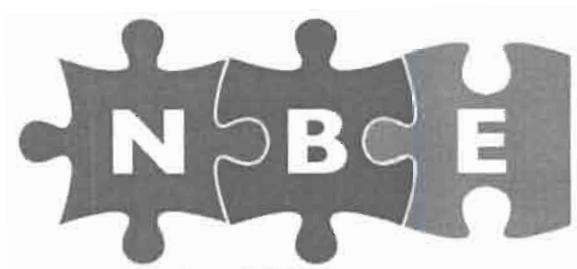


FOI #12966



Earlyne Johnson, President
Frantz Dambreville, Vice President
Rochelle Joyner, Treasurer
Glenessa Gordon, Secretary
Derek Hawkins, Membership

Port Authority of NY & NJ Network of Black Employees

January 25, 2012

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

01-30-12 P01:44 RCVD

RE: FREEDOM OF INFORMATION ACT REQUEST

Dear Mr. Duffy:

Pursuant to the Freedom of Information Act, the Network of Black Employees (NBE) respectfully requests a copy of the Agency's Workforce Profile for the 2011 calendar year.

The Employee Workforce Profile should be broken down by Departments, including PATH, for the past year (2011), and should contain the following information: Gender, Ethnicity and Union Code. The NBE requests that this information be submitted following the same format as previously presented.

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

Thank you for your attention to this request.

Sincerely,

Frantz Dambreville

Daniel D. Duffy
FOI Administrator

May 11, 2012

Mr. Frantz Dambreville
Port Authority of NY & NJ Network of Black Employees
LaGuardia 13

Re: Freedom of Information Reference No. 12966

Dear Mr. Dambreville:

This is a response to your January 25, 2012 request, which has been processed under the Port Authority's Freedom of Information Code (the "Code", copy attached) for a copy of the Port Authority & PATH's Workforce Profile for 2011, including department, 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/12966-O.pdf>. Paper copies of the available records are available upon request.

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

Very truly yours,



Daniel D. Duffy
FOI Administrator

Attachment

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total					
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
All Departments	B-0 and Above (EM 1-4)	Yr-End 2011	108	13	6	6	25	133	32	5	3	0	8	40	140	18	9	6	33	173
		%	62.4%	7.5%	3.5%	3.5%	14.5%	76.9%	18.5%	2.9%	1.7%	0.0%	4.6%	23.1%	80.9%	10.4%	5.2%	3.5%	19.1%	100.0%
	EM - Executive Management	Yr-End 2011	347	29	36	57	122	469	114	36	14	16	66	180	461	65	50	73	188	649
		%	53.5%	4.5%	5.5%	8.8%	18.8%	72.3%	17.6%	5.5%	2.2%	2.5%	10.2%	27.7%	71.0%	10.0%	7.7%	11.2%	29.0%	100.0%
	MM - Middle Management	Yr-End 2011	194	40	22	36	98	292	114	57	36	23	116	230	308	97	58	59	214	522
		%	37.2%	7.7%	4.2%	6.9%	18.8%	55.9%	21.8%	10.9%	6.9%	4.4%	22.2%	44.1%	59.0%	18.6%	11.1%	11.3%	41.0%	100.0%
	JM - Junior Management	Yr-End 2011	57	14	15	9	38	95	80	65	26	22	113	193	137	79	41	31	151	288
		%	19.8%	4.9%	5.2%	3.1%	13.2%	33.0%	27.8%	22.6%	9.0%	7.6%	39.2%	67.0%	47.6%	27.4%	14.2%	10.8%	52.4%	100.0%
	E - Engineering	Yr-End 2011	185	39	38	92	169	354	27	8	7	14	29	56	212	47	45	106	198	410
		%	45.1%	9.5%	9.3%	22.4%	41.2%	86.3%	6.6%	2.0%	1.7%	3.4%	7.1%	13.7%	51.7%	11.5%	11.0%	25.9%	48.3%	100.0%
	FMN - FM- Maintenance Supvrs Non-Rep	Yr-End 2011	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 2011	10	6	3	0	9	19	0	3	0	0	3	3	10	9	3	0	12	22
		%	45.5%	27.3%	13.6%	0.0%	40.9%	86.4%	0.0%	13.6%	0.0%	0.0%	13.6%	13.6%	45.5%	40.9%	13.6%	0.0%	54.5%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2011	6	5	2	0	7	13	4	7	2	0	9	13	10	12	4	0	16	26
		%	23.1%	19.2%	7.7%	0.0%	26.9%	50.0%	15.4%	26.9%	7.7%	0.0%	34.6%	50.0%	38.5%	46.2%	15.4%	0.0%	61.5%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2011	1	1	0	0	1	2	16	14	14	2	30	46	17	15	14	2	31	48
		%	2.1%	2.1%	0.0%	0.0%	2.1%	4.2%	33.3%	29.2%	29.2%	4.2%	62.5%	95.8%	35.4%	31.3%	29.2%	4.2%	64.6%	100.0%
	PBA - Police Benevolent Association	Yr-End 2011	917	80	187	31	298	1215	65	28	32	4	64	129	982	108	219	35	362	1344
		%	68.2%	6.0%	13.9%	2.3%	22.2%	90.4%	4.8%	2.1%	2.4%	0.3%	4.8%	9.6%	73.1%	8.0%	16.3%	2.6%	26.9%	100.0%
	DEA - Detectives Endowment Assoc.	Yr-End 2011	44	8	5	7	20	64	3	4	2	0	6	9	47	12	7	7	26	73
		%	60.3%	11.0%	6.8%	9.6%	27.4%	87.7%	4.1%	5.5%	2.7%	0.0%	8.2%	12.3%	64.4%	16.4%	9.6%	9.6%	35.6%	100.0%
	SBA - Sergeants Benevolent Assoc.	Yr-End 2011	93	16	19	5	40	133	4	6	0	0	6	10	97	22	19	5	46	143
		%	65.0%	11.2%	13.3%	3.5%	28.0%	93.0%	2.8%	4.2%	0.0%	0.0%	4.2%	7.0%	67.8%	15.4%	13.3%	3.5%	32.2%	100.0%
	LBA - Lieutenants Benevolent Assoc.	Yr-End 2011	56	2	8	1	11	67	2	3	1	0	4	6	58	5	9	1	15	73
		%	76.7%	2.7%	11.0%	1.4%	15.1%	91.8%	2.7%	4.1%	1.4%	0.0%	5.5%	8.2%	79.5%	6.8%	12.3%	1.4%	20.5%	100.0%
	C77 - Communication Workers - 1177	Yr-End 2011	2	1	1	2	4	6	0	3	0	1	4	4	2	4	1	3	8	10
		%	20.0%	10.0%	10.0%	20.0%	40.0%	60.0%	0.0%	30.0%	0.0%	10.0%	40.0%	40.0%	20.0%	40.0%	10.0%	30.0%	80.0%	100.0%

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total					
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
All Departments	C32 - Communication Workers - 1032	Yr-End 2011	16	12	8	3	23	39	85	75	49	4	128	213	101	87	57	7	151	252
		%	6.3%	4.8%	3.2%	1.2%	9.1%	15.5%	33.7%	29.8%	19.4%	1.6%	50.8%	84.5%	40.1%	34.5%	22.6%	2.8%	59.9%	100.0%
	UAT - Union of Automotive Technician	Yr-End 2011	99	8	5	3	16	115	0	0	0	0	0	0	99	8	5	3	16	115
		%	86.1%	7.0%	4.3%	2.6%	13.9%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	86.1%	7.0%	4.3%	2.6%	13.9%	100.0%
	BTU - Building Trades Union	Yr-End 2011	95	7	15	1	23	118	0	0	0	0	0	0	95	7	15	1	23	118
		%	80.5%	5.9%	12.7%	0.8%	19.5%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.5%	5.9%	12.7%	0.8%	19.5%	100.0%
	UOE - Int'l Union Operating Engineer	Yr-End 2011	281	69	39	10	118	399	8	13	4	0	17	25	289	82	43	10	135	424
		%	66.3%	16.3%	9.2%	2.4%	27.8%	94.1%	1.9%	3.1%	0.9%	0.0%	4.0%	5.9%	68.2%	19.3%	10.1%	2.4%	31.8%	100.0%
	IBW - IBEW	Yr-End 2011	133	16	19	7	42	175	0	0	0	0	0	0	133	16	19	7	42	175
		%	76.0%	9.1%	10.9%	4.0%	24.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	76.0%	9.1%	10.9%	4.0%	24.0%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2011	160	14	13	4	31	191	6	2	1	0	3	9	166	16	14	4	34	200
		%	80.0%	7.0%	6.5%	2.0%	15.5%	95.5%	3.0%	1.0%	0.5%	0.0%	1.5%	4.5%	83.0%	8.0%	7.0%	2.0%	17.0%	100.0%
	FS - IUJAT-Operations Supervisors	Yr-End 2011	90	50	21	1	72	162	25	34	12	2	48	73	115	84	33	3	120	235
		%	38.3%	21.3%	8.9%	0.4%	30.6%	68.9%	10.6%	14.5%	5.1%	0.9%	20.4%	31.1%	48.9%	35.7%	14.0%	1.3%	51.1%	100.0%
	TWU - Transport Workers Union	Yr-End 2011	149	132	73	7	212	361	34	110	21	7	138	172	183	242	94	14	350	533
		%	28.0%	24.8%	13.7%	1.3%	39.8%	67.7%	6.4%	20.6%	3.9%	1.3%	25.9%	32.3%	34.3%	45.4%	17.6%	2.6%	65.7%	100.0%
	MT - Management (PATH)	Yr-End 2011	5	0	0	1	1	6	0	1	0	0	1	1	5	1	0	1	2	7
		%	71.4%	0.0%	0.0%	14.3%	14.3%	85.7%	0.0%	14.3%	0.0%	0.0%	14.3%	14.3%	71.4%	14.3%	0.0%	14.3%	28.6%	100.0%
	ET - Engineering - PATH	Yr-End 2011	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 2011	45	5	2	3	10	55	7	2	0	1	3	10	52	7	2	4	13	65
		%	69.2%	7.7%	3.1%	4.6%	15.4%	84.6%	10.8%	3.1%	0.0%	1.5%	4.6%	15.4%	80.0%	10.8%	3.1%	6.2%	20.0%	100.0%
	ECT - Non-Represented Clerical-PATH	Yr-End 2011	0	0	1	0	1	1	2	0	0	0	0	2	2	0	1	0	1	3
		%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	66.7%	0.0%	33.3%	0.0%	33.3%	100.0%
	IBT - Int'l Brotherhood Teamsters	Yr-End 2011	26	16	7	1	24	50	11	20	4	2	26	37	37	36	11	3	50	87
		%	29.9%	18.4%	8.0%	1.1%	27.6%	57.5%	12.6%	23.0%	4.6%	2.3%	29.9%	42.5%	42.5%	41.4%	12.6%	3.4%	57.5%	100.0%
	ATD - Amer. Train Dispatchers Assoc.	Yr-End 2011	5	6	1	0	7	12	0	4	0	0	4	4	5	10	1	0	11	16
		%	31.3%	37.5%	6.3%	0.0%	43.8%	75.0%	0.0%	25.0%	0.0%	0.0%	25.0%	25.0%	31.3%	62.5%	6.3%	0.0%	68.8%	100.0%

