3%	12.5%	0.0%	18.8%	100.0%
	MM - Middle Management	Yr-End 2012	2	0	0	0	0	2	1	0	0	1	1	2	3	0	0	1	1	4
		%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	0.0%	0.0%	25.0%	25.0%	50.0%	75.0%	0.0%	0.0%	25.0%	25.0%	100.0%
	JM - Junior Management	Yr-End 2012	0	0	0	0	0	0	1	3	0	0	3	4	1	3	0	0	3	4
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	75.0%	0.0%	0.0%	75.0%	100.0%	25.0%	75.0%	0.0%	0.0%	75.0%	100.0%
	E - Engineering	Yr-End 2012	2	0	0	0	0	2	0	0	1	0	1	1	2	0	1	0	1	3
		%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	66.7%	0.0%	33.3%	0.0%	33.3%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	1	0	0	0	0	1	1	0	0	0	0	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2012	4	0	0	0	0	4	0	0	0	0	0	0	4	0	0	0	0	4
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	FS - IUJAT-Operations Supervisors	Yr-End 2012	2	0	0	0	0	2	0	0	0	0	0	0	2	0	0	0	0	2
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
All Unions	Yr-End 2012	24	0	2	0	2	26	6	6	1	1	8	14	30	6	3	1	10	40	
	%	60.0%	0.0%	5.0%	0.0%	5.0%	65.0%	15.0%	15.0%	2.5%	2.5%	20.0%	35.0%	75.0%	15.0%	7.5%	2.5%	25.0%	100.0%	

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
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DEPARTMENT	PAY BAND		Male					Female					Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority
Technology Services	B-0 and Above (EM 1-4)	Yr-End 2012	1	1	1	0	2	3	1	0	0	0	0	1	2	1	1	0	2	4
		%	25.0%	25.0%	25.0%	0.0%	50.0%	75.0%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	25.0%	25.0%	0.0%	50.0%	100.0%
	EM - Executive Management	Yr-End 2012	15	3	2	3	8	23	3	1	0	3	4	7	18	4	2	6	12	30
		%	50.0%	10.0%	6.7%	10.0%	26.7%	76.7%	10.0%	3.3%	0.0%	10.0%	13.3%	23.3%	60.0%	13.3%	6.7%	20.0%	40.0%	100.0%
	MM - Middle Management	Yr-End 2012	17	5	3	4	12	29	8	3	2	1	6	14	25	8	5	5	18	43
		%	39.5%	11.6%	7.0%	9.3%	27.9%	67.4%	18.6%	7.0%	4.7%	2.3%	14.0%	32.6%	58.1%	18.6%	11.6%	11.6%	41.9%	100.0%
	JM - Junior Management	Yr-End 2012	1	0	0	0	0	1	2	2	0	0	2	4	3	2	0	0	2	5
		%	20.0%	0.0%	0.0%	0.0%	0.0%	20.0%	40.0%	40.0%	0.0%	0.0%	40.0%	80.0%	60.0%	40.0%	0.0%	0.0%	40.0%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2012	3	2	0	0	2	5	0	1	0	0	1	1	3	3	0	0	3	6
		%	50.0%	33.3%	0.0%	0.0%	33.3%	83.3%	0.0%	16.7%	0.0%	0.0%	16.7%	16.7%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%
	C77 - Communication Workers - 1177	Yr-End 2012	0	2	1	1	4	4	0	2	0	1	3	3	0	4	1	2	7	7
		%	0.0%	28.6%	14.3%	14.3%	57.1%	57.1%	0.0%	28.6%	0.0%	14.3%	42.9%	42.9%	0.0%	57.1%	14.3%	28.6%	100.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	0	1	0	0	1	1	0	3	2	0	5	5	0	4	2	0	6	6
		%	0.0%	16.7%	0.0%	0.0%	16.7%	16.7%	0.0%	50.0%	33.3%	0.0%	83.3%	83.3%	0.0%	66.7%	33.3%	0.0%	100.0%	100.0%
All Unions	Yr-End 2012	37	14	7	8	29	66	14	13	4	5	22	36	51	27	11	13	51	102	
	%	36.3%	13.7%	6.9%	7.8%	28.4%	64.7%	13.7%	12.7%	3.9%	4.9%	21.6%	35.3%	50.0%	26.5%	10.8%	12.7%	50.0%	100.0%	

