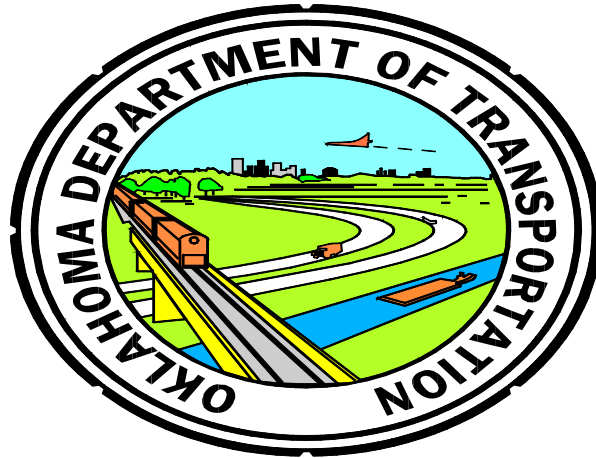


**OKLAHOMA DEPARTMENT OF
TRANSPORTATION**
EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION PLAN

FY 2011



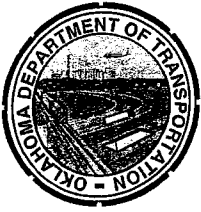
200 NE 21ST STREET
OKLAHOMA CITY, OKLAHOMA 73105-3204

Telephone 405-521-4139
Fax 405-522-4895

The Oklahoma Department of Transportation ensures that no person or groups of persons shall, on the grounds of race, color, sex, age, national origin, disability/handicap, or political affiliation, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any and all programs, services, or activities administered by ODOT, its recipients, sub-recipients and contractors.

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OKLAHOMA DEPARTMENT OF TRANSPORTATION

200 N. E. 21st Street

Oklahoma City, OK 73105-3204

To: All ODOT Staff
From: Gary Ridley, Director
Date: August 24, 2010
Re: Prohibition and Prevention of Harassment

Sexual harassment is a form of sex discrimination which violates Title VII Section 703 of the Civil Rights Act of 1964. Additionally, sexual harassment violates Merit Rule 530:10-3-3 and ODOT Policy Directive B-306-3.

The Oklahoma Department of Transportation (ODOT) is committed to maintaining a work environment that is free of discrimination. **This Agency will have no tolerance of harassment by anyone, including any supervisor, co-worker, customer of ODOT or contractor.**

In addition, the agency will not allow employees, customers, contractors or other persons who interact with ODOT to discriminate on the grounds of **race, color, national origin, sex, age or disability.**

ODOT policy and practice forbids discrimination and harassment during or associated with the business of ODOT which is based on race, religion, national origin, sex, age or disability.

Harassment consists of unwelcome conduct, whether verbal, physical or visual, which is based upon a person's protected status, such as race, color, sex (with or without sexual conduct), religion, national origin, age and/or disability.

ODOT will not tolerate any harassing conduct that affects tangible job benefits, unreasonably interferes with an individual's work performance or that creates an intimidating, hostile or offensive working environment.

Sexual harassment elicits special attention. Repeated unwelcome sexual advances, request for sexual favors and physical, verbal or visual conduct based on sex, constitutes sexual harassment when:

1. Submission to the conduct is an explicit or implicit term or condition of employment;
2. Submission to or rejection of the conduct is used as the basis for an employment decision;
3. The conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Sexual harassment may include explicit sexual propositions, sexual innuendos, suggestive comments, sexual oriented "kidding around", horseplay, practical jokes about gender specific traits, display of sexually based gestures or language, displays of foul or obscene printed or visual material and physical contact, such as patting, pinching or brushing against one's body.

"The mission of the Oklahoma Department of Transportation is to provide a safe, economical, and effective transportation network for the people, commerce and communities of Oklahoma."

AN EQUAL OPPORTUNITY EMPLOYER

All ODOT employees are responsible for helping to insure that harassment of any kind is avoided.

If you feel that you may have experienced or witnessed harassment, immediately inform the appropriate division engineer, division manager or appropriate manager or supervisor. You may also notify Gregory Pringle, Civil Rights Division Manager, at 405-521-4139.

If the supervisor is alleged to be involved in the harassment, the employee who believes he or she is being subjected to harassment may bypass a supervisor in the complaint reporting process.

Any supervisory employee, employee with authority for personnel matters or any other agent or officer of ODOT who knows or who should have known that any employee of the Agency is being subjected to sexual harassment must take immediate corrective action. **Any supervisor or responsible employee who fails to take corrective action is subject to disciplinary action up to and including termination of employment.**

ODOT forbids retaliation against anyone who has reported harassment. ODOT will take the appropriate disciplinary action against any employee, supervisor and/or manager for attempts at coercion and intimidation of or reprisal and retaliation against anyone who participates in an ODOT Civil Rights investigation or anyone who obstructs a Civil Rights investigation by giving false or misleading statements.

The policy of the Oklahoma Department of Transportation is to investigate all such complaints thoroughly and promptly. To the fullest extent possible, ODOT will keep complaints and the terms of their resolution confidential.

Appropriate disciplinary action up to and including termination will be taken if harassment is confirmed by an investigation.

An employee desiring to carry a complaint beyond the scope of administrative remedies available at the Oklahoma Department of Transportation may contact the agencies listed below. These agencies are authorized to investigate complaints, conduct hearings and set penalties for violations in order to assure there is no discrimination on the basis of race, religion, gender, national origin, age, political affiliation, veteran's status or disability.

Additionally, it is unlawful to retaliate against any individual for opposing employment practices which discriminate based on sex or for filing a discrimination charge, testifying or participating in an investigation, proceeding or litigation under Title VII.

Oklahoma Merit Protection Commission

3545 NW 58th, Suite 360

Oklahoma City, OK 73112

Phone: 405-525-9144

Fax: 405-528-6245

E-mail: mpcinfo@mpc.ok.gov

Oklahoma Human Rights Commission

Jim Thorpe Building, Room 480

2101 N. Lincoln Boulevard

Oklahoma City, OK 73105

Phone: 405-521-2360 or 405-521-3441 or 888-456-2558

Fax: 405-522-3635

Tulsa: 918-581-2733

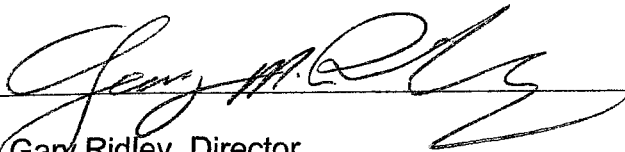
Tulsa: 888-456-2006

U.S. Equal Employment Opportunity Commission

215 Dean A. McGee Ave., Suite 524

Oklahoma City, OK 73102

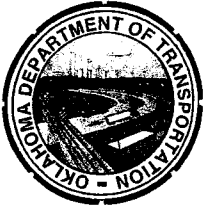
405-231-4911 or 800-669-4000



Gary Ridley, Director
Oklahoma Department of Transportation

8-25-10

Date



OKLAHOMA DEPARTMENT OF TRANSPORTATION

200 N. E. 21st Street

Oklahoma City, OK 73105-3204

To: All ODOT Staff

From: Gary Ridley, Director

Date: August 24, 2010

Re: Policy on Equal Employment Opportunity and Affirmative Action

Consistent with federal and state laws and guidelines established for affirmative action and equal employment opportunity, I would like to reaffirm this Agency's continuing policy to provide equal employment and advancement opportunity in all job classifications in this Agency without regard to:

Race, religion, gender, national origin, age, genetics, political affiliation, veteran's status, and disability, as long as the disability does not render the person unable to perform the essential duties of the position for which employed.