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total					
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
All Departments	UTU - United Transportation Union	Yr-End 2011	40	39	9	1	49	89	10	30	11	2	43	53	50	69	20	3	92	142
		%	28.2%	27.5%	6.3%	0.7%	34.5%	62.7%	7.0%	21.1%	7.7%	1.4%	30.3%	37.3%	35.2%	48.6%	14.1%	2.1%	64.8%	100.0%
	UTT - UTU- Tower Operators	Yr-End 2011	7	4	0	0	4	11	3	5	0	1	6	9	10	9	0	1	10	20
		%	35.0%	20.0%	0.0%	0.0%	20.0%	55.0%	15.0%	25.0%	0.0%	5.0%	30.0%	45.0%	50.0%	45.0%	0.0%	5.0%	50.0%	100.0%
	BLE - Brotherhood Locomotive Engrs.	Yr-End 2011	93	38	22	2	62	155	1	18	5	1	24	25	94	56	27	3	86	180
		%	51.7%	21.1%	12.2%	1.1%	34.4%	86.1%	0.6%	10.0%	2.8%	0.6%	13.3%	13.9%	52.2%	31.1%	15.0%	1.7%	47.8%	100.0%
	TWT - Transport Workers Union - PATH	Yr-End 2011	86	16	18	4	38	124	0	0	0	0	0	0	86	16	18	4	38	124
		%	69.4%	12.9%	14.5%	3.2%	30.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	69.4%	12.9%	14.5%	3.2%	30.6%	100.0%
	RTU - Railway Independent Transit Un	Yr-End 2011	121	27	23	2	52	173	3	1	0	0	1	4	124	28	23	2	53	177
		%	68.4%	15.3%	13.0%	1.1%	29.4%	97.7%	1.7%	0.6%	0.0%	0.0%	0.6%	2.3%	70.1%	15.8%	13.0%	1.1%	29.9%	100.0%
	BRS - Brotherhood Railroad Signalmen	Yr-End 2011	32	18	9	2	29	61	2	1	0	0	1	3	34	19	9	2	30	64
		%	50.0%	28.1%	14.1%	3.1%	45.3%	95.3%	3.1%	1.6%	0.0%	0.0%	1.6%	4.7%	53.1%	29.7%	14.1%	3.1%	46.9%	100.0%
	EWC - IBEW (Craft) - PATH	Yr-End 2011	84	17	11	6	34	118	0	0	0	0	0	0	84	17	11	6	34	118
		%	71.2%	14.4%	9.3%	5.1%	28.8%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	71.2%	14.4%	9.3%	5.1%	28.8%	100.0%
	EWS - IBEW (Supervisors) - PATH	Yr-End 2011	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%
	EWO - IBEW (Operatng Examnrs) - PATH	Yr-End 2011	9	1	0	0	1	10	1	2	0	0	2	3	10	3	0	0	3	13
		%	69.2%	7.7%	0.0%	0.0%	7.7%	76.9%	7.7%	15.4%	0.0%	0.0%	15.4%	23.1%	76.9%	23.1%	0.0%	0.0%	23.1%	100.0%
	ARS - Amer. Railway Supvrs. Assoc.	Yr-End 2011	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%
	All Pay Bands		3642	753	642	307	1702	5344	660	557	244	102	903	1563	4302	1310	886	409	2605	6907
		%	52.7%	10.9%	9.3%	4.4%	24.6%	77.4%	9.6%	8.1%	3.5%	1.5%	13.1%	22.6%	62.3%	19.0%	12.8%	5.9%	37.7%	100.0%

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By Pay Band
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			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
Audit	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	8	0	1	0	1	9	5	1	0	1	2	7	13	1	1	1	1	3	16	
		%	50.0%	0.0%	6.3%	0.0%	6.3%	56.3%	31.3%	6.3%	0.0%	6.3%	12.5%	43.8%	81.3%	6.3%	6.3%	6.3%	6.3%	18.8%	100.0%	
	MM - Middle Management	Yr-End 2011	9	3	1	1	5	14	3	2	4	0	6	9	12	5	5	1	1	11	23	
		%	39.1%	13.0%	4.3%	4.3%	21.7%	60.9%	13.0%	8.7%	17.4%	0.0%	26.1%	39.1%	52.2%	21.7%	21.7%	4.3%	4.3%	47.8%	100.0%	
	JM - Junior Management	Yr-End 2011	8	2	2	2	6	14	8	4	0	1	5	13	16	6	2	3	3	11	27	
		%	29.6%	7.4%	7.4%	7.4%	22.2%	51.9%	29.6%	14.8%	0.0%	3.7%	18.5%	48.1%	59.3%	22.2%	7.4%	11.1%	11.1%	40.7%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2011	0	0	0	0	0	0	0	0	1	0	1	2	0	1	0	1	1	2	2	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	100.0%	0.0%	50.0%	0.0%	50.0%	50.0%	100.0%	100.0%	
All Pay Bands	Yr-End 2011	28	5	4	3	12	40	16	8	4	3	15	31	44	13	8	6	6	27	71		
	%	39.4%	7.0%	5.6%	4.2%	16.9%	56.3%	22.5%	11.3%	5.6%	4.2%	21.1%	43.7%	62.0%	18.3%	11.3%	8.5%	8.5%	38.0%	100.0%		

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			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
Aviation	B-0 and Above (EM 1-4)	Yr-End 2011	17	3	1	1	5	22	5	1	0	0	1	6	22	4	1	1	6	28
		%	60.7%	10.7%	3.6%	3.6%	17.9%	78.6%	17.9%	3.6%	0.0%	0.0%	3.6%	21.4%	78.6%	14.3%	3.6%	3.6%	21.4%	100.0%
	EM - Executive Management	Yr-End 2011	41	8	3	6	17	58	18	9	6	6	21	39	59	17	9	12	38	97
		%	42.3%	8.2%	3.1%	6.2%	17.5%	59.8%	18.6%	9.3%	6.2%	6.2%	21.6%	40.2%	60.8%	17.5%	9.3%	12.4%	39.2%	100.0%
	MM - Middle Management	Yr-End 2011	19	7	6	9	22	41	15	10	4	3	17	32	34	17	10	12	39	73
		%	26.0%	9.6%	8.2%	12.3%	30.1%	56.2%	20.5%	13.7%	5.5%	4.1%	23.3%	43.8%	46.6%	23.3%	13.7%	16.4%	53.4%	100.0%
	JM - Junior Management	Yr-End 2011	3	2	0	0	2	5	7	0	2	0	2	9	10	2	2	0	4	14
		%	21.4%	14.3%	0.0%	0.0%	14.3%	35.7%	50.0%	0.0%	14.3%	0.0%	14.3%	64.3%	71.4%	14.3%	14.3%	0.0%	28.6%	100.0%
	E - Engineering	Yr-End 2011	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 2011	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%
	NCL - Non - Represented Clerical	Yr-End 2011	0	0	0	0	0	0	5	1	3	0	4	9	5	1	3	0	4	9
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	55.6%	11.1%	33.3%	0.0%	44.4%	100.0%	55.6%	11.1%	33.3%	0.0%	44.4%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2011	2	0	0	0	0	2	18	13	10	0	23	41	20	13	10	0	23	43
		%	4.7%	0.0%	0.0%	0.0%	0.0%	4.7%	41.9%	30.2%	23.3%	0.0%	53.5%	95.3%	46.5%	30.2%	23.3%	0.0%	53.5%	100.0%
	UAT - Union of Automotive Technician	Yr-End 2011	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 2011	23	5	1	0	6	29	0	0	0	0	0	0	23	5	1	0	6	29
		%	79.3%	17.2%	3.4%	0.0%	20.7%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	79.3%	17.2%	3.4%	0.0%	20.7%	100.0%
	UOE - Int'l Union Operating Engineer	Yr-End 2011	132	34	23	6	63	195	4	5	2	0	7	11	136	39	25	6	70	206
		%	64.1%	16.5%	11.2%	2.9%	30.6%	94.7%	1.9%	2.4%	1.0%	0.0%	3.4%	5.3%	66.0%	18.9%	12.1%	2.9%	34.0%	100.0%
	IBW - IBEW	Yr-End 2011	56	8	11	1	20	76	0	0	0	0	0	0	56	8	11	1	20	76
		%	73.7%	10.5%	14.5%	1.3%	26.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	73.7%	10.5%	14.5%	1.3%	26.3%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2011	68	8	8	3	19	87	4	1	0	0	1	5	72	9	8	3	20	92
		%	73.9%	8.7%	8.7%	3.3%	20.7%	94.6%	4.3%	1.1%	0.0%	0.0%	1.1%	5.4%	78.3%	9.8%	8.7%	3.3%	21.7%	100.0%
	FS - IUJAT-Operations Supervisors	Yr-End 2011	66	31	15	0	46	112	15	13	8	1	22	37	81	44	23	1	68	149
		%	44.3%	20.8%	10.1%	0.0%	30.9%	75.2%	10.1%	8.7%	5.4%	0.7%	14.8%	24.8%	54.4%	29.5%	15.4%	0.7%	45.6%	100.0%
	TWU - Transport Workers Union	Yr-End 2011	29	38	12	1	51	80	3	12	3	3	18	21	32	50	15	4	69	101
		%	28.7%	37.6%	11.9%	1.0%	50.5%	79.2%	3.0%	11.9%	3.0%	3.0%	17.8%	20.8%	31.7%	49.5%	14.9%	4.0%	68.3%	100.0%
	All Pay Bands	Yr-End 2011	463	146	81	29	256	719	94	65	38	13	116	210	557	211	119	42	372	929
		%	49.8%	15.7%	8.7%	3.1%	27.6%	77.4%	10.1%	7.0%	4.1%	1.4%	12.5%	22.6%	60.0%	22.7%	12.8%	4.5%	40.0%	100.0%

