

County of Milwaukee Interoffice Communication

DATE: 8/20/2021
TO: Supervisor Marcelia Nicholson, Chair, Milwaukee County Board of Supervisors
FROM: Donna Brown-Martin, Department of Transportation
SUBJECT: MCTS Equal Employment Opportunity Update – Informational Report

BACKGROUND

It is the policy of the Milwaukee County Transit System (MCTS) to provide equal employment opportunity to all qualified applicants or employees regardless of race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, marital status, national origin, military status, veteran status or any other characteristic protected by local, state or federal law. We are strongly committed to this policy and believe in the concept of fair and equal employment opportunity.

MCTS is committed to equal employment opportunity and a diverse workforce through full utilization of available qualified human resources at all levels and in all parts of the organization. To implement our commitment to overcoming the effects of past discrimination on minorities and women, we have in place an Equal Employment Opportunity (EEO) Program which includes utilization goals and achievement timetables with respect to employment of available qualified minorities and women within our organization.

We believe that successful achievement of equal employment opportunity utilization goals will help ensure that the culture, values, and opinions of a diverse array of individuals and groups are represented in decision-making processes at all levels of the organization.

EEO Utilization Status Update (as of August 2021) - Minorities

MCTS has essentially reached full utilization for minorities in all major job categories. While the Laborers and Helpers utilization is technically under the goal, the 70.4% utilization is statistically equivalent to the goal of 70.6%. Aside from a small reduction in utilization of Laborers and Helpers, MCTS has increased minority utilization for all other major job categories. Job category goals and current status for minority employees are shown below:

- Directors: Goal is 12.9% (current: 41%; 06/19: 38%)
- Professionals: Goal is 16.1% (current: 37%; 06/19: 21%)
- Administrative Support Workers: Goal is 37.2% (current: 43%; 06/19: 39%)
- Craft workers: Goal is 30.4% (current: 35%; 06/19: 31%)
- Operatives: Goal is 68.5% (current: 81%; 06/19: 80%)
- Laborers and Helpers: Goal is 70.6% (current: 70%; 06/19: 71%)

The EEO breaks the major job category of “Directors” down further, into Directors (100), Managers (101), and Supervisors (102). While MCTS greatly exceeds minority utilization goals for Managers and Supervisors, it currently falls short in the Director category.

- Directors: Goal is 12.9% (current: 7%; 06/19: 13%)
- Managers: Goal is 12.9% (current: 35%; 06/19: 29%)
- Supervisors: Goal is 12.9% (current: 51%; 06/19: 49%)

EEO Utilization Status Update (as of August 2021) - Females

MCTS continues to seek to increase opportunities in utilization of Women in the six of seven job categories where MCTS has yet to achieve the employment goals, as shown below. We have retained full utilization in the Operatives category, which is comprised of a majority of MCTS employees. Gains were seen in the Directors and Professionals category. A reduction occurred in the Laborers and Helpers category, which is comprised primarily of Cleaner/Tanker positions.

- Directors: Goal is 42.5% (current: 30%; 06/19: 28%)
- Professionals: Goal is 56.2% (current: 52%; 06/19: 43%)
- Administrative Support Workers: Goal is 72.3% (current: 60%; 06/19: 61%)
- Craft workers: Goal is 6.6% (current: 2%; 06/19: 2%)
- Operatives: Goal is 28.9% (current: 45%; 06/19: 45%)
- Laborers and Helpers: Goal is 13.5% (current: 11%; 06/19: 32%)

Again, the major job category of “Directors” breaks down further into Directors (100), Managers (101), and Supervisors (102). While MCTS meets utilization goals for Directors, it falls short for Managers and Supervisors.

- Directors: Goal is 42.5% (current: 43%; 06/19: 38%)
- Managers: Goal is 42.5% (current: 26%; 06/19: 29%)
- Supervisors: Goal is 42.5% (current: 29%; 06/19: 26%)

MTS seeks to continue to meet concentrations for minorities and females in job categories in which they are under-represented.

RECOMMENDATION

This report is for informational purposes unless otherwise directed.

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