The principles of equal employment opportunity apply throughout the Agency to all employment practices and personnel actions:


recruiting, hiring, promotions, demotions, separations, transfers, layoff (RIF), recall, compensation, benefits and all other terms and conditions of employment. Our annual affirmative action plan helps us achieve our goal of equal opportunity employment for all.

Gregory Pringle, Civil Rights Division Manager, located in the ODOT Central Office, telephone number 405-521-4139, and e-mail address gpringle@odot.org has been delegated the responsibility of implementing the affirmative action plan, monitoring and evaluating progress and reporting the results to me.

My personal commitment to this policy is complete. I accept overall responsibility for equal employment opportunity and affirmative action within this agency. I expect each and every employee to perform his/her duties and responsibilities in a manner that will demonstrate this agency's firm commitment in this most important area.



Gary Ridley, Director
Oklahoma Department of Transportation



Date

"The mission of the Oklahoma Department of Transportation is to provide a safe, economical, and effective transportation network for the people, commerce and communities of Oklahoma."

AN EQUAL OPPORTUNITY EMPLOYER



OKLAHOMA DEPARTMENT OF TRANSPORTATION

200 N. E. 21st Street

Oklahoma City, OK 73105-3204

To: All ODOT Offices
From: Gary Ridley, ODOT Director
Date: August 24, 2010
Subject: Oklahoma Department of Transportation Compliance with the Americans with Disabilities Act of 1990 (ADA), as amended

This memorandum is to be posted on all office bulletin boards. Administrators and managers are instructed to encourage all employees to read this memorandum.

Title II of the Americans with Disabilities Act of 1990 became effective for all state and local government entities on January 16, 1992. On January 1, 1995, the Oklahoma Department of Transportation implemented a Department Policy on The Americans with Disabilities Act of 1990, as amended.

Each office and facility has been issued a copy of the Oklahoma Department of Transportation Policy A-401-3 which contains the provisions for implementation of the Department's ADA program. This policy outlines the purpose and scope of the ADA, definitions, examples of reasonable accommodation, request for accommodation by staff and clients, and the complaint and appeal procedures.

Staff members with questions regarding the ADA and reasonable accommodation may refer to their immediate supervisor, the Division ADA Coordinator or the Oklahoma Department of Transportation ADA Coordinator. The ODOT ADA Coordinator is:

Trinia Mullins, Civil Rights Division
405-521-4140

The responsibilities of the Oklahoma Department of Transportation ADA Coordinator are outlined in ODOT Policy A-401-3. Information regarding the provisions of the ADA and the rights provided by the ADA is available from the Civil Rights Division at the Oklahoma Department of Transportation.

Under the Americans with Disabilities Act, when viewed in their entirety, all programs and services must be accessible to persons with disabilities. Staff, clients, contractors, and other interested individuals are encouraged to comment regarding their perception of accessibility of the Oklahoma Department of Transportation programs and services.

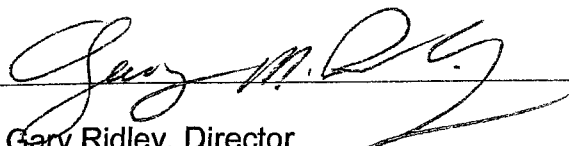
Comments and suggestions may be submitted to Division ADA Coordinators or to the Oklahoma Department of Transportation ADA Coordinator.

The Oklahoma Department of Transportation is committed to compliance with all ADA provisions. The Department does not discriminate in access to services, programs, or employment. Complaints of discrimination based on disability fall under the jurisdiction of the Civil Rights Division at the Oklahoma Department of Transportation.

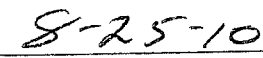
However, any employee or individual desiring to seek further resolution of a complaint beyond the administrative remedy of the Oklahoma Department of Transportation may do so by contacting either the Oklahoma Human Rights Commission or the U. S. Equal Employment Opportunity Commission as listed below. The time limit for filing a complaint with the Oklahoma Human Rights Commission is 180 days. The time limit for filing a complaint with the US Equal Employment Opportunity Commission is 300 days. Each of these agencies is authorized to investigate, conduct hearings and set penalties for violations to assure that there is no discrimination on the basis of race, color, national origin, religion, sex, age or disability.

Oklahoma Human Rights Commission
Jim Thorpe Building, Room 480
2101 N. Lincoln Blvd.
Oklahoma City, OK 73105
405-521-2360 or 405-521-3441
888-456-2558
Fax 405-522-3635
Tulsa 918-581-2733
Tulsa 888-456-2006

U. S. Equal Employment Opportunity Commission
215 Dean A. McGee Ave., Suite 524
Oklahoma City, OK 73102
405-231-4911 or 300-669-4000
Fax 405-231-4125



Gary Ridley, Director
Oklahoma Department of Transportation



Date

RESPONSIBILITY FOR AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY IMPLEMENTATION

Responsibilities of the Appointing Authority

The Director of the Oklahoma Department of Transportation, Mr. Gary Ridley, is the chief administrative officer, policy establisher and principal appointing authority for the Oklahoma Department of Transportation and exercises overall responsibility for equal employment opportunity and affirmative action within the Department of Transportation. Director Ridley has delegated Mr. Gregory Pringle, Division Manager of the Office of Civil Rights Division, as the Affirmative Action and Equal Employment Opportunity Officer for the Department.

This administrative position has the initial and overall responsibility for all programs and activities of the Department including the Equal Employment Opportunity and Affirmative Action Program. The Director shall establish such policies and guidelines as necessary to effectively implement the EEO Program and Affirmative Action Plan, direct the dissemination of such policies and guidelines, and convey support of these to all persons within and outside the Oklahoma Department of Transportation.

Mr. Pringle reports directly to the appointing authority regarding all matters related to the Equal Employment Opportunity Program and Affirmative Action plan. (See: Organization Chart on page 5) Mr. Pringle has overall responsibility for the planning, development, administration, coordination, implementation, monitoring, record keeping and evaluation of the Oklahoma Department of Transportation Equal Opportunity and Affirmative Action Plan.

Responsibilities of the EEO/AA Officer

1. Developing affirmative action programs, plans, policy statements and internal communications;
2. Assisting in the identification of problem areas and effecting solutions to problems;
3. Designing and implementing audit and reporting systems to:
 - a. Measure the effectiveness of the agency's program;
 - b. Indicate remedial action needed to correct deficiencies;
 - c. Determine the degree to which the agency's goals and objectives have been attained;
4. Serving as liaison between the agency and the various state and federal compliance agencies;
5. Serving as the agency's outreach and referral resource for minority organizations, women's organizations, organizations for disabled and older persons and community action groups concerned with employment opportunities for minorities, women, disabled and older persons;
6. Investigating cases and drafting recommendations for resolution of discrimination complaints;
7. Keeping the agency's various organizational levels informed of developments in the EEO area;
8. Inspecting the agency's various worksites to ensure that EEO information is being disseminated and prominently displayed when appropriate;
9. Monitoring the agency's personnel practices to ensure no discriminatory practices exist.