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
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Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Capital Programs	B-0 and Above (EM 1-4)	Yr-End 2011	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%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	100.0%
	EM - Executive Management	Yr-End 2011	2	0	0	0	0	2	0	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%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	JM - Junior Management	Yr-End 2011	0	0	0	0	0	0	0	1	0	1	2	2	0	1	0	1	2	2	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	100.0%	100.0%	0.0%	50.0%	0.0%	50.0%	100.0%	100.0%	
All Pay Bands	Yr-End 2011	3	1	0	0	1	4	0	1	0	1	2	2	3	2	0	1	3	6		
	%	50.0%	16.7%	0.0%	0.0%	16.7%	66.7%	0.0%	16.7%	0.0%	16.7%	33.3%	33.3%	50.0%	33.3%	0.0%	16.7%	50.0%	100.0%		

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			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Comptroller	B-0 and Above (EM 1-4)	Yr-End 2011	2	0	0	0	0	2	1	0	0	0	0	1	3	0	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%	0.0%	100.0%
	EM - Executive Management	Yr-End 2011	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 2011	6	2	1	0	3	9	2	1	2	5	8	10	8	3	3	5	11	19	
		%	31.6%	10.5%	5.3%	0.0%	15.8%	47.4%	10.5%	5.3%	10.5%	26.3%	42.1%	52.6%	42.1%	15.8%	15.8%	26.3%	57.9%	100.0%	
	JM - Junior Management	Yr-End 2011	8	1	5	2	8	16	7	8	2	8	18	25	15	9	7	10	26	41	
		%	19.5%	2.4%	12.2%	4.9%	19.5%	39.0%	17.1%	19.5%	4.9%	19.5%	43.9%	61.0%	36.6%	22.0%	17.1%	24.4%	63.4%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2011	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%	
C32 - Communication Workers - 1032	Yr-End 2011	2	2	2	1	5	7	2	7	0	1	8	10	4	9	2	2	13	17		
	%	11.8%	11.8%	11.8%	5.9%	29.4%	41.2%	11.8%	41.2%	0.0%	5.9%	47.1%	58.8%	23.5%	52.9%	11.8%	11.8%	76.5%	100.0%		
	All Pay Bands	Yr-End 2011	26	6	8	4	18	44	16	17	4	14	35	51	42	23	12	18	53	95	
		%	27.4%	6.3%	8.4%	4.2%	18.9%	46.3%	16.8%	17.9%	4.2%	14.7%	36.8%	53.7%	44.2%	24.2%	12.6%	18.9%	55.8%	100.0%	

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By Pay Band
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Department	Pay Band		Male						Female						Total					
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
Engineering	B-0 and Above (EM 1-4)	Yr-End 2011	9	0	3	3	6	15	2	0	0	0	0	2	11	0	3	3	6	17
		%	52.9%	0.0%	17.6%	17.6%	35.3%	88.2%	11.8%	0.0%	0.0%	0.0%	0.0%	11.8%	64.7%	0.0%	17.6%	17.6%	35.3%	100.0%
	EM - Executive Management	Yr-End 2011	59	5	6	20	31	90	13	1	0	1	2	15	72	6	6	21	33	105
		%	56.2%	4.8%	5.7%	19.0%	29.5%	85.7%	12.4%	1.0%	0.0%	1.0%	1.9%	14.3%	68.6%	5.7%	5.7%	20.0%	31.4%	100.0%
	MM - Middle Management	Yr-End 2011	1	0	0	0	0	1	1	3	2	0	5	6	2	3	2	0	5	7
		%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	14.3%	42.9%	28.6%	0.0%	71.4%	85.7%	28.6%	42.9%	28.6%	0.0%	71.4%	100.0%
	JM - Junior Management	Yr-End 2011	0	1	0	0	1	1	5	1	1	1	3	8	5	2	1	1	4	9
		%	0.0%	11.1%	0.0%	0.0%	11.1%	11.1%	55.6%	11.1%	11.1%	11.1%	33.3%	88.9%	55.6%	22.2%	11.1%	11.1%	44.4%	100.0%
	E - Engineering	Yr-End 2011	171	34	36	84	154	325	25	8	5	12	25	50	196	42	41	96	179	375
		%	45.6%	9.1%	9.6%	22.4%	41.1%	86.7%	6.7%	2.1%	1.3%	3.2%	6.7%	13.3%	52.3%	11.2%	10.9%	25.6%	47.7%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2011	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%
	C32 - Communication Workers - 1032	Yr-End 2011	3	0	0	0	0	3	14	10	7	0	17	31	17	10	7	0	17	34
		%	8.8%	0.0%	0.0%	0.0%	0.0%	8.8%	41.2%	29.4%	20.6%	0.0%	50.0%	91.2%	50.0%	29.4%	20.6%	0.0%	50.0%	100.0%
All Pay Bands	Yr-End 2011	243	40	45	107	192	435	60	23	16	14	53	113	303	63	61	121	245	548	
	%	44.3%	7.3%	8.2%	19.5%	35.0%	79.4%	10.9%	4.2%	2.9%	2.6%	9.7%	20.6%	55.3%	11.5%	11.1%	22.1%	44.7%	100.0%	

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
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Department	Pay Band	Male							Female							Total						
		White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total			
Executive Offices/ Chiefs	B-0 and Above (EM 1-6)	13	1	0	2	3	16	2	1	0	0	1	3	15	2	0	2	4	19			
	EM - Executive Management	15	1	6	3	10	25	8	0	0	0	8	23	1	6	3	10	33				
	MM - Middle Management	1	0	0	2	2	3	5	1	0	1	7	6	1	0	3	4	10				
	JM - Junior Management	0	0	1	1	2	2	4	4	5	1	10	14	4	4	6	2	12	16			
	NCL - Non - Represented Clerical	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	1	1			
	All Unions	Yr-End 2011	29	2	7	8	17	46	19	7	5	2	14	33	48	9	12	10	31	79		
	%	36.7%	2.5%	8.9%	10.1%	21.5%	58.2%	24.1%	8.9%	6.3%	2.5%	17.7%	41.8%	60.8%	11.4%	15.2%	12.7%	39.2%	100.0%			

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Financial Analysis	B-0 and Above (EM 1-4)	Yr-End 2011	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%
	EM - Executive Management	Yr-End 2011	0	0	0	1	1	1	1	0	0	0	0	1	1	0	0	1	1	1	2
		%	0.0%	0.0%	0.0%	50.0%	50.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	100.0%	100.0%
	MM - Middle Management	Yr-End 2011	1	1	0	0	1	2	0	0	0	0	0	0	1	1	0	0	1	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%	100.0%
	JM - Junior Management	Yr-End 2011	0	0	0	0	0	0	0	1	0	0	1	1	0	1	0	0	1	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%	100.0%
All Pay Bands	Yr-End 2011	2	1	0	1	2	4	2	1	0	0	1	3	4	2	0	1	3	7		
	%	28.6%	14.3%	0.0%	14.3%	28.6%	57.1%	28.6%	14.3%	0.0%	0.0%	14.3%	42.9%	57.1%	28.6%	0.0%	14.3%	42.9%	100.0%		

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Govt & Community Affairs	B-0 and Above (EM 1-4)	Yr-End 2011	1	1	0	0	1	2	1	0	1	0	1	2	2	1	1	0	2	4
		%	25.0%	25.0%	0.0%	0.0%	25.0%	50.0%	25.0%	0.0%	25.0%	0.0%	25.0%	50.0%	50.0%	25.0%	25.0%	0.0%	50.0%	100.0%
	EM - Executive Management	Yr-End 2011	2	0	0	0	0	2	1	1	0	0	1	2	3	1	0	0	1	4
		%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	25.0%	25.0%	0.0%	0.0%	25.0%	50.0%	75.0%	25.0%	0.0%	0.0%	25.0%	100.0%
	MM - Middle Management	Yr-End 2011	0	1	0	0	1	1	0	0	0	0	0	0	0	1	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%	100.0%	0.0%	0.0%	100.0%	100.0%
	JM - Junior Management	Yr-End 2011	1	0	0	0	0	1	0	0	1	0	1	1	1	0	1	0	1	2
		%	50.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	50.0%	0.0%	50.0%	50.0%	50.0%	0.0%	50.0%	0.0%	50.0%	100.0%
All Pay Bands	Yr-End 2011	4	2	0	0	2	6	2	1	2	0	3	5	6	3	2	0	5	11	
	%	36.4%	18.2%	0.0%	0.0%	18.2%	54.5%	18.2%	9.1%	18.2%	0.0%	27.3%	45.5%	54.5%	27.3%	18.2%	0.0%	45.5%	100.0%	

