

**COUNTY OF MILWAUKEE**  
Inter-office Communication

DATE: 8/12/2022

TO: Marcelia Nicholson, Chair, County Board of Supervisors

FROM: Donna Brown-Martin, Director, Department of Transportation  
Denise Wandke, Deputy Director of the Milwaukee County Transit System

SUBJECT: From Donna Brown-Martin, Director, Department of Transportation, and the  
Deputy Director of the Milwaukee County Transit System

FILE TYPE: 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 June 2022) - Minorities**

MCTS has essentially reached full utilization for minorities in all major job categories. While the Female goal in all categories is under, they do continue to rise from last report. MCTS has increased minority utilization for all other major job categories. Job category goals and status for minority employees are shown below:

- |                                   |                                 |             |
|-----------------------------------|---------------------------------|-------------|
| • Directors:                      | Goal is 12.9% (current: 43%;    | 06/21:      |
| 41%)                              |                                 |             |
| • Professionals:                  | Goal is 16.1% (current: 41.94%; | 06/21: 37%) |
| • Administrative Support Workers: | Goal is 37.2% (current: 46.51%; | 06/21: 43%) |
| • Craft workers:                  | Goal is 30.4% (current: 33.64%; | 06/21: 35%) |
| • Operatives                      | Goal is 68.5% (current: 83.5%;  | 06/21: 81%) |
| • Laborers and Helpers            | Goal is 70.6% (current: 76.92%; | 06/21 70%)  |

The EEO breaks the major job category of “Directors” down further, into Directors (100), Managers (101), and Supervisors (102). MCTS is proud to show that we have exceeded the goal in each of these categories.

- Directors: Goal is 12.9% (current: 14.29%; 06/21: 7%)
- Managers: Goal is 12.9% (current: 38.46%; 06/21: 35%)
- Supervisors: Goal is 12.9% (current: 53.45%; 06/21: 51%)

### **EEO Utilization Status Update (as of June 2022) - Females**

MCTS continues to seek to increase opportunities in utilization of Women in five 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 and Laborers and Helpers, which is comprised of a majority of MCTS employees.

- Directors: Goal is 42.5% (current: 30%; 06/21: 30%)
- Professionals: Goal is 56.2% (current: 51.61%; 06/21: 52%)
- Administrative Support Workers: Goal is 72.3% (current: 58.14%; 06/21: 60%)
- Craft workers: Goal is 6.6% (current: 1.82%; 06/21: 2%)
- Operatives: Goal is 28.9% (current: 45.21%; 06/21: 45%)
- Laborers and Helpers: Goal is 13.5% (current: 15.38%; 06/21: 11%)

Again, the major job category of “Directors” breaks down further into Directors (100), Managers (101), and Supervisors (102). While MCTS falls short for all three categories, strategies are being introduced that will increase these numbers within the future.

- Directors: Goal is 42.5% (current: 35.71%; 06/21: 43%)
- Managers: Goal is 42.5% (current: 34.62%; 06/21: 26%)
- Supervisors: Goal is 42.5% (current: 27.59%; 06/21: 29%)

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

### ALIGNMENT TO STRATEGIC PLAN

Describe how the item aligns to the strategic plan:

- 1A: Reflect the full diversity of the county at every level of County government
- 1B: Create and nurture an inclusive culture across County government
- 2C: Apply a racial equity lens to all decisions.
- 3C: Dismantle barriers to diverse and inclusive communities.

RECOMMENDATION – N/A

FISCAL EFFECT – N/A

### VIRTUAL MEETING INVITES

Donna Brown-Martin, Director

Denise Wandke, Deputy Director, MCTS – [dwandke@mcts.org](mailto:dwandke@mcts.org)

Ben Stark, Human Resources Director, MCTS – [bstark@mcts.org](mailto:bstark@mcts.org)

PREPARED BY:

Ben Stark, Human Resources Director, MCTS

APPROVED BY:

*Julie Esch, Deputy Director*

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Donna Brown-Martin  
Director, Department of Transportation

ATTACHMENTS:

None

cc: Kelly Bablitch, Chief of Staff, County Board of Supervisors  
Janelle M. Jensen, Legislative Services Division Manager, Office of the County Clerk