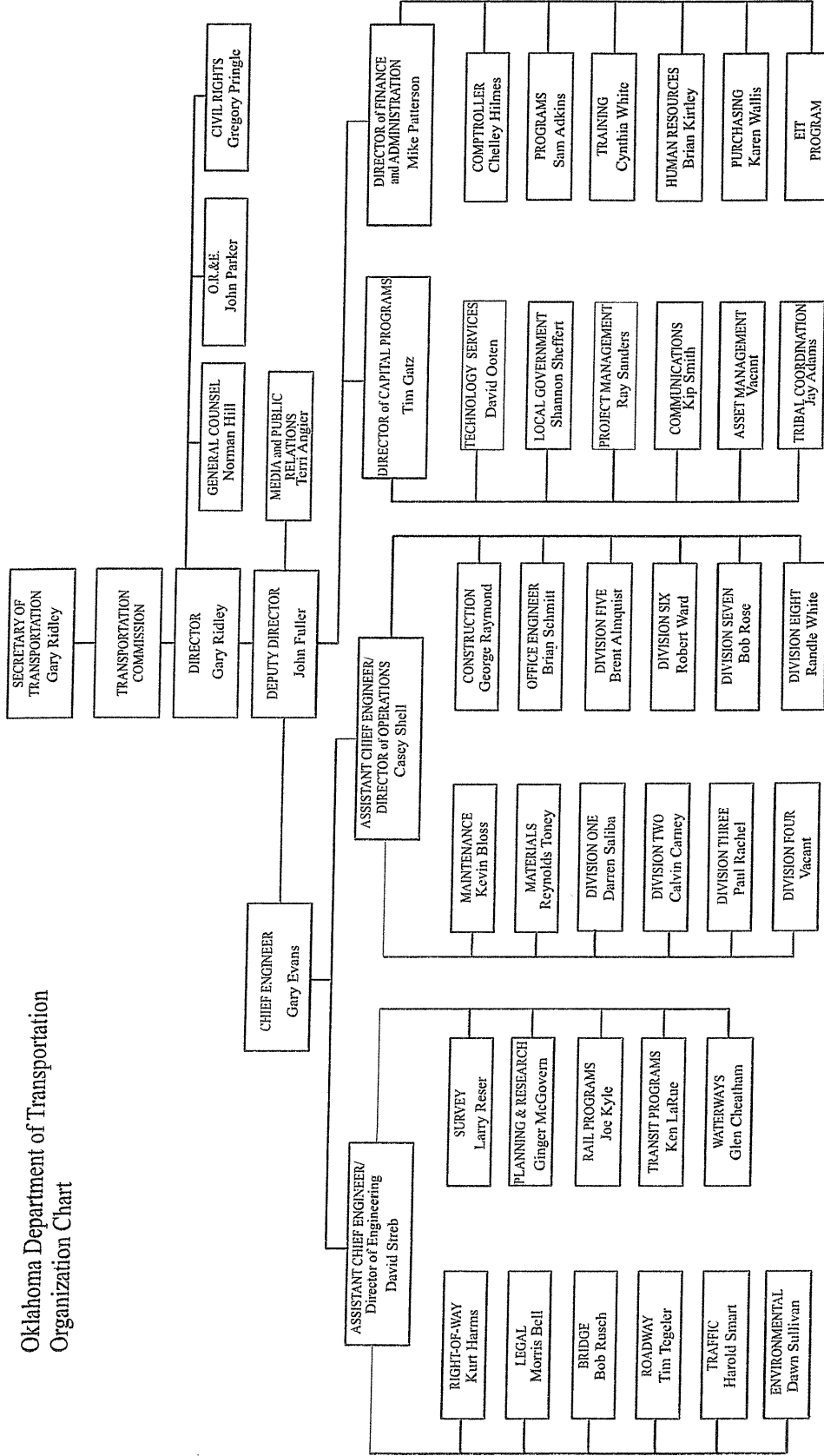
Responsibilities of Line Managers/Supervisors

1. Assisting in the identification of problem areas and establishment of unit goals and objectives;
2. Monitoring training programs and hiring and promotion patterns to eliminate impediments to goal attainment;
3. Conducting career counseling with employees with special attention given to minorities, women and older workers to ensure they have full access to opportunities for career progression (i.e. transfers, promotions, training, etc.);
4. Active involvement with organizations that work with or on the behalf of minorities, women, disabled and older persons as well as community-based agencies and leaders;
5. Scheduling regular meetings and training sessions with supervisory staff and/or employees to keep them abreast of policy changes and program objectives;
6. Regular communication with staff to emphasize the agency's EEO policies, including the policy against sexual harassment of employees.

Responsibilities of Employees

1. Apply all laws, rules, regulations, policies and procedures fairly and impartially toward all persons without regard to race, color, creed, sex, age, national origin, disability, religion or political opinion or affiliation;
2. Exhibit an attitude of respect, courtesy and cooperation toward fellow employees and the public;
3. Aid supervisors and managers in carrying out their responsibilities with regard to the EEO/AA program;
4. Be familiar with the affirmative action plan and make good faith efforts to complete their assigned responsibilities as identified in the plan.

Oklahoma Department of Transportation
Organization Chart



Secretary of Transportation/Director
Gary Ridley

November 1, 2009

Date

DISSEMINATION OF AFFIRMATIVE ACTION PLAN

Internal Dissemination

1. Distribute copies of the Oklahoma Department of Transportation Affirmative Action Plan to each field division and place copies in major office areas located in the central office in Oklahoma City;
2. Publicize in Access magazine (published quarterly) and other agency publications, annual reports and make the Affirmative Action Plan available on the Oklahoma Department of Transportation website under the "Civil Rights Information" tab;
3. Notify each employee of the Oklahoma Department of Transportation Affirmative Action Plan through agency-wide memorandum or similar method;
4. Discuss the policy and Affirmative Action Program in management and supervisory training programs and periodically discuss the program during Director's meetings with senior staff members;
5. Post the Equal Employment Opportunity Policy Statement on bulletin boards throughout the agency.
6. Make the Affirmative Action Plan available on the intranet.

External Dissemination

1. Inform all recruiting sources of the Oklahoma Department of Transportation's Equal Employment Opportunity Policy and encourage them in the active recruitment and referral of protected group members for all positions;
2. Require contractors conducting business with the Oklahoma Department of Transportation to adopt an Equal Opportunity Policy Statement and include the statement "Equal Opportunity Employer" when placing advertisements in newspapers and other publications;
3. Make copies of the Equal Employment Opportunity Plan available to interested groups and individuals upon request;
4. Post the plan on the Oklahoma Department of Transportation website for public access.