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			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Human Resources	B-0 and Above (EM 1-4)	Yr-End 2011	1	0	0	0	0	1	2	0	0	0	0	2	3	0	0	0	0	0	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 2011	7	2	0	1	3	10	7	4	1	2	7	14	14	6	1	3	10	24	
		%	29.2%	8.3%	0.0%	4.2%	12.5%	41.7%	29.2%	16.7%	4.2%	8.3%	29.2%	58.3%	58.3%	25.0%	4.2%	12.5%	41.7%	100.0%	
	MM - Middle Management	Yr-End 2011	4	1	1	0	2	6	4	7	3	2	12	16	8	8	4	2	14	22	
		%	18.2%	4.5%	4.5%	0.0%	9.1%	27.3%	18.2%	31.8%	13.6%	9.1%	54.5%	72.7%	36.4%	36.4%	18.2%	9.1%	63.6%	100.0%	
	JM - Junior Management	Yr-End 2011	5	2	0	0	2	7	4	7	3	3	13	17	9	9	3	3	15	24	
		%	20.8%	8.3%	0.0%	0.0%	8.3%	29.2%	16.7%	29.2%	12.5%	12.5%	54.2%	70.8%	37.5%	37.5%	12.5%	12.5%	62.5%	100.0%	
	STS - Senior Technical/Specialist	Yr-End 2011	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%	40.0%	60.0%	0.0%	0.0%	60.0%	100.0%	40.0%	60.0%	0.0%	0.0%	60.0%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2011	0	0	0	0	0	0	0	0	2	0	2	2	0	0	2	0	2	2	
		%	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%	
	C32 - Communication Workers - 1032	Yr-End 2011	0	0	0	0	0	0	2	0	1	0	1	3	2	0	1	0	1	3	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	33.3%	0.0%	33.3%	100.0%	66.7%	0.0%	33.3%	0.0%	33.3%	100.0%	
	FS - IUJAT-Operations Supervisors	Yr-End 2011	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 2011	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 Pay Bands	Yr-End 2011	19	5	1	1	7	26	21	21	10	7	38	59	40	26	11	8	45	85		
	%	22.4%	5.9%	1.2%	1.2%	8.2%	30.6%	24.7%	24.7%	11.8%	8.2%	44.7%	69.4%	47.1%	30.6%	12.9%	9.4%	52.9%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total							
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
Inspector General	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	8	0	0	1	1	9	1	0	0	0	0	1	9	0	0	0	1	1	1	10
		%	80.0%	0.0%	0.0%	10.0%	10.0%	90.0%	10.0%	0.0%	0.0%	0.0%	0.0%	10.0%	90.0%	0.0%	0.0%	0.0%	10.0%	10.0%	10.0%	100.0%
	MM - Middle Management	Yr-End 2011	13	1	0	0	1	14	0	1	0	0	1	13	2	0	0	0	2	2	15	
		%	86.7%	6.7%	0.0%	0.0%	6.7%	93.3%	0.0%	6.7%	0.0%	0.0%	6.7%	86.7%	13.3%	0.0%	0.0%	0.0%	13.3%	13.3%	100.0%	
	JM - Junior Management	Yr-End 2011	2	1	1	0	2	4	3	1	0	0	1	4	2	1	0	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 2011	0	0	0	0	0	0	1	1	0	0	1	2	1	1	0	0	1	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%	50.0%	100.0%		
All Pay Bands	Yr-End 2011	27	2	1	1	4	31	5	3	0	0	3	8	32	5	1	1	7	7	39		
	%	69.2%	5.1%	2.6%	2.6%	10.3%	79.5%	12.8%	7.7%	0.0%	0.0%	7.7%	20.5%	82.1%	12.8%	2.6%	2.6%	17.9%	17.9%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total							
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
Labor Relations	B-0 and Above (EM 1-4)	Yr-End 2011	0	0	0	0	0	0	2	0	0	0	0	0	2	2	0	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 2011	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%
	MM - Middle Management	Yr-End 2011	0	0	0	0	0	0	2	0	0	0	0	2	2	0	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%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	
	JM - Junior Management	Yr-End 2011	1	0	0	0	0	1	2	0	0	0	0	2	3	0	0	0	0	0	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%	
	NCL - Non - Represented Clerical	Yr-End 2011	0	0	0	0	0	0	1	0	0	0	0	1	1	0	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%	0.0%	100.0%	
All Pay Bands	Yr-End 2011	3	0	0	0	0	3	7	0	0	0	0	7	10	0	0	0	0	0	10		
	%	30.0%	0.0%	0.0%	0.0%	0.0%	30.0%	70.0%	0.0%	0.0%	0.0%	0.0%	70.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total					
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
Law	B-0 and Above (EM 1-4)	Yr-End 2011	6	1	0	0	1	7	1	1	0	0	1	2	7	2	0	0	2	9
		%	66.7%	11.1%	0.0%	0.0%	11.1%	77.8%	11.1%	11.1%	0.0%	0.0%	11.1%	22.2%	77.8%	22.2%	0.0%	0.0%	22.2%	100.0%
	EM - Executive Management	Yr-End 2011	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 2011	23	3	1	1	5	28	20	6	3	0	9	29	43	9	4	1	14	57
		%	40.4%	5.3%	1.8%	1.8%	8.8%	49.1%	35.1%	10.5%	5.3%	0.0%	15.8%	50.9%	75.4%	15.8%	7.0%	1.8%	24.6%	100.0%
	JM - Junior Management	Yr-End 2011	13	1	1	1	3	16	10	4	1	2	7	17	23	5	2	3	10	33
		%	39.4%	3.0%	3.0%	3.0%	9.1%	48.5%	30.3%	12.1%	3.0%	6.1%	21.2%	51.5%	69.7%	15.2%	6.1%	9.1%	30.3%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2011	1	0	0	0	0	1	5	3	2	0	5	10	6	3	2	0	5	11
		%	9.1%	0.0%	0.0%	0.0%	0.0%	9.1%	45.5%	27.3%	18.2%	0.0%	45.5%	90.9%	54.5%	27.3%	18.2%	0.0%	45.5%	100.0%
C32 - Communication Workers - 1032	Yr-End 2011	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 Pay Bands	Yr-End 2011	45	7	2	2	11	56	40	16	7	2	25	65	85	23	9	4	36	121	
	%	37.2%	5.8%	1.7%	1.7%	9.1%	46.3%	33.1%	13.2%	5.8%	1.7%	20.7%	53.7%	70.2%	19.0%	7.4%	3.3%	29.8%	100.0%	

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total					
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
Management & Budget	B-0 and Above (EM 1-4)	Yr-End 2011	1	1	0	0	1	2	1	0	0	0	0	1	2	1	0	0	1	3
		%	33.3%	33.3%	0.0%	0.0%	33.3%	66.7%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	33.3%	0.0%	0.0%	33.3%	100.0%
	EM - Executive Management	Yr-End 2011	7	0	1	0	1	8	1	3	0	1	4	5	8	3	1	1	5	13
		%	53.8%	0.0%	7.7%	0.0%	7.7%	61.5%	7.7%	23.1%	0.0%	7.7%	30.8%	38.5%	61.5%	23.1%	7.7%	7.7%	38.5%	100.0%
	MM - Middle Management	Yr-End 2011	6	3	1	1	5	11	1	2	1	1	4	5	7	5	2	2	9	16
		%	37.5%	18.8%	6.3%	6.3%	31.3%	68.8%	6.3%	12.5%	6.3%	6.3%	25.0%	31.3%	43.8%	31.3%	12.5%	12.5%	56.3%	100.0%
	JM - Junior Management	Yr-End 2011	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%
NCL - Non - Represented Clerical	Yr-End 2011	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%	
All Pay Bands	Yr-End 2011	14	4	2	1	7	21	5	6	1	3	10	15	19	10	3	4	17	36	
	%	38.9%	11.1%	5.6%	2.8%	19.4%	58.3%	13.9%	16.7%	2.8%	8.3%	27.8%	41.7%	52.8%	27.8%	8.3%	11.1%	47.2%	100.0%	