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band  
(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority			
Treasury	B-0 and Above (EM 1-4)	Yr-End 2012	0	0	0	0	0	0	0	2	0	0	0	0	0	2	2	0	0	0	0	2
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	7	0	0	0	0	7	0	2	0	0	0	2	2	7	2	0	0	0	2	9
		%	77.8%	0.0%	0.0%	0.0%	0.0%	77.8%	0.0%	22.2%	0.0%	0.0%	22.2%	22.2%	77.8%	22.2%	0.0%	0.0%	0.0%	22.2%	22.2%	100.0%
	MM - Middle Management	Yr-End 2012	8	1	0	1	2	10	0	3	0	1	4	4	8	4	0	2	6	14	14	
		%	57.1%	7.1%	0.0%	7.1%	14.3%	71.4%	0.0%	21.4%	0.0%	7.1%	28.6%	28.6%	57.1%	28.6%	0.0%	14.3%	42.9%	42.9%	100.0%	
	JM - Junior Management	Yr-End 2012	3	3	0	2	5	8	1	3	1	0	4	5	4	6	1	2	9	13	13	
		%	23.1%	23.1%	0.0%	15.4%	38.5%	61.5%	7.7%	23.1%	7.7%	0.0%	30.8%	38.5%	30.8%	46.2%	7.7%	15.4%	69.2%	69.2%	100.0%	
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	0	1	0	1	0	1	2	1	0	0	1	2	2	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%	
	All Unions	Yr-End 2012	18	4	0	3	7	25	4	8	2	1	11	15	22	12	2	4	18	40	40	
		%	45.0%	10.0%	0.0%	7.5%	17.5%	62.5%	10.0%	20.0%	5.0%	2.5%	27.5%	37.5%	55.0%	30.0%	5.0%	10.0%	45.0%	45.0%	100.0%	