AFFIRMATIVE ACTION FOR DISABLED PERSONS AND OLDER PERSONS

Policy Statement

Oklahoma Department of Transportation policy is to encourage the employment, training, promotion and retention of individuals who are physically or mentally challenged or over age forty. The Agency monitors reports in all employment areas including benefits in order to maintain compliance with Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, as amended, and the Age Discrimination in Employment Act. ODOT Policy A401-3 states that supervisors and managers may not discriminate against a qualified individual with a disability in any aspect of the employment relationship.

The Oklahoma Department of Transportation will provide a reasonable accommodation, using the interactive process, for employees with a disability in order to assist in the performance of essential functions and assigned duties and will take all reasonable and necessary measures to remove any physical barriers from the work environment.

The Department has developed and implemented an internal policy for review of a request made by an employee, applicant or client of the Oklahoma Department of Transportation for a reasonable accommodation. This statement, along with ADA/504 and Title II policies will be included in the information provided on the Oklahoma Department of Transportation website under the Civil Rights information tab.

TRAINING AND RECRUITMENT

The Oklahoma Department of Transportation provides training to all staff in a nondiscriminatory manner and is responsible for providing training and employee development activities to all agency employees.

EVALUATION OF PRECEDING YEAR'S AA/EEO EFFORTS

During fiscal year 2010, the Oklahoma Department of Transportation hired 113 full-time employees. The Department began this period with 2,507 employees and ended this period with 2,387 employees. The Oklahoma Department of Transportation workforce decreased by 120 employees during the reporting period. The overall goal was to hire 64 minorities and 26 females. The Oklahoma Department of Transportation hired 26 minorities and 12 females. The Department The Department hired 101 males and 12 females.

The Department met 40.62% of its goal for the hiring of minorities and met 46.15% of its goal for the hiring of females. Of this number, the minorities hired were: 5 Black, 5 Hispanic, 1 Asian/Pacific Islander and 15 American Indian/Alaska Native. The Department exceeded the goals for American Indian/Alaska Native. The agency met 11.6% of its goal for Black. The agency met 31.2% of its goal for Hispanic. The agency met 25% of its goal for Asian/Pacific Islander. The agency met 46.1% of its goal for Female and met 40.6% of its goal for Total Minority.

Of the 113 new hires, the minorities and females are represented as follows:

| Minority | Goal | % of Goal | Total Hired | Male | Female | % New Hires |
|------------------------------------|------|-----------|-------------|------|--------|-------------|
| Black | 43 | 11.6% | 5 | 4 | 1 | 4.4% |
| Hispanic | 16 | 31.2% | 5 | 3 | 2 | 4.4% |
| Asian/Pacific Islander | 4 | 25.0% | 1 | 0 | 1 | 0.8% |
| American Indian/Alaska Native | 1 | 1500% | 15 | 15 | 0 | 13.0% |
| Female | 26 | 46.1% | 12 | | | 10.0% |
| Total Minority | 64 | 40.6% | 26 | | | 23.0% |
| Total New Hires in Protected Class | | | 34 | | | 30.0% |

Of the 113 new hires, 73 were in the Service/Maintenance category.

The makeup of the Oklahoma Department of Transportation workforce is represented as follows for minorities and females:

| Minority | Male | % Work Force | Female | % Work Force | % Total Work Force |
|-------------------------------|------|--------------|--------|--------------|--------------------|
| Black | 77 | 3.22% | 24 | 1.00% | 4.22% |
| Hispanic | 60 | 2.51% | 11 | 0.46% | 2.97% |
| Asian/Pacific Islander | 22 | 0.92% | 9 | 0.37% | 1.29% |
| American Indian/Alaska Native | 156 | 6.53% | 28 | 1.17% | 7.70% |
| Female | | | 466 | 19.53% | 19.53% |
| Total Minority | 315 | 13.20% | 72 | 3.01% | 16.22% |

There were 251 promotions within the Oklahoma Department of Transportation in the preceding year. Of these promotions, there were 15 promotions for Black, 7 for Hispanic, 3 for Asian/Pacific Islander, 27 for American Indian/Alaska Native, 42 for Female and 52 for Total Minority.

| Minority | Promotions | %Total Promotions |
|-------------------------------|------------|-------------------|
| Black | 15 | 5.97% |
| Hispanic | 7 | 2.78% |
| Asian/Pacific Islander | 3 | 1.19% |
| American Indian/Alaska Native | 27 | 10.75% |
| Female | 42 | 16.73% |
| Total Minority | 52 | 20.71% |

Good Faith Efforts at Achieving Last Year's Goals and Timetables

The Oklahoma Department of Transportation hosted 6 summer internship students from Langston University, Oklahoma's only Historically Black College or University (HBCU), in an effort to encourage employment in the transportation industry.

The Department also participated in the Summer Transportation Institute and the Junior Summer Transportation Institute with Langston University. The Summer Transportation institute involved nineteen (19) students from grade levels nine through eleven. The Junior Summer Transportation Institute had forty-one (41) participants from grades six through eight. The endeavor is shared by the Federal Highway Administration, Federal Motor Carrier Safety Administration, Federal Railroad Administration, Oklahoma Trucking Association and the US Coast Guard. This program exposes and encourages minority and female participants to gain employment in the transportation industry.

In October, 2009, the vacant position of Division Manager for the Office of Civil Rights was filled. The agency's organizational structure was then modified significantly to include External Civil Rights, formerly Regulatory Services, which now includes Title VI, DBE, Supportive Services and Contract Compliance. Additionally, the ADA/Section 504/Title II Coordinator position was moved into the Civil Rights Division. No additional FTE staff positions were added. The vacant position of Title VI Coordinator was filled in March, 2010 and the ADA/Section 504/Title II Coordinator position was filled in June, 2010.

In the reporting period July 1, 2009 through June 30, 2010, the Title VI Program was written and approved by the Federal Highway Administration. Title VI designees were identified in each division throughout the Oklahoma Department of Transportation. Title VI information was also updated and

- Title VI information is now available on the ODOT website;
- A bi-lingual brochure explaining Title VI was developed and distributed and;
- A Limited English Proficiency (LEP) survey was sent to ODOT employees in order to identify those employees who may be able to translate into languages other than English, if required.

The Oklahoma Department of Transportation did not have an approved Title II/ADA Transition Plan in place. The Title II/ADA transition plan was completed in April, 2010 and approved by the Federal Highway Administration. There are ongoing improvements in the process of making ADA and Title II information available on the Oklahoma Department of Transportation's website under the Civil Rights Information tab.

Previously Identified Problem Areas/Corrective Action

The Civil Rights Division identified underutilization/problem areas in several EEO categories as listed below and set goals for addressing these areas as follows:

Official/Administrator – This category was underutilized for Black, Hispanic and Female. A goal was set for 1 Black, 1 Hispanic, 2 Total Minority and 1 Female. During the reporting period, One Black male was hired. The agency met 50% of the goal for Total Minority. The agency did not meet the goal for Hispanic or Female.

Professional – This category was underutilized for Black, Asian/Pacific Islander and Female. A hiring goal was set for 4 Black, 1 Asian/Pacific Islander, 5 Total Minority and 5 Female. During the reporting period, 1 Black male and 1 Asian/Pacific Islander female were hired. The agency met its goal for Asian/Pacific Islander. The agency met 25% of its goal for Black. The agency met 20% of its goal for Total Minority. The agency did not meet the Female goal.