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Marketing	B-0 and Above (EM 1-4)	Yr-End 2011	1	0	0	0	0	1	0	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%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2011	3	0	1	0	1	4	4	4	1	1	0	2	6	7	1	2	0	3	10
		%	30.0%	0.0%	10.0%	0.0%	10.0%	40.0%	40.0%	10.0%	10.0%	0.0%	20.0%	60.0%	70.0%	10.0%	20.0%	0.0%	30.0%	100.0%	
	MM - Middle Management	Yr-End 2011	2	2	0	0	2	4	2	3	0	0	3	5	4	5	0	0	0	5	9
		%	22.2%	22.2%	0.0%	0.0%	22.2%	44.4%	22.2%	33.3%	0.0%	0.0%	33.3%	55.6%	44.4%	55.6%	0.0%	0.0%	55.6%	100.0%	
	JM - Junior Management	Yr-End 2011	0	0	0	0	0	0	1	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 2011	1	0	0	0	0	1	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%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
C32 - Communication Workers -	Yr-End 2011	0	0	0	0	0	0	0	1	0	0	1	1	0	1	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%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	100.0%		
All Pay Bands	Yr-End 2011	7	2	1	0	3	10	7	6	1	0	7	14	14	8	2	0	0	10	24	
	%	29.2%	8.3%	4.2%	0.0%	12.5%	41.7%	29.2%	25.0%	4.2%	0.0%	29.2%	58.3%	58.3%	33.3%	8.3%	0.0%	41.7%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
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Department	Pay Band		Male						Female						Total							
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
Media Relations	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	1	0	1	0	1	2	0	0	0	0	0	0	0	1	0	1	0	1	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%	0.0%	50.0%	0.0%	50.0%	0.0%	50.0%	50.0%	100.0%
	MM - Middle Management	Yr-End 2011	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%
	JM - Junior Management	Yr-End 2011	0	0	0	0	0	0	2	2	0	0	2	4	2	2	0	0	2	2	4	4
		%	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%	50.0%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2011	0	1	0	0	1	1	0	0	1	0	1	1	0	1	1	1	0	2	2	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%	50.0%	0.0%	100.0%	100.0%	
All Pay Bands	Yr-End 2011	4	1	1	0	2	6	2	2	1	0	3	5	6	3	2	0	5	5	11	11	
	%	36.4%	9.1%	9.1%	0.0%	18.2%	54.5%	18.2%	18.2%	9.1%	0.0%	27.3%	45.5%	54.5%	27.3%	18.2%	0.0%	45.5%	45.5%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
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Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Off Bus Diversity & Civil Righ	B-0 and Above (EM 1-4)	Yr-End 2011	0	1	0	0	1	1	0	0	0	0	0	0	0	0	1	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 2011	1	0	0	1	1	2	0	0	1	1	2	2	1	0	1	2	3	4	
		%	25.0%	0.0%	0.0%	25.0%	25.0%	50.0%	0.0%	0.0%	25.0%	25.0%	50.0%	50.0%	25.0%	0.0%	25.0%	50.0%	75.0%	100.0%	
	MM - Middle Management	Yr-End 2011	0	2	0	0	2	2	1	0	1	0	1	2	1	2	1	0	3	4	
		%	0.0%	50.0%	0.0%	0.0%	50.0%	50.0%	25.0%	0.0%	25.0%	0.0%	25.0%	50.0%	25.0%	50.0%	25.0%	0.0%	75.0%	100.0%	
	JM - Junior Management	Yr-End 2011	0	0	1	0	1	1	0	2	0	0	2	2	0	2	1	0	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%	
All Pay Bands	Yr-End 2011	1	3	1	1	5	6	1	2	2	1	5	6	2	5	3	2	10	12		
	%	8.3%	25.0%	8.3%	8.3%	41.7%	50.0%	8.3%	16.7%	16.7%	8.3%	41.7%	50.0%	16.7%	41.7%	25.0%	16.7%	83.3%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Off Environmental & Energy Prg	B-0 and Above (EM 1-4)	Yr-End 2011	1	0	0	0	0	1	2	0	0	0	0	2	3	0	0	0	0	0	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 2011	2	0	0	0	0	2	2	0	0	0	0	2	4	0	0	0	0	0	4
		%	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%
	MM - Middle Management	Yr-End 2011	0	0	1	2	3	3	0	0	0	0	0	0	0	0	0	1	2	3	3
		%	0.0%	0.0%	33.3%	66.7%	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	66.7%	100.0%	100.0%	
	JM - Junior Management	Yr-End 2011	0	0	0	0	0	0	0	0	2	0	0	2	0	2	0	0	0	2	2
		%	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%	0.0%	100.0%	0.0%	0.0%	100.0%	
All Pay Bands	Yr-End 2011	3	0	1	2	3	6	4	2	0	0	2	6	7	2	1	2	5	12		
	%	25.0%	0.0%	8.3%	16.7%	25.0%	50.0%	33.3%	16.7%	0.0%	0.0%	16.7%	50.0%	58.3%	16.7%	8.3%	16.7%	41.7%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total							
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
Office of Emergency Management	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	8	0	0	0	0	8	0	0	0	0	0	0	0	8	0	0	0	0	0	8
		%	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%
	MM - Middle Management	Yr-End 2011	3	0	0	0	0	3	3	0	1	0	1	4	6	0	1	0	1	1	7	
		%	42.9%	0.0%	0.0%	0.0%	0.0%	42.9%	42.9%	0.0%	14.3%	0.0%	14.3%	57.1%	85.7%	0.0%	14.3%	0.0%	14.3%	100.0%		
	JM - Junior Management	Yr-End 2011	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%		
All Pay Bands	Yr-End 2011	14	0	0	0	0	14	3	2	1	0	3	6	17	2	1	0	3	20			
	%	70.0%	0.0%	0.0%	0.0%	0.0%	70.0%	15.0%	10.0%	5.0%	0.0%	15.0%	30.0%	85.0%	10.0%	5.0%	0.0%	15.0%	100.0%			

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Office of the Secretary	B-0 and Above (EM 1-4)	Yr-End 2011	1	0	0	0	0	1	2	0	0	0	0	2	3	0	0	0	0	0	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 2011	1	0	0	0	0	1	0	1	0	0	1	1	1	1	0	0	1	1	2
		%	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%	
	MM - Middle Management	Yr-End 2011	1	0	0	0	0	1	3	1	0	0	1	4	4	1	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%	20.0%	100.0%	
	JM - Junior Management	Yr-End 2011	0	0	1	0	1	1	2	2	1	0	3	5	2	2	2	0	4	6	
		%	0.0%	0.0%	16.7%	0.0%	16.7%	16.7%	33.3%	33.3%	16.7%	0.0%	50.0%	83.3%	33.3%	33.3%	33.3%	0.0%	66.7%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2011	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%		
All Pay Bands	Yr-End 2011	3	0	1	0	1	4	8	4	2	0	6	14	11	4	3	0	7	18		
	%	16.7%	0.0%	5.6%	0.0%	5.6%	22.2%	44.4%	22.2%	11.1%	0.0%	33.3%	77.8%	61.1%	22.2%	16.7%	0.0%	38.9%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total							
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
Operations Services	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	4	0	0	0	0	4	6	0	1	0	1	7	10	0	1	0	1	1	11	
		%	36.4%	0.0%	0.0%	0.0%	0.0%	36.4%	54.5%	0.0%	9.1%	0.0%	9.1%	63.6%	90.9%	0.0%	9.1%	0.0%	9.1%	100.0%		
	MM - Middle Management	Yr-End 2011	14	3	2	0	5	19	3	1	2	1	4	7	17	4	4	1	9	26		
		%	53.8%	11.5%	7.7%	0.0%	19.2%	73.1%	11.5%	3.8%	7.7%	3.8%	15.4%	26.9%	65.4%	15.4%	15.4%	3.8%	34.6%	100.0%		
	JM - Junior Management	Yr-End 2011	1	0	1	0	1	2	2	1	0	1	2	4	3	1	1	1	3	6		
		%	16.7%	0.0%	16.7%	0.0%	16.7%	33.3%	33.3%	16.7%	0.0%	16.7%	33.3%	66.7%	50.0%	16.7%	16.7%	16.7%	50.0%	100.0%		
	E - Engineering	Yr-End 2011	6	2	0	1	3	9	2	0	1	0	1	3	8	2	1	1	4	12		
		%	50.0%	16.7%	0.0%	8.3%	25.0%	75.0%	16.7%	0.0%	8.3%	0.0%	8.3%	25.0%	66.7%	16.7%	8.3%	8.3%	33.3%	100.0%		
	STS - Senior Technical/Specialist	Yr-End 2011	0	1	1	0	2	2	2	3	0	0	3	5	2	4	1	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%	100.0%		
	C32 - Communication Workers - 1032	Yr-End 2011	6	7	5	2	14	20	9	7	4	1	12	21	15	14	9	3	26	41		
		%	14.6%	17.1%	12.2%	4.9%	34.1%	48.8%	22.0%	17.1%	9.8%	2.4%	29.3%	51.2%	36.6%	34.1%	22.0%	7.3%	63.4%	100.0%		
	UAT - Union of Automotive Technician	Yr-End 2011	90	6	5	2	13	103	0	0	0	0	0	0	90	6	5	2	13	103		
		%	87.4%	5.8%	4.9%	1.9%	12.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	87.4%	5.8%	4.9%	1.9%	12.6%	100.0%		
	BTU - Building Trades Union	Yr-End 2011	42	2	12	1	15	57	0	0	0	0	0	0	42	2	12	1	15	57		
		%	73.7%	3.5%	21.1%	1.8%	26.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	73.7%	3.5%	21.1%	1.8%	26.3%	100.0%		
	UOE - Int'l Union Operating Engineer	Yr-End 2011	23	6	4	0	10	33	0	1	1	0	2	2	23	7	5	0	12	35		
		%	65.7%	17.1%	11.4%	0.0%	28.6%	94.3%	0.0%	2.9%	2.9%	0.0%	5.7%	5.7%	65.7%	20.0%	14.3%	0.0%	34.3%	100.0%		
	IBW - IBEW	Yr-End 2011	28	5	2	2	9	37	0	0	0	0	0	0	28	5	2	2	9	37		
		%	75.7%	13.5%	5.4%	5.4%	24.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	75.7%	13.5%	5.4%	5.4%	24.3%	100.0%		
	FM - IUJAT-Maintenance Supervisors	Yr-End 2011	39	2	3	0	5	44	0	0	0	0	0	0	39	2	3	0	5	44		
		%	88.6%	4.5%	6.8%	0.0%	11.4%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	88.6%	4.5%	6.8%	0.0%	11.4%	100.0%		
	TWU - Transport Workers Union	Yr-End 2011	11	8	5	2	15	26	1	3	1	1	5	6	12	11	6	3	20	32		
		%	34.4%	25.0%	15.6%	6.3%	46.9%	81.3%	3.1%	9.4%	3.1%	3.1%	15.6%	18.8%	37.5%	34.4%	18.8%	9.4%	62.5%	100.0%		
	All Pay Bands	Yr-End 2011	266	42	40	10	92	358	25	16	10	4	30	55	291	58	50	14	122	413		
		%	64.4%	10.2%	9.7%	2.4%	22.3%	86.7%	6.1%	3.9%	2.4%	1.0%	7.3%	13.3%	70.5%	14.0%	12.1%	3.4%	29.5%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
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(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total							
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
Planning & Regional Dev	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	3	0	0	1	1	4	0	2	0	0	2	2	3	2	0	1	3	6		
		%	50.0%	0.0%	0.0%	16.7%	16.7%	66.7%	0.0%	33.3%	0.0%	0.0%	33.3%	33.3%	50.0%	33.3%	0.0%	16.7%	50.0%	100.0%		
	MM - Middle Management	Yr-End 2011	3	0	0	0	0	3	1	1	1	1	3	4	4	1	1	1	3	7		
		%	42.9%	0.0%	0.0%	0.0%	0.0%	42.9%	14.3%	14.3%	14.3%	14.3%	42.9%	57.1%	57.1%	14.3%	14.3%	14.3%	42.9%	100.0%		
	JM - Junior Management	Yr-End 2011	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%		
All Pay Bands	Yr-End 2011	10	0	0	1	1	11	1	3	2	1	6	7	11	3	2	2	7	18			
	%	55.6%	0.0%	0.0%	5.6%	5.6%	61.1%	5.6%	16.7%	11.1%	5.6%	33.3%	38.9%	61.1%	16.7%	11.1%	11.1%	38.9%	100.0%			