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority
Tunnels, Bridges & Terminals	B-0 and Above (EM 1-4)	Yr-End 2012	9	1	1	0	2	11	3	0	0	0	0	3	12	1	1	0	2	14
		%	64.3%	7.1%	7.1%	0.0%	14.3%	78.6%	21.4%	0.0%	0.0%	0.0%	0.0%	21.4%	85.7%	7.1%	7.1%	0.0%	14.3%	100.0%
	EM - Executive Management	Yr-End 2012	31	1	3	8	12	43	7	4	1	0	5	12	38	5	4	8	17	55
		%	56.4%	1.8%	5.5%	14.5%	21.8%	78.2%	12.7%	7.3%	1.8%	0.0%	9.1%	21.8%	69.1%	9.1%	7.3%	14.5%	30.9%	100.0%
	MM - Middle Management	Yr-End 2012	8	2	1	6	9	17	7	4	4	1	9	16	15	6	5	7	18	33
		%	24.2%	6.1%	3.0%	18.2%	27.3%	51.5%	21.2%	12.1%	12.1%	3.0%	27.3%	48.5%	45.5%	18.2%	15.2%	21.2%	54.5%	100.0%
	JM - Junior Management	Yr-End 2012	2	0	0	1	1	3	3	1	2	1	4	7	5	1	2	2	5	10
		%	20.0%	0.0%	0.0%	10.0%	10.0%	30.0%	30.0%	10.0%	20.0%	10.0%	40.0%	70.0%	50.0%	10.0%	20.0%	20.0%	50.0%	100.0%
	E - Engineering	Yr-End 2012	0	0	1	0	1	1	0	0	0	0	0	0	0	0	1	0	1	1
		%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2012	0	0	0	0	0	0	0	0	1	0	1	1	0	0	1	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2012	2	0	0	0	0	2	11	9	9	0	18	29	13	9	9	0	18	31
		%	6.5%	0.0%	0.0%	0.0%	0.0%	6.5%	35.5%	29.0%	29.0%	0.0%	58.1%	99.5%	41.9%	29.0%	29.0%	0.0%	58.1%	100.0%
	UAT - Union of Automotive Technician	Yr-End 2012	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	BTU - Building Trades Union	Yr-End 2012	24	1	4	0	5	29	0	0	0	0	0	0	24	1	4	0	5	29
		%	82.8%	3.4%	13.8%	0.0%	17.2%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	82.8%	3.4%	13.8%	0.0%	17.2%	100.0%
	UOE - Int'l Union Operating Engineer	Yr-End 2012	85	17	9	3	29	114	1	5	0	0	5	6	86	22	9	3	34	120
		%	70.8%	14.2%	7.5%	2.5%	24.2%	95.0%	0.8%	4.2%	0.0%	0.0%	4.2%	5.0%	71.7%	18.3%	7.5%	2.5%	28.3%	100.0%
	IBW - IBEW	Yr-End 2012	47	3	8	2	13	60	0	0	0	0	0	0	47	3	8	2	13	60
		%	78.3%	5.0%	13.3%	3.3%	21.7%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	78.3%	5.0%	13.3%	3.3%	21.7%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2012	36	4	1	1	6	42	1	1	0	0	1	2	37	5	1	1	7	44
		%	81.8%	9.1%	2.3%	2.3%	13.6%	95.5%	2.3%	2.3%	0.0%	0.0%	2.3%	4.5%	84.1%	11.4%	2.3%	2.3%	15.9%	100.0%
	FS - IUJAT-Operations Supervisors	Yr-End 2012	23	19	5	1	25	48	9	19	4	1	24	33	32	38	9	2	49	81
		%	28.4%	23.5%	6.2%	1.2%	30.9%	59.3%	11.1%	23.5%	4.9%	1.2%	29.6%	40.7%	39.5%	46.9%	11.1%	2.5%	60.5%	100.0%
	TWU - Transport Workers Union	Yr-End 2012	113	84	55	2	141	254	31	90	20	3	113	144	144	174	75	5	254	398
		%	28.4%	21.1%	13.8%	0.5%	35.4%	63.8%	7.8%	22.6%	5.0%	0.8%	28.4%	36.2%	36.2%	43.7%	18.8%	1.3%	63.8%	100.0%
	All Unions	Yr-End 2012	381	132	88	24	244	625	73	134	41	6	181	254	454	266	129	30	425	879
		%	43.3%	15.0%	10.0%	2.7%	27.8%	71.1%	8.3%	15.2%	4.7%	0.7%	20.6%	28.9%	51.6%	30.3%	14.7%	3.4%	48.4%	100.0%

2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY

By Pay Band

(Permanent / Probationary / Project)