Technician – This category was underutilized for Black, Asian/Pacific Islander and Female. A hiring goal was set for 15 Black, 1 Asian/Pacific Islander, 16 Total Minority and 10 Female. During the reporting period, 1 Black male, 3 American Indian males and 1 Black female were hired. The agency met 31.25% of the Total Minority goal. However, the agency met 12.5% of the goal for Black and 10% of its goal for Female. The agency did not meet the goal for Asian/Pacific Islander.

Administrative Support – This category was underutilized for Black, Hispanic and Asian Pacific Islander. A hiring goal was set for these minority groups with a goal of 8 Black, 1 Hispanic, 1 Asian/Pacific Islander and 10 Total Minority. During the reporting period, 2 Hispanic females were hired. The department exceeded its goal for Hispanics at 200%. The agency met 20% of its Total Minority goal. The agency did not meet its goal for Asian/Pacific Islander.

Skilled Craft Worker – This category was underutilized for Hispanic and American Indian/Alaska Native. A hiring goal was set for 2 Hispanic, 1 American Indian/Alaska Native and 3 Total

IDENTIFICATION AND ANALYSIS OF PROBLEM AREAS; CORRECTIVE ACTION

Problem Areas Identified

Training in EEO, diversity management and the identification and prevention of sexual harassment has not been conducted for ODOT personnel. However, during the reporting period training has been developed and is in the process of approval and implementation which is scheduled to begin during the last quarter of 2010.

The Civil Rights Division has identified underutilization/problem areas in several EEO categories as identified below which will be addressed in the Corrective Action segment. Underutilization was identified in the following EEO categories:

- Official Administrator – American Indian/Alaska Native, Total Minority, Female;
- Professional – American Indian/Alaska Native, Total Minority;
- Technician – Female, Total Minority;
- Administrative Support – Black, Asian/Pacific Islander, Total Minority;
- Skilled Craft Worker – Hispanic, American Indian/Alaska Native, Total Minority;
- Service Maintenance – Black, Hispanic, Asian/Pacific Islander, Total Minority, Female.

Corrective Action

In order to remedy the problem of underutilization in the areas above, the Oklahoma Department of Transportation has established goals in the areas below:

Official/Administrator – This category was underutilized for Black, American Indian/Alaska Native, Female and Total Minority. A goal was set for 3.6% Black, 4.9% American Indian/Alaska Native, 37.6% Female and 15.1% Total Minority.

Professional – This category was underutilized for American Indian/Alaska Native, Female and Total Minority. A hiring goal was set for 5.1% American Indian/Alaska Native, 55.6% Female and 17.2% Total Minority.

Technician – This category was underutilized for Black, Total Minority and Female. A hiring goal was set for 7.1% Black, 21.9% Total Minority and 59.7% Female.

Administrative Support – This category was underutilized for Black and Total Minority. A hiring goal was set for 7.1% Black and 21.2% Total Minority.

Skilled Craft Worker – This category was underutilized for Hispanic, American Indian/Alaska Native and Total Minority. A hiring goal was set for 5.6% Hispanic, 7.5% American Indian/Alaska Native and 21.9% Total Minority.

Service Maintenance – This category was underutilized for Black, Hispanic, Asian/Pacific Islander, Female and Total Minority. A hiring goal was set for 8.9% Black, 7.8% Hispanic, 1.7% Asian/Pacific Islander, 41.5% Female and 31.1% Total Minority.

Actions and Plans to Eliminate Problem Areas

Underutilization in some EEO categories is identified as a problem area for the Oklahoma Department of Transportation. When vacancies occur and are filled, the Department maintains a list of minority newspapers, publications and internet websites in order to allow the agency to better advertise these vacancies to qualified minority candidates who may desire to seek employment at the Oklahoma Department of Transportation. We will review our applicant flow and selection process to determine where corrections need to be made.

Other corrective actions, when appropriate, include but are not limited to:

- Participation in job fairs;
- Hiring summer college program participants whose career goals are related to the transportation industry;
- Emphasizing use of the OPM website.

Responsibility for Implementing Each Action Item

The Director shall give final approval of and have ultimate responsibility for all corrective action items and annual goals for the agency. The Director exercises overall responsibilities for equal employment opportunity and affirmative action with the Department. Delegation of Authority to the Oklahoma Department of Transportation Civil Rights Division and implementation responsibilities for the Oklahoma Department of Transportation Equal Employment Opportunity

Affirmative Action Plan are contained in the ODOT Director's official memorandum on Equal Employment Opportunity and Affirmative Action which is included in this AAP.

INTERNAL AUDIT AND REPORTING

(OPTIONAL – NOT ADDRESSED IN PREVIOUS EEO/AAP PLANS. RECOMMENDATION IS TO LEAVE OUT UNTIL REQUIRED ELEMENTS HAVE BEEN SATISFACTORILY ADDRESSED AND INCLUDED.) The Oklahoma Department of Human Services has the following and is used as a possible example of what ODOT may want to do in future reports. See the information below:

One of the most important elements in effectively implementing an Affirmative Action Program is an adequate internal audit and reporting system. Through this system, progress can be monitored and management kept continuously informed. For this purpose, the Department of Human Services has established an internal audit and reporting system which:

- Measures the effectiveness of the Affirmative Action Program;
- Indicates the need for remedial action;
- Determines the degree to which goals and objectives have been attached.

The individual components of the system are listed below:

- Monitoring Personnel Actions – Records will be monitored on applicant flow, placement, training, participation, internal actions and termination to ensure that the Oklahoma Department of Transportation Affirmative Action Program is implemented.

SUGGESTIONS FOR ADDITIONS TO FY2010-2011 ANNUAL REPORT

- Add a Table of Contents or tabs indicating various sections of this report.
- Add the following to all directives for EEO/AAP Plan signed by the ODOT Director: “This memorandum is to be posted on all office bulletin boards and administrators and managers of offices are instructed to urge all employees to read this State Office Memorandum.”
- Include under AFFIRMATIVE ACTION FOR DISABLED AND OLDER EMPLOYEES AND APPLICANTS section under “Program Plan for FY 2011”:
 - Copy of ODOT compliance with ADA Act memo – print memo on official ODOT letterhead with Director’s signature and note to post on agency bulletin boards.
(SEE NEXT PAGE.)