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Department	Pay Band		Male						Female						Total							
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
Port Commerce	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	23	2	1	1	4	27	5	2	0	1	3	8	28	4	1	2	7	35		
		%	65.7%	5.7%	2.9%	2.9%	11.4%	77.1%	14.3%	5.7%	0.0%	2.9%	8.6%	22.9%	80.0%	11.4%	2.9%	5.7%	20.0%	100.0%		
	MM - Middle Management	Yr-End 2011	20	0	1	3	4	24	9	1	1	0	2	11	29	1	2	3	6	35		
		%	57.1%	0.0%	2.9%	8.6%	11.4%	68.6%	25.7%	2.9%	2.9%	0.0%	5.7%	31.4%	82.9%	2.9%	5.7%	8.6%	17.1%	100.0%		
	JM - Junior Management	Yr-End 2011	1	0	0	0	0	1	1	1	1	0	2	3	2	1	1	0	2	4		
		%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	25.0%	0.0%	50.0%	75.0%	50.0%	25.0%	25.0%	0.0%	50.0%	100.0%		
	NCL - Non - Represented Clerical	Yr-End 2011	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 2011	0	0	0	0	0	0	4	5	2	0	7	11	4	5	2	0	7	11		
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%	45.5%	18.2%	0.0%	63.6%	100.0%	36.4%	45.5%	18.2%	0.0%	63.6%	100.0%		
	UAT - Union of Automotive Technician	Yr-End 2011	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 2011	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 2011	29	8	4	0	12	41	2	1	1	0	2	4	31	9	5	0	14	45		
		%	64.4%	17.8%	8.9%	0.0%	26.7%	91.1%	4.4%	2.2%	2.2%	0.0%	4.4%	8.9%	68.9%	20.0%	11.1%	0.0%	31.1%	100.0%		
	IBW - IBEW	Yr-End 2011	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 2011	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 2011	0	1	0	0	1	1	1	3	0	0	3	4	1	4	0	0	4	5			
	%	0.0%	20.0%	0.0%	0.0%	20.0%	20.0%	20.0%	60.0%	0.0%	0.0%	60.0%	80.0%	20.0%	80.0%	0.0%	0.0%	80.0%	100.0%			
All Pay Bands	Yr-End 2011	102	12	7	5	24	126	24	13	6	1	20	44	126	25	13	6	44	170			
	%	60.0%	7.1%	4.1%	2.9%	14.1%	74.1%	14.1%	7.6%	3.5%	0.6%	11.8%	25.9%	74.1%	14.7%	7.6%	3.5%	25.9%	100.0%			

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total					
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
Procurement	B-0 and Above (EM 1-4)	Yr-End 2011	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%
	EM - Executive Management	Yr-End 2011	7	0	3	1	4	11	5	0	2	0	2	7	12	0	5	1	6	18
		%	38.9%	0.0%	16.7%	5.6%	22.2%	61.1%	27.8%	0.0%	11.1%	0.0%	11.1%	38.9%	66.7%	0.0%	27.8%	5.6%	33.3%	100.0%
	MM - Middle Management	Yr-End 2011	6	0	0	1	1	7	12	1	3	2	6	18	18	1	3	3	7	25
		%	24.0%	0.0%	0.0%	4.0%	4.0%	28.0%	48.0%	4.0%	12.0%	8.0%	24.0%	72.0%	72.0%	4.0%	12.0%	12.0%	28.0%	100.0%
	JM - Junior Management	Yr-End 2011	1	0	2	0	2	3	3	5	1	1	7	10	4	5	3	1	9	13
		%	7.7%	0.0%	15.4%	0.0%	15.4%	23.1%	23.1%	38.5%	7.7%	7.7%	53.8%	76.9%	30.8%	38.5%	23.1%	7.7%	69.2%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2011	3	1	0	0	1	4	0	0	1	0	1	1	3	1	1	0	2	5
		%	60.0%	20.0%	0.0%	0.0%	20.0%	80.0%	0.0%	0.0%	20.0%	0.0%	20.0%	20.0%	60.0%	20.0%	20.0%	0.0%	40.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2011	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 2011	10	4	2	0	6	16	1	1	0	0	1	2	11	5	2	0	7	18	
	%	55.6%	22.2%	11.1%	0.0%	33.3%	88.9%	5.6%	5.6%	0.0%	0.0%	5.6%	11.1%	61.1%	27.8%	11.1%	0.0%	38.9%	100.0%	
All Pay Bands	Yr-End 2011	27	6	8	2	16	43	22	8	10	3	21	43	49	14	18	5	37	86	
	%	31.4%	7.0%	9.3%	2.3%	18.6%	50.0%	25.6%	9.3%	11.6%	3.5%	24.4%	50.0%	57.0%	16.3%	20.9%	5.8%	43.0%	100.0%	

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Public Safety	B-0 and Above (EM 1-4)	Yr-End 2011	3	0	0	0	0	3	0	0	1	0	1	1	3	0	1	0	1	4
		%	75.0%	0.0%	0.0%	0.0%	0.0%	75.0%	0.0%	0.0%	25.0%	0.0%	25.0%	25.0%	75.0%	0.0%	25.0%	0.0%	25.0%	100.0%
	EM - Executive Management	Yr-End 2011	2	0	1	0	1	3	2	0	0	0	0	2	4	0	1	0	1	5
		%	40.0%	0.0%	20.0%	0.0%	20.0%	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	40.0%	80.0%	0.0%	20.0%	0.0%	20.0%	100.0%
	MM - Middle Management	Yr-End 2011	1	0	0	0	0	1	4	1	1	0	2	6	5	1	1	0	2	7
		%	14.3%	0.0%	0.0%	0.0%	0.0%	14.3%	57.1%	14.3%	14.3%	0.0%	28.6%	85.7%	71.4%	14.3%	14.3%	0.0%	28.6%	100.0%
	JM - Junior Management	Yr-End 2011	1	1	0	0	1	2	6	3	0	0	3	9	7	4	0	0	4	11
		%	9.1%	9.1%	0.0%	0.0%	9.1%	18.2%	54.5%	27.3%	0.0%	0.0%	27.3%	81.8%	63.6%	36.4%	0.0%	0.0%	36.4%	100.0%
	FP - Police Supervisors	Yr-End 2011	10	6	3	0	9	19	0	3	0	0	3	3	10	9	3	0	12	22
		%	45.5%	27.3%	13.6%	0.0%	40.9%	86.4%	0.0%	13.6%	0.0%	0.0%	13.6%	13.6%	45.5%	40.9%	13.6%	0.0%	54.5%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2011	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 2011	917	80	187	31	298	1215	65	28	32	4	64	129	982	108	219	35	362	1344
		%	68.2%	6.0%	13.9%	2.3%	22.2%	90.4%	4.8%	2.1%	2.4%	0.3%	4.8%	9.6%	73.1%	8.0%	16.3%	2.6%	26.9%	100.0%
	DEA - Detectives Endowment Assoc.	Yr-End 2011	44	8	5	7	20	64	3	4	2	0	6	9	47	12	7	7	26	73
		%	60.3%	11.0%	6.8%	9.6%	27.4%	87.7%	4.1%	5.5%	2.7%	0.0%	8.2%	12.3%	64.4%	16.4%	9.6%	9.6%	35.6%	100.0%
	SBA - Sergeants Benevolent Assoc.	Yr-End 2011	93	16	19	5	40	133	4	6	0	0	6	10	97	22	19	5	46	143
		%	65.0%	11.2%	13.3%	3.5%	28.0%	93.0%	2.8%	4.2%	0.0%	0.0%	4.2%	7.0%	67.8%	15.4%	13.3%	3.5%	32.2%	100.0%
	LBA - Lieutenants Benevolent Assoc.	Yr-End 2011	56	2	8	1	11	67	2	3	1	0	4	6	58	5	9	1	15	73
		%	76.7%	2.7%	11.0%	1.4%	15.1%	91.8%	2.7%	4.1%	1.4%	0.0%	5.5%	8.2%	79.5%	6.8%	12.3%	1.4%	20.5%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2011	1	1	0	0	1	2	17	16	6	2	24	41	18	17	6	2	25	43
		%	2.3%	2.3%	0.0%	0.0%	2.3%	4.7%	39.5%	37.2%	14.0%	4.7%	55.8%	95.3%	41.9%	39.5%	14.0%	4.7%	58.1%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2011	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 2011	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%
	All Pay Bands	Yr-End 2011	1129	114	223	44	381	1510	105	65	44	6	115	220	1234	179	267	50	496	1730
		%	65.3%	6.6%	12.9%	2.5%	22.0%	87.3%	6.1%	3.8%	2.5%	0.3%	6.6%	12.7%	71.3%	10.3%	15.4%	2.9%	28.7%	100.0%