DEPARTMENT	PAY BAND		Male						Female						Total					All Gender		
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic	Asian & Other	Subtotal Minority			
World Trade Center Redevelpmt	B-0 and Above (EM 1-4)	Yr-End 2012	4	0	0	0	0	4	0	0	0	0	0	0	0	4	0	0	0	0	0	4
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2012	6	0	0	0	0	6	4	0	0	0	1	1	5	10	0	0	0	1	1	11
		%	54.5%	0.0%	0.0%	0.0%	0.0%	54.5%	36.4%	0.0%	0.0%	9.1%	9.1%	45.5%	90.9%	0.0%	0.0%	0.0%	9.1%	9.1%	100.0%	
	MM - Middle Management	Yr-End 2012	3	0	0	0	0	3	1	1	0	0	1	2	4	1	0	0	0	1	5	
		%	60.0%	0.0%	0.0%	0.0%	0.0%	60.0%	20.0%	20.0%	0.0%	0.0%	20.0%	40.0%	80.0%	20.0%	0.0%	0.0%	0.0%	20.0%	100.0%	
	JM - Junior Management	Yr-End 2012	1	0	0	0	0	1	1	0	0	0	0	1	2	0	0	0	0	0	2	
		%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	1	0	0	0	1	0	1	0	0	0	1	1	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%	
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	0	1	1	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%	
	All Unions	Yr-End 2012	14	0	0	0	0	14	6	3	0	1	4	10	20	3	0	1	4	24		
		%	58.3%	0.0%	0.0%	0.0%	0.0%	58.3%	25.0%	12.5%	0.0%	4.2%	16.7%	41.7%	83.3%	12.5%	0.0%	4.2%	16.7%	100.0%		

**2012 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY**  
**By Pay Band**  
**(Permanent / Probationary / Project)**

DEPARTMENT	PAY BAND		Male					Female					Total					All Gender			
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Male	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total Female	White	Black	Hispanic		Asian & Other	Subtotal Minority	
WTC Construction	B-0 and Above (EM 1-4)	Yr-End 2012	10	1	0	0	1	11	1	1	0	0	1	2	11	2	0	0	2	13	
		%	76.9%	7.7%	0.0%	0.0%	7.7%	84.6%	7.7%	7.7%	0.0%	0.0%	7.7%	15.4%	84.6%	15.4%	0.0%	0.0%	15.4%	100.0%	
	EM - Executive Management	Yr-End 2012	40	3	3	8	14	54	9	0	1	0	1	10	49	3	4	8	15	64	
		%	62.5%	4.7%	4.7%	12.5%	21.9%	84.4%	14.1%	0.0%	1.6%	0.0%	1.6%	15.6%	76.6%	4.7%	6.3%	12.5%	23.4%	100.0%	
	MM - Middle Management	Yr-End 2012	4	3	3	3	9	13	6	3	3	2	8	14	10	6	5	17	27		
		%	14.8%	11.1%	11.1%	11.1%	33.3%	48.1%	22.2%	11.1%	11.1%	7.4%	29.6%	51.9%	37.0%	22.2%	22.2%	18.5%	63.0%	100.0%	
	JM - Junior Management	Yr-End 2012	1	0	0	0	0	1	1	1	0	0	1	2	2	1	0	0	1	3	
		%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	33.3%	33.3%	0.0%	0.0%	33.3%	66.7%	66.7%	33.3%	0.0%	0.0%	33.3%	100.0%	
	E - Engineering	Yr-End 2012	6	0	0	3	3	9	0	0	0	1	1	1	6	0	0	4	4	10	
		%	60.0%	0.0%	0.0%	30.0%	30.0%	90.0%	0.0%	0.0%	0.0%	10.0%	10.0%	10.0%	60.0%	0.0%	0.0%	40.0%	40.0%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2012	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	1	1	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%	
	C32 - Communication Workers - 1032	Yr-End 2012	0	0	0	0	0	0	0	1	2	1	0	3	4	1	2	1	0	3	4
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	50.0%	25.0%	0.0%	75.0%	100.0%	25.0%	50.0%	25.0%	0.0%	75.0%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2012	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	FS - IUJAT-Operations Supervisors	Yr-End 2012	1	0	0	0	0	1	0	0	0	0	0	0	1	0	0	0	0	1	
		%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
All Unions	Yr-End 2012	63	7	6	14	27	90	18	8	5	3	16	34	81	15	11	17	43	124		
	%	50.8%	5.6%	4.8%	11.3%	21.8%	72.6%	14.5%	6.5%	4.0%	2.4%	12.9%	27.4%	65.3%	12.1%	8.9%	13.7%	34.7%	100.0%		