JOB GROUP ANALYSIS

Agency Name and Code Oklahoma Department of Transportation 345
EEO Category: Official / Administrator

Date: As of June 30, 2010
Job Group: _____

| Salary or Pay Band | Job Family Title | Total Emp. | Male | | | | | | Female | | | | | Total Min. | | |
|--------------------|----------------------------------|------------|------------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|-------|------------|-------|---|
| | | | Total Male | White | Black | Hisp. | AS/PI | AI/AN | Total Female | White | Black | Hisp. | AS/PI | | AI/AN | |
| 14 | CHIEF, LEGAL & BUSINESS SERVICES | 1 | 1 | | 1 | | | | | 0 | | | | | | 1 |
| 19 | ASST DIRECTOR, FISCAL & PROGRAMS | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| 21 | DEPUTY DIRECTOR | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| 21 | CHIEF ENGINEER | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| 14 | DEPUTY GENERAL COUNSEL, CRD | 1 | 0 | | | | | | | 1 | 1 | | | | | 0 |
| 14 | TORT LITIGATION ADMINISTRATOR | 1 | 0 | | | | | | | 1 | 1 | | | | | 0 |
| 20 | ASST DIRECTOR, PRE-CONSTRUCTION | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| 20 | ASST DIRECTOR, OPERATIONS | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| 19 | ASST DIRECTOR, ADMINISTRATION | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| 16 | DIVISION ENGINEER | 6 | 6 | 6 | | | | | | 0 | | | | | | 0 |
| 0 | TRANSPORTATION COORDINATOR | 2 | 2 | 1 | 1 | | | | | 0 | | | | | | 1 |
| 16 | DIRECTOR OF INTERNAL AUDIT | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| O | IS MANAGER III | 4 | 4 | 4 | | | | | | 0 | | | | | | 0 |
| O | IS ADMINISTRATOR I | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| P | IS ADMINISTRATOR II | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| O | HR PROGRAMS MANAGER III | 2 | 1 | 1 | | | | | | 1 | 1 | | | | | 0 |
| N | FINANCIAL MANAGER/COMPTRROLLER I | 1 | 0 | | | | | | | 1 | 1 | | | | | 0 |

| | | | | | | | | | | | | | | | |
|---------------------------------------|------------------------------------|-----|-----|-----|----|----|----|----|-----|-----|----|----|----|----|----|
| O | FINANCIAL MANAGER/COMPTRROLLER III | 2 | 0 | | | | | | 2 | 2 | | | | | 0 |
| Q | FINANCIAL MGR/COMPTRROLLER IV | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| O | ADMINISTRATIVE PROG OFFICER IV | 29 | 19 | 16 | | 1 | 1 | 1 | 10 | 8 | 1 | | 1 | | 5 |
| N | PROGRAMS MANAGER II | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| P | ENGINEERING MANAGER II | 59 | 49 | 46 | | 1 | 1 | 1 | 10 | 8 | | 1 | | 1 | 5 |
| Q | ENGINEERING MANAGER III | 21 | 20 | 19 | 1 | | | | 1 | | | | 1 | | 2 |
| R | ENGINEERING MANAGER IV | 11 | 9 | 8 | | | 1 | | 2 | 2 | | | | | 1 |
| P | LAND SURVEYOR MANAGER II | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| Q | LAND SURVEYOR MANAGER III | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| O | TRANSPORTATION MANAGER III | 9 | 7 | 7 | | | | | 2 | 2 | | | | | 0 |
| P | TRANSPORTATION MANAGER IV | 8 | 6 | 5 | | 1 | | | 2 | 2 | | | | | 1 |
| Total for Job Group (number): | | 170 | 136 | 125 | 3 | 3 | 3 | 2 | 34 | 29 | 1 | 1 | 2 | 1 | 16 |
| Total for Job Group (percent): | | | 80% | 74% | 2% | 2% | 2% | 1% | 20% | 17% | 1% | 1% | 1% | 1% | 9% |

OPM-AA/EEO-3 (06/07/2010)

JOB GROUP ANALYSIS

Agency Name and Code Oklahoma Department of Transportation 345

Date: As of June 30, 2010

EEO Category: Professionals

Job Group: _____

| Salary or Pay Band | Job Family Title | Total Emp. | Male | | | | | | Female | | | | | | Total Min. |
|--------------------|-------------------------------|------------|------------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|-------|-------|------------|
| | | | Total Male | White | Black | Hisp. | AS/PI | AI/AN | Total Female | White | Black | Hisp. | AS/PI | AI/AN | |
| 14 | PROJECT MANAGER | 5 | 5 | 4 | | | | 1 | 0 | | | | | | 1 |
| 20 | GENERAL COUNSEL | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| 14 | ATTORNEY IV | 3 | 2 | 2 | | | | | 1 | 1 | | | | | 0 |
| 9 | COOP ENGINEER TRAINEE XII | 10 | 8 | 8 | | | | | 2 | 2 | | | | | 0 |
| 7 | COOP ENGINEER TRAINEE III | 13 | 11 | 9 | | | 1 | 1 | 2 | 1 | | 1 | | | 3 |
| 16 | ATTORNEY | 2 | 2 | 1 | | | | 1 | 0 | | | | | | 1 |
| 12 | INTERNAL AUDIT MANAGER | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| L | IS NETWORK ADMINISTRATOR II | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| M | IS NETWORK ADMINISTRATOR III | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| L | IS SERVICES COORDINATOR III | 1 | 0 | | | | | | 1 | | 1 | | | | 1 |
| N | CIVIL RIGHTS ADMINISTRATOR II | 2 | 1 | 1 | | | | | 1 | | | | 1 | | 1 |
| K | EAP COORDINATOR I | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| H | HR MANAGEMENT SPECIALIST I | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| J | HR MANAGEMENT SPECIALIST II | 5 | 0 | | | | | | 5 | 5 | | | | | 0 |
| K | HR MANAGEMENT SPECIALIST III | 3 | 0 | | | | | | 3 | 2 | 1 | | | | 1 |
| L | HR MANAGEMENT SPECIALIST IV | 3 | 0 | | | | | | 3 | 2 | 1 | | | | 1 |
| M | HR PROGRAMS MANAGER I | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |

| | | | | | | | | | | | | | | | |
|---|---------------------------------|----|---|---|---|---|---|--|----|----|---|---|---|---|---|
| N | HR PROGRAMS MANAGER II | 1 | 1 | 1 | | | | | 0 | | | | | 0 | |
| J | VIDEO PRODUCTION SPECIALIST II | 2 | 2 | 2 | | | | | 0 | | | | | 0 | |
| L | VIDEO PRODUCTION SPECIALIST III | 1 | 1 | 1 | | | | | 0 | | | | | 0 | |
| J | AUDITOR II | 2 | 2 | 2 | | | | | 0 | | | | | 0 | |
| K | AUDITOR III | 2 | 1 | | 1 | | | | 1 | 1 | | | | 1 | |
| J | ACCOUNTANT II | 29 | 6 | 3 | 2 | | 1 | | 23 | 20 | 2 | | 1 | 6 | |
| K | ACCOUNTANT III | 2 | 1 | 1 | | | | | 1 | 1 | | | | 0 | |
| L | ACCOUNTANT IV | 10 | 6 | 6 | | | | | 4 | 4 | | | | 0 | |
| L | BUSINESS MANAGER II | 1 | 0 | | | | | | 1 | 1 | | | | 0 | |
| J | ADMINISTRATIVE PROG OFFICER I | 18 | 0 | | | | | | 18 | 15 | 1 | | 1 | 1 | 3 |
| L | ADMINISTRATIVE PROG OFFICER II | 14 | 1 | 1 | | | | | 13 | 11 | | 1 | | 1 | 2 |
| M | ADMINISTRATIVE PROG OFFICER III | 13 | 7 | 7 | | | | | 6 | 6 | | | | 0 | |
| J | PUBLIC INFORMATION OFFICER II | 3 | 2 | 2 | | | | | 1 | 1 | | | | 0 | |
| M | PUBLIC INFORMATION MANAGER II | 3 | 0 | | | | | | 3 | 3 | | | | 0 | |
| I | CONTRACT/ACQUISITIONS AGENT II | 5 | 2 | 1 | | 1 | | | 3 | 2 | 1 | | | 2 | |
| J | CONTRACT/ACQUISITIONS AGENT III | 1 | 1 | | | | 1 | | 0 | | | | | 1 | |
| I | MATERIEL MGMT OFFICER II | 9 | 4 | 3 | 1 | | | | 5 | 3 | 1 | | 1 | 3 | |
| J | SAFETY CONSULTANT III | 1 | 1 | 1 | | | | | 0 | | | | | 0 | |
| K | ENVIRON/CHEM LAB SCIENTIST II | 3 | 1 | 1 | | | | | 2 | 1 | 1 | | | 1 | |
| M | ENVIRON/CHEM LAB SCIENTIST IV | 1 | 1 | 1 | | | | | 0 | | | | | 0 | |
| J | ENVIRONMENTAL PROG SPEC II | 2 | 1 | 1 | | | | | 1 | 1 | | | | 0 | |
| L | ENVIRONMENTAL PROG SPEC IV | 1 | 0 | | | | | | 1 | 1 | | | | 0 | |