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Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Rail Transit	B-0 and Above (EM 1-4)	Yr-End 2011	2	1	0	0	1	3	0	0	0	0	0	0	0	2	1	0	0	1	3
		%	66.7%	33.3%	0.0%	0.0%	33.3%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	33.3%	0.0%	0.0%	33.3%	100.0%
	EM - Executive Management	Yr-End 2011	20	2	2	2	6	26	4	2	0	0	2	6	24	4	2	2	8	32	
		%	62.5%	6.3%	6.3%	6.3%	18.8%	81.3%	12.5%	6.3%	0.0%	0.0%	6.3%	18.8%	75.0%	12.5%	6.3%	6.3%	25.0%	100.0%	
	MM - Middle Management	Yr-End 2011	13	0	1	1	2	15	3	1	1	0	2	5	16	1	2	1	4	20	
		%	65.0%	0.0%	5.0%	5.0%	10.0%	75.0%	15.0%	5.0%	5.0%	0.0%	10.0%	25.0%	80.0%	5.0%	10.0%	5.0%	20.0%	100.0%	
	JM - Junior Management	Yr-End 2011	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 2011	0	3	1	2	6	6	0	0	0	1	1	1	0	3	1	3	7	7	
		%	0.0%	42.9%	14.3%	28.6%	85.7%	85.7%	0.0%	0.0%	0.0%	14.3%	14.3%	14.3%	0.0%	42.9%	14.3%	42.9%	100.0%	100.0%	
	FMN - FM- Maintenance Supvrs	Yr-End 2011	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 2011	0	0	0	0	0	0	0	1	0	1	2	2	0	1	0	1	2	2	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	100.0%	100.0%	0.0%	50.0%	0.0%	50.0%	100.0%	100.0%	
	C32 - Communication Workers -	Yr-End 2011	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 2011	5	0	0	1	1	6	0	1	0	0	1	1	5	1	0	1	2	7	
		%	71.4%	0.0%	0.0%	14.3%	14.3%	85.7%	0.0%	14.3%	0.0%	0.0%	14.3%	14.3%	71.4%	14.3%	0.0%	14.3%	28.6%	100.0%	
	ET - Engineering - PATH	Yr-End 2011	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 2011	45	5	2	3	10	55	7	2	0	1	3	10	52	7	2	4	13	65	
		%	69.2%	7.7%	3.1%	4.6%	15.4%	84.6%	10.8%	3.1%	0.0%	1.5%	4.6%	15.4%	80.0%	10.8%	3.1%	6.2%	20.0%	100.0%	
	ECT - Non-Represented Clerical-	Yr-End 2011	0	0	1	0	1	1	2	0	0	0	0	2	2	0	1	0	1	3	
		%	0.0%	0.0%	33.3%	0.0%	33.3%	33.3%	66.7%	0.0%	0.0%	0.0%	0.0%	66.7%	66.7%	0.0%	33.3%	0.0%	33.3%	100.0%	
	IBT - Int'l Brotherhood Teamsters	Yr-End 2011	26	16	7	1	24	50	11	20	4	2	26	37	37	36	11	3	50	87	
		%	29.9%	18.4%	8.0%	1.1%	27.6%	57.5%	12.6%	23.0%	4.6%	2.3%	29.9%	42.5%	42.5%	41.4%	12.6%	3.4%	57.5%	100.0%	
	ATD - Amer. Train Dispatchers	Yr-End 2011	5	6	1	0	7	12	0	4	0	0	4	4	5	10	1	0	11	16	
		%	31.3%	37.5%	6.3%	0.0%	43.8%	75.0%	0.0%	25.0%	0.0%	0.0%	25.0%	25.0%	31.3%	62.5%	6.3%	0.0%	68.8%	100.0%	
	UTU - United Transportation	Yr-End 2011	40	39	9	1	49	89	10	30	11	2	43	53	50	69	20	3	92	142	
		%	28.2%	27.5%	6.3%	0.7%	34.5%	62.7%	7.0%	21.1%	7.7%	1.4%	30.3%	37.3%	35.2%	48.6%	14.1%	2.1%	64.8%	100.0%	
UTT - UTU- Tower Operators	Yr-End 2011	7	4	0	0	4	11	3	5	0	1	6	9	10	9	0	1	10	20		
	%	35.0%	20.0%	0.0%	0.0%	20.0%	55.0%	15.0%	25.0%	0.0%	5.0%	30.0%	45.0%	50.0%	45.0%	0.0%	5.0%	50.0%	100.0%		
BLE - Brotherhood Locomotive	Yr-End 2011	93	38	22	2	62	155	1	18	5	1	24	25	94	56	27	3	86	180		
	%	51.7%	21.1%	12.2%	1.1%	34.4%	86.1%	0.6%	10.0%	2.8%	0.6%	13.3%	13.9%	52.2%	31.1%	15.0%	1.7%	47.8%	100.0%		
TWT - Transport Workers Union -	Yr-End 2011	86	16	18	4	38	124	0	0	0	0	0	0	86	16	18	4	38	124		
	%	69.4%	12.9%	14.5%	3.2%	30.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	69.4%	12.9%	14.5%	3.2%	30.6%	100.0%		
RTU - Railway Independent	Yr-End 2011	121	27	23	2	52	173	3	1	0	0	1	4	124	28	23	2	53	177		
	%	68.4%	15.3%	13.0%	1.1%	29.4%	97.7%	1.7%	0.6%	0.0%	0.0%	0.6%	2.3%	70.1%	15.8%	13.0%	1.1%	29.9%	100.0%		
BRS - Brotherhood Railroad	Yr-End 2011	32	18	9	2	29	61	2	1	0	0	1	3	34	19	9	2	30	64		
	%	50.0%	28.1%	14.1%	3.1%	45.3%	95.3%	3.1%	1.6%	0.0%	0.0%	1.6%	4.7%	53.1%	29.7%	14.1%	3.1%	46.9%	100.0%		

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Rail Transit	EWC - IBEW (Craft) - PATH	Yr-End 2011	84	17	11	6	34	118	0	0	0	0	0	0	0	84	17	11	6	34	118
		%	71.2%	14.4%	9.3%	5.1%	28.8%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	71.2%	14.4%	9.3%	5.1%	28.8%	100.0%
	EWS - IBEW (Supervisors) - PATH	Yr-End 2011	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%	0.0%	78.8%	12.1%	6.1%	3.0%	21.2%	100.0%
	EWO - IBEW (Operatng Examnrs) -	Yr-End 2011	9	1	0	0	1	10	1	2	0	0	2	3	10	3	0	0	0	3	13
		%	69.2%	7.7%	0.0%	0.0%	7.7%	76.9%	7.7%	15.4%	0.0%	0.0%	15.4%	23.1%	76.9%	23.1%	0.0%	0.0%	0.0%	23.1%	100.0%
	ARS - Amer. Railway Supvrs.	Yr-End 2011	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%		
	All Pay Bands	Yr-End 2011	635	197	111	30	338	973	54	90	25	9	124	178	689	287	136	39	462	1151	
		%	55.2%	17.1%	9.6%	2.6%	29.4%	84.5%	4.7%	7.8%	2.2%	0.8%	10.8%	15.5%	59.9%	24.9%	11.8%	3.4%	40.1%	100.0%	

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Real Estate Services	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	11	0	2	0	2	13	3	2	0	0	2	5	14	2	2	0	4	18
		%	61.1%	0.0%	11.1%	0.0%	11.1%	72.2%	16.7%	11.1%	0.0%	0.0%	11.1%	27.8%	77.8%	11.1%	11.1%	0.0%	22.2%	100.0%
	MM - Middle Management	Yr-End 2011	4	0	0	0	0	4	0	0	0	1	1	1	4	0	0	1	1	5
		%	80.0%	0.0%	0.0%	0.0%	0.0%	80.0%	0.0%	0.0%	0.0%	20.0%	20.0%	20.0%	80.0%	0.0%	0.0%	20.0%	20.0%	100.0%
	JM - Junior Management	Yr-End 2011	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 2011	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 2011	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 2011	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 2011	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 2011	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 Pay Bands	Yr-End 2011	27	0	2	0	2	29	5	7	1	1	9	14	32	7	3	1	11	43	
	%	62.8%	0.0%	4.7%	0.0%	4.7%	67.4%	11.6%	16.3%	2.3%	2.3%	20.9%	32.6%	74.4%	16.3%	7.0%	2.3%	25.6%	100.0%	

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Technology Services	B-0 and Above (EM 1-4)	Yr-End 2011	1	1	1	0	2	3	2	0	0	0	0	2	2	3	1	1	0	2	5
		%	20.0%	20.0%	20.0%	0.0%	40.0%	60.0%	40.0%	0.0%	0.0%	0.0%	0.0%	40.0%	40.0%	60.0%	20.0%	20.0%	0.0%	40.0%	100.0%
	EM - Executive Management	Yr-End 2011	15	2	3	2	7	22	3	1	0	2	3	6	18	3	3	4	10	28	
		%	53.6%	7.1%	10.7%	7.1%	25.0%	78.6%	10.7%	3.6%	0.0%	7.1%	10.7%	21.4%	64.3%	10.7%	10.7%	14.3%	35.7%	100.0%	
	MM - Middle Management	Yr-End 2011	17	5	2	4	11	28	8	3	1	1	5	13	25	8	3	5	16	41	
		%	41.5%	12.2%	4.9%	9.8%	26.8%	68.3%	19.5%	7.3%	2.4%	2.4%	12.2%	31.7%	61.0%	19.5%	7.3%	12.2%	39.0%	100.0%	
	JM - Junior Management	Yr-End 2011	2	0	0	0	0	2	2	2	0	0	2	4	4	2	0	0	2	6	
		%	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%	
	STS - Senior Technical/Specialist	Yr-End 2011	2	3	0	0	3	5	0	1	0	0	1	1	2	4	0	0	4	6	
		%	33.3%	50.0%	0.0%	0.0%	50.0%	83.3%	0.0%	16.7%	0.0%	0.0%	16.7%	16.7%	33.3%	66.7%	0.0%	0.0%	66.7%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2011	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 2011	2	1	1	2	4	6	0	3	0	1	4	4	2	4	1	3	8	10	
		%	20.0%	10.0%	10.0%	20.0%	40.0%	60.0%	0.0%	30.0%	0.0%	10.0%	40.0%	40.0%	20.0%	40.0%	10.0%	30.0%	80.0%	100.0%	
	C32 - Communication Workers - 1032	Yr-End 2011	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 Pay Bands	Yr-End 2011	39	13	7	8	28	67	15	14	3	4	21	36	54	27	10	12	49	103		
	%	37.9%	12.6%	6.8%	7.8%	27.2%	65.0%	14.6%	13.6%	2.9%	3.9%	20.4%	35.0%	52.4%	26.2%	9.7%	11.7%	47.6%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
Treasury	B-0 and Above (EM 1-4)	Yr-End 2011	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%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	0.0%	0.0%	100.0%
	EM - Executive Management	Yr-End 2011	7	0	0	0	0	7	0	1	0	0	1	1	7	1	0	0	0	1	8
		%	87.5%	0.0%	0.0%	0.0%	0.0%	87.5%	0.0%	12.5%	0.0%	0.0%	12.5%	12.5%	87.5%	12.5%	0.0%	0.0%	0.0%	12.5%	100.0%
	MM - Middle Management	Yr-End 2011	9	1	0	1	2	11	0	3	0	1	4	4	9	4	0	2	6	15	
		%	60.0%	6.7%	0.0%	6.7%	13.3%	73.3%	0.0%	20.0%	0.0%	6.7%	26.7%	26.7%	60.0%	26.7%	0.0%	13.3%	40.0%	100.0%	
	JM - Junior Management	Yr-End 2011	3	3	0	2	5	8	1	3	1	1	5	6	4	6	1	3	10	14	
		%	21.4%	21.4%	0.0%	14.3%	35.7%	57.1%	7.1%	21.4%	7.1%	7.1%	35.7%	42.9%	28.6%	42.9%	7.1%	21.4%	71.4%	100.0%	
	C32 - Communication Workers - 1032	Yr-End 2011	0	0	0	0	0	0	0	0	0	2	2	2	0	0	2	0	2	2	
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%	
All Pay Bands	Yr-End 2011	19	4	0	3	7	26	3	7	3	2	12	15	22	11	3	5	19	41		
	%	46.3%	9.8%	0.0%	7.3%	17.1%	63.4%	7.3%	17.1%	7.3%	4.9%	29.3%	36.6%	53.7%	26.8%	7.3%	12.2%	46.3%	100.0%		

