

County of Milwaukee
Interoffice Communication

DATE: 11/16/2018
TO: Theodore Lipscomb, Sr. Chairman, Milwaukee County Board of Supervisors
FROM: Donna Brown-Martin, Director, Department of Transportation
SUBJECT: MCTS Equal Employment Opportunity Utilization Update

BACKGROUND

It is the policy of Milwaukee Transport Services, Inc. (MTS) 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.

MTS is committed to hiring and developing the best people we can employ, basing our judgment solely on their job-related qualifications. We are committed to assuring that all recruiting, hiring, training, promotions, transfers, compensation, benefits, and other employment related programs and personnel actions be free from discrimination.

MTS 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 provide benefits to the organization through fuller utilization and development of previously underutilized human resources.

EEO Utilization Status Update¹ - Minorities

MCTS has achieved its utilization goals for minorities in all but one category. The one category where full utilization is not reached, Craft Workers (e.g. diesel mechanics), has seen considerable progress. The minority percentage of Craft Workers has increased from 21.6% in 2016 to the current 27.2%, which is close to the 30.4% goal. Job category goals and current status for minority employees are shown below:

- Directors: Goal is 12.9% (current status is 37.2%)
- Professionals: Goal is 16.1% (current status is 20.0%)
- Technicians: Goal is 20.6% (current status is 40.0%)
- Administrative Support Workers: Goal is 37.2% (current status is 38.3%)
- Craft workers: Goal is 30.4% (current status is 27.2%)
- Operatives Goal is 68.5% (current status is 78.4%)
- Laborers and Helpers Goal is 70.6% (current status is 75.9%)

¹ As of October 31, 2018

EEO Utilization Status Update² - Females

MCTS seeks to increase opportunities in utilization of Women in the five of seven job categories where we have yet to achieve the employment goals, as shown below:

- Directors: Goal is 42.5% (current status is 27.7%)
- Professionals: Goal is 56.2% (current status is 40.0%)
- Technicians: Goal is 57.5% (current status is 40.0%)
- Administrative Support Workers: Goal is 72.3% (current status is 63.8%)
- Craft workers: Goal is 6.6% (current status is 2.6%)
- Operatives: Goal is 28.9% (current status is 42.7%)
- Laborers and Helpers: Goal is 13.5% (current status is 27.6%)

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

RECOMMENDATION

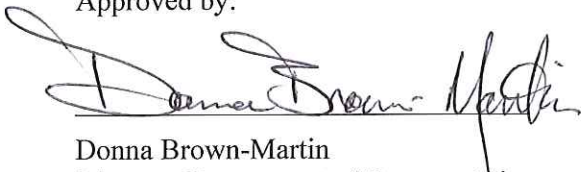
This report is for informational purposes unless otherwise directed.

Prepared by:

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Dan Boehm, President & Managing Director, MCTS

Approved by:



Donna Brown-Martin

Director, Department of Transportation

- cc:
- Chris Abele, County Executive
 - Raisa Koltun, Chief of Staff, County Executive
 - John Weishan, Jr., Chair Transportation, Public Works and Transit Committee
 - Joe Lamers, Budget Director, DAS - PSB
 - Steve Cady, Research Director, Office of the Comptroller

² As of October 31, 2018