| | | | | | | | | | | | | | | | |
|---------------------------------------|-------------------------------|-----|-----|-----|----|----|----|----|-----|-----|----|----|----|----|-----|
| N | ENVIRONMENTAL PROG MANAGER I | 2 | 0 | | | | | | 2 | 2 | | | | | 0 |
| O | ENVIRONMENTAL PROG MANAGER II | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| K | ENGINEER INTERN III | 5 | 5 | 3 | | | 2 | | 0 | | | | | | 2 |
| L | ENGINEER INTERN IV | 7 | 5 | 4 | 1 | | | | 2 | 1 | 1 | | | | 2 |
| M | ENGINEER INTERN V | 8 | 6 | 4 | | 1 | | 1 | 2 | 1 | | | | 1 | 3 |
| M | PROFESSIONAL ENGINEER I | 11 | 9 | 8 | | | | 1 | 2 | 2 | | | | | 1 |
| N | PROFESSIONAL ENGINEER II | 19 | 15 | 9 | 1 | 3 | 2 | | 4 | 4 | | | | | 6 |
| O | PROFESSIONAL ENGINEER III | 7 | 6 | 4 | 1 | | | 1 | 1 | 1 | | | | | 2 |
| M | PROFESSIONAL LAND SURVEYOR I | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| N | PROFESSIONAL LAND SURVEYOR II | 10 | 10 | 9 | | | | 1 | 0 | | | | | | 1 |
| O | LAND SURVEYOR MANAGER I | 3 | 3 | 3 | | | | | 0 | | | | | | 0 |
| M | TRANSPORTATION MANAGER I | 47 | 41 | 38 | | 1 | 1 | 1 | 6 | 6 | | | | | 3 |
| N | TRANSPORTATION MANAGER III | 52 | 47 | 44 | 1 | | | 2 | 5 | 5 | | | | | 3 |
| Total for Job Group (number): | | 351 | 221 | 189 | 8 | 7 | 7 | 10 | 130 | 111 | 10 | 2 | 3 | 4 | 51 |
| Total for Job Group (percent): | | | 63% | 54% | 2% | 2% | 2% | 3% | 37% | 32% | 3% | 1% | 1% | 1% | 15% |

OPM-AA/EEO-3 (06/07/2010)

JOB GROUP ANALYSIS

Agency Name and Code Oklahoma Department of Transportation 345

Date: As of June 30, 2010

EEO Category: Technicians

Job Group: _____

| Salary or Pay Band | Job Family Title | Total Emp. | Male | | | | | | Female | | | | | | Total Min. |
|--------------------|--------------------------------|------------|------------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|-------|-------|------------|
| | | | Total Male | White | Black | Hisp. | AS/PI | AI/AN | Total Female | White | Black | Hisp. | AS/PI | AI/AN | |
| I | IS OPERATIONS SPECIALIST V | 2 | 0 | | | | | | 2 | 1 | 1 | | | | 1 |
| J | IS NETWORK MGMT SPECIALIST II | 5 | 4 | 2 | 1 | | | 1 | 1 | 1 | | | | | 2 |
| K | IS NETWORK MGMT SPECIALIST III | 13 | 13 | 10 | 1 | | | 1 | 1 | 0 | | | | | 3 |
| L | IS OPERATING SYSTEMS SPEC II | 4 | 3 | 3 | | | | | | 1 | | 1 | | | 1 |
| M | IS OPERATING SYSTEMS SPEC III | 6 | 4 | 4 | | | | | | 2 | 1 | | | 1 | 1 |
| N | IS OPERATING SYSTEMS SPEC IV | 1 | 1 | 1 | | | | | | 0 | | | | | 0 |
| K | IS APPLICATIONS SPECIALIST II | 2 | 1 | 1 | | | | | | 1 | | | 1 | | 1 |
| L | IS APPLICATIONS SPECIALIST III | 4 | 3 | 3 | | | | | | 1 | 1 | | | | 0 |
| M | IS APPLICATIONS SPECIALIST IV | 11 | 6 | 6 | | | | | | 5 | 3 | 1 | | 1 | 2 |
| F | OPTICAL IMAGING SPECIALIST II | 3 | 2 | 1 | 1 | | | | | 1 | | 1 | | | 2 |
| H | OPTICAL IMAGING SPECIALIST III | 1 | 0 | | | | | | | 1 | | | 1 | | 1 |
| I | GRAPHIC ARTIST II | 1 | 0 | | | | | | | 1 | 1 | | | | 0 |
| H | PHOTOGRAPHER I | 2 | 2 | 2 | | | | | | 0 | | | | | 0 |
| F | CADD SPECIALIST I | 1 | 0 | | | | | | | 1 | 1 | | | | 0 |
| G | CADD SPECIALIST II | 21 | 19 | 14 | 1 | 2 | | 1 | 1 | 2 | | 1 | | 1 | 7 |
| I | CADD SPECIALIST III | 28 | 21 | 14 | 2 | 1 | | 2 | 2 | 7 | 6 | 1 | | | 8 |
| J | CADD SPECIALIST IV | 21 | 18 | 15 | 1 | | | 2 | | 3 | 3 | | | | 3 |