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
By Pay Band
(Permanent / Probationary / Project)**

Department	Pay Band		Male						Female						Total					
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total
Tunnels, Bridges & Terminals	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	30	1	3	8	12	42	7	4	1	0	5	12	37	5	4	8	17	54
		%	55.6%	1.9%	5.6%	14.8%	22.2%	77.8%	13.0%	7.4%	1.9%	0.0%	9.3%	22.2%	68.5%	9.3%	7.4%	14.8%	31.5%	100.0%
	MM - Middle Management	Yr-End 2011	10	2	1	8	11	21	6	4	3	2	9	15	16	6	4	10	20	36
		%	27.8%	5.6%	2.8%	22.2%	30.6%	58.3%	16.7%	11.1%	8.3%	5.6%	25.0%	41.7%	44.4%	16.7%	11.1%	27.8%	55.6%	100.0%
	JM - Junior Management	Yr-End 2011	2	0	0	1	1	3	3	1	3	1	5	8	5	1	3	2	6	11
		%	18.2%	0.0%	0.0%	9.1%	9.1%	27.3%	27.3%	9.1%	27.3%	9.1%	45.5%	72.7%	45.5%	9.1%	27.3%	18.2%	54.5%	100.0%
	STS - Senior Technical/Specialist	Yr-End 2011	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	0	1	1
		%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	100.0%	0.0%	100.0%	100.0%
	NCL - Non - Represented Clerical	Yr-End 2011	0	0	0	0	0	0	0	0	1	2	0	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%	0.0%	33.3%	66.7%	0.0%	100.0%	100.0%
	C32 - Communication Workers - 1032	Yr-End 2011	2	0	0	0	0	2	11	8	9	0	17	28	13	8	9	0	17	30
		%	6.7%	0.0%	0.0%	0.0%	0.0%	6.7%	36.7%	26.7%	30.0%	0.0%	56.7%	93.3%	43.3%	26.7%	30.0%	0.0%	56.7%	100.0%
	UAT - Union of Automotive Technician	Yr-End 2011	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 2011	23	0	2	0	2	25	0	0	0	0	0	0	23	0	2	0	2	25
		%	92.0%	0.0%	8.0%	0.0%	8.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	92.0%	0.0%	8.0%	0.0%	8.0%	100.0%
	UOE - Int'l Union Operating Engineer	Yr-End 2011	87	17	6	4	27	114	1	5	0	0	5	6	88	22	6	4	32	120
		%	72.5%	14.2%	5.0%	3.3%	22.5%	95.0%	0.8%	4.2%	0.0%	0.0%	4.2%	5.0%	73.3%	18.3%	5.0%	3.3%	26.7%	100.0%
	IBW - IBEW	Yr-End 2011	45	2	6	3	11	56	0	0	0	0	0	0	45	2	6	3	11	56
		%	80.4%	3.6%	10.7%	5.4%	19.6%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	80.4%	3.6%	10.7%	5.4%	19.6%	100.0%
	FM - IUJAT-Maintenance Supervisors	Yr-End 2011	36	4	1	1	6	42	1	1	1	0	2	3	37	5	2	1	8	45
		%	80.0%	8.9%	2.2%	2.2%	13.3%	93.3%	2.2%	2.2%	2.2%	0.0%	4.4%	6.7%	82.2%	11.1%	4.4%	2.2%	17.8%	100.0%
FS - IUJAT-Operations Supervisors	Yr-End 2011	20	18	6	1	25	45	9	18	4	1	23	32	29	36	10	2	48	77	
	%	26.0%	23.4%	7.8%	1.3%	32.5%	58.4%	11.7%	23.4%	5.2%	1.3%	29.9%	41.6%	37.7%	46.8%	13.0%	2.6%	62.3%	100.0%	
TWU - Transport Workers Union	Yr-End 2011	108	86	56	4	146	254	29	94	17	3	114	143	137	180	73	7	260	397	
	%	27.2%	21.7%	14.1%	1.0%	36.8%	64.0%	7.3%	23.7%	4.3%	0.8%	28.7%	36.0%	34.5%	45.3%	18.4%	1.8%	65.5%	100.0%	
All Pay Bands	Yr-End 2011	373	131	82	30	243	616	70	136	41	7	184	254	443	267	123	37	427	870	
	%	42.9%	15.1%	9.4%	3.4%	27.9%	70.8%	8.0%	15.6%	4.7%	0.8%	21.1%	29.2%	50.9%	30.7%	14.1%	4.3%	49.1%	100.0%	

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
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Department	Pay Band		Male						Female						Total							
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total		
World Trade Center Redevelpmt	B-0 and Above (EM 1-4)	Yr-End 2011	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 2011	4	0	0	0	0	4	4	0	0	1	1	5	8	0	0	1	1	9		
		%	44.4%	0.0%	0.0%	0.0%	0.0%	44.4%	44.4%	0.0%	0.0%	11.1%	11.1%	55.6%	88.9%	0.0%	0.0%	11.1%	11.1%	100.0%		
	MM - Middle Management	Yr-End 2011	2	0	0	0	0	2	0	1	0	0	1	1	2	1	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%	33.3%	100.0%		
	JM - Junior Management	Yr-End 2011	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%		
NCL - Non - Represented Clerical	Yr-End 2011	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 Pay Bands	Yr-End 2011	10	0	0	0	0	10	5	2	0	1	3	8	15	2	0	1	3	18			
	%	55.6%	0.0%	0.0%	0.0%	0.0%	55.6%	27.8%	11.1%	0.0%	5.6%	16.7%	44.4%	83.3%	11.1%	0.0%	5.6%	16.7%	100.0%			

**2011 WORKFORCE PROFILE - GENDER AND RACE/ETHNICITY
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Department	Pay Band		Male						Female						Total						
			White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	White	Black	Hispanic	Asian & Other	Subtotal Minority	Total	
WTC Construction	B-0 and Above (EM 1-4)	Yr-End 2011	9	1	0	0	1	10	2	1	0	0	1	3	11	2	0	0	2	13	
		%	69.2%	7.7%	0.0%	0.0%	7.7%	76.9%	15.4%	7.7%	0.0%	0.0%	7.7%	23.1%	84.6%	15.4%	0.0%	0.0%	15.4%	100.0%	
	EM - Executive Management	Yr-End 2011	44	3	2	8	13	57	9	1	1	0	2	11	53	4	3	8	15	68	
		%	64.7%	4.4%	2.9%	11.8%	19.1%	83.8%	13.2%	1.5%	1.5%	0.0%	2.9%	16.2%	77.9%	5.9%	4.4%	11.8%	22.1%	100.0%	
	MM - Middle Management	Yr-End 2011	5	3	3	2	8	13	6	3	2	2	7	13	11	6	5	4	15	26	
		%	19.2%	11.5%	11.5%	7.7%	30.8%	50.0%	23.1%	11.5%	7.7%	7.7%	26.9%	50.0%	42.3%	23.1%	19.2%	15.4%	57.7%	100.0%	
	JM - Junior Management	Yr-End 2011	1	0	0	0	0	1	1	1	1	0	2	3	2	1	1	0	2	4	
		%	25.0%	0.0%	0.0%	0.0%	0.0%	25.0%	25.0%	25.0%	25.0%	0.0%	50.0%	75.0%	50.0%	25.0%	25.0%	0.0%	50.0%	100.0%	
	E - Engineering	Yr-End 2011	6	0	1	4	5	11	0	0	0	1	1	1	6	0	1	5	6	12	
		%	50.0%	0.0%	8.3%	33.3%	41.7%	91.7%	0.0%	0.0%	0.0%	8.3%	8.3%	8.3%	50.0%	0.0%	8.3%	41.7%	50.0%	100.0%	
	NCL - Non - Represented Clerical	Yr-End 2011	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 2011	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 2011	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 2011	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 Pay Bands	Yr-End 2011	67	7	6	14	27	94	19	9	5	3	17	36	86	16	11	17	44	130		
	%	51.5%	5.4%	4.6%	10.8%	20.8%	72.3%	14.6%	6.9%	3.8%	2.3%	13.1%	27.7%	66.2%	12.3%	8.5%	13.1%	33.8%	100.0%		