| | | | | | | | | | | | | | | | |
|---------------------------------------|-------------------------------|-----|-----|-----|----|----|----|----|-----|-----|----|----|----|----|-----|
| K | CADD SPECIALIST V | 38 | 27 | 23 | 3 | | | 1 | 11 | 10 | | 1 | | | 5 |
| M | CADD SPECIALIST VI | 20 | 17 | 14 | 2 | | | 1 | 3 | 3 | | | | | 3 |
| F | TRANSPORTATION TECHNICIAN I | 39 | 32 | 26 | | 1 | | 5 | 7 | 5 | | | | 2 | 8 |
| G | TRANSPORTATION TECHNICIAN II | 104 | 87 | 64 | 4 | 4 | 1 | 14 | 17 | 16 | | | | 1 | 24 |
| H | TRANSPORTATION TECHNICIAN III | 81 | 72 | 59 | 3 | 2 | | 8 | 9 | 9 | | | | | 13 |
| I | TRANSPORTATION TECHNICIAN IV | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| I | TRANSPORTATION SPECIALIST I | 38 | 37 | 31 | 2 | 1 | 1 | 2 | 1 | | | | | 1 | 7 |
| J | TRANSPORTATION SPECIALIST II | 129 | 113 | 96 | 5 | 3 | 1 | 8 | 16 | 13 | | | | 3 | 20 |
| K | TRANSPORTATION SPECIALIST III | 111 | 97 | 86 | 4 | 2 | | 5 | 14 | 13 | | | | 1 | 12 |
| L | TRANSPORTATION SPECIALIST IV | 19 | 15 | 14 | 1 | | | | 4 | 2 | | | | 2 | 3 |
| K | TRANSP SUPERINTENDENT II | 103 | 102 | 91 | 2 | 4 | | 5 | 1 | 1 | | | | | 11 |
| H | HIGHWAY SIGN TECHNICIAN IV | 1 | 1 | | 1 | | | | 0 | | | | | | 1 |
| J | PHOTOGRAMMETRIST II | 2 | 0 | | | | | | 2 | 1 | | | 1 | | 1 |
| K | PHOTOGRAMMETRIST III | 3 | 3 | 3 | | | | | 0 | | | | | | 0 |
| L | PHOTOGRAMMETRIST IV | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| Total for Job Group (number): | | 816 | 701 | 584 | 34 | 20 | 9 | 54 | 115 | 92 | 6 | 3 | 3 | 11 | 140 |
| Total for Job Group (percent): | | | 86% | 72% | 4% | 2% | 1% | 7% | 14% | 11% | 1% | 0% | 0% | 1% | 17% |

OPM-AA/EEO-3 (06/07/2010)

JOB GROUP ANALYSIS

Agency Name and Code Oklahoma Department of Transportation 345

Date: As of June 30, 2010

EEO Category: Protective Services

Job Group: _____

| Salary or Pay Band | Job Family Title | Total Emp. | Male | | | | | | Female | | | | | Total Min. | |
|---------------------------------------|------------------|------------|------------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|-------|------------|-------|
| | | | Total Male | White | Black | Hisp. | AS/PI | AI/AN | Total Female | White | Black | Hisp. | AS/PI | | AI/AN |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| | | 0 | 0 | | | | | | | 0 | | | | | 0 |
| Total for Job Group (number): | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total for Job Group (percent): | | | ##### | ##### | ##### | #### | ##### | ##### | #DIV/0! | ##### | ##### | #### | ##### | ##### | ##### |

JOB GROUP ANALYSIS

Agency Name and Code Oklahoma Department of Transportation 345

Date: As of June 30, 2010

EEO Category: Administrative Support

Job Group: _____

| Salary or Pay Band | Job Family Title | Total Emp. | Male | | | | | | Female | | | | | | Total Min. |
|---------------------------------------|-------------------------------|------------|------------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|-------|-------|------------|
| | | | Total Male | White | Black | Hisp. | AS/PI | AI/AN | Total Female | White | Black | Hisp. | AS/PI | AI/AN | |
| 10 | ADMIN ASSISTANT TO DIRECTOR | 1 | 0 | | | | | | 1 | | 1 | | | | 1 |
| 0 | EXECUTIVE ASST TO COMMISSION | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| D | ADMINISTRATIVE TECHNICIAN I | 2 | 0 | | | | | | 2 | 1 | | | | 1 | 1 |
| E | ADMINISTRATIVE TECHNICIAN II | 12 | 0 | | | | | | 12 | 8 | 1 | 1 | | 2 | 4 |
| F | ADMINISTRATIVE TECHNICIAN III | 74 | 3 | 3 | | | | | 71 | 64 | | 1 | 1 | 5 | 7 |
| G | ADMINISTRATIVE TECHNICIAN IV | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| H | ADMINISTRATIVE ASSISTANT I | 12 | 0 | | | | | | 12 | 11 | 1 | | | | 1 |
| I | ADMINISTRATIVE ASSISTANT II | 36 | 1 | 1 | | | | | 35 | 28 | 2 | 3 | | 2 | 7 |
| G | SECRETARY II | 9 | 0 | | | | | | 9 | 8 | | | | 1 | 1 |
| H | SECRETARY III | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| I | SECRETARY IV | 3 | 0 | | | | | | 3 | 3 | | | | | 0 |
| J | SECRETARY V | 1 | 0 | | | | | | 1 | | | | | 1 | 1 |
| H | LEGAL SECRETARY II | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| I | LEGAL SECRETARY III | 1 | 0 | | | | | | 1 | 1 | | | | | 0 |
| D | MATERIEL MGMT SPECIALIST I | 1 | 1 | 1 | | | | | 0 | | | | | | 0 |
| H | MATERIEL MGMT SPECIALIST II | 2 | 1 | | | | | 1 | 1 | 1 | | | | | 1 |
| Total for Job Group (number): | | 158 | 6 | 5 | 0 | 0 | 0 | 1 | 152 | 129 | 5 | 5 | 1 | 12 | 24 |
| Total for Job Group (percent): | | | 4% | 3% | 0% | 0% | 0% | 1% | 96% | 82% | 3% | 3% | 1% | 8% | 15% |

JOB GROUP ANALYSIS

Agency Name and Code Oklahoma Department of Transportation 345

Date: As of June 30, 2010

EEO Category: Skilled Craft Workers

Job Group: _____

| Salary or Pay Band | Job Family Title | Total Emp. | Male | | | | | | Female | | | | | | Total Min. | |
|---------------------------------------|--------------------------------|------------|------------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|-------|-------|------------|-----|
| | | | Total Male | White | Black | Hisp. | AS/PI | AI/AN | Total Female | White | Black | Hisp. | AS/PI | AI/AN | | |
| F | BINDERY WORKER II | 1 | 0 | | | | | | | 1 | 1 | | | | | 1 |
| H | BINDERY WORKER III | 1 | 0 | | | | | | | 1 | 1 | | | | | 1 |
| I | OFFSET PRESS OPERATOR IV | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| L | REPRODUCTION SERVICES MGR I | 2 | 1 | 1 | | | | | | 1 | 1 | | | | | 0 |
| F | CONST/MAINT TECHNICIAN I | 3 | 2 | 2 | | | | | | 1 | 1 | | | | | 0 |
| G | CONST/MAINT TECHNICIAN II | 6 | 6 | 6 | | | | | | 0 | | | | | | 0 |
| G | AUTOMOTIVE/ENGINE MECHANIC II | 3 | 3 | 2 | | | | 1 | | 0 | | | | | | 1 |
| H | AUTOMOTIVE/ENGINE MECHANIC III | 39 | 39 | 32 | 2 | 1 | 1 | 3 | | 0 | | | | | | 7 |
| I | AUTOMOTIVE/ENGINE MECHANIC IV | 2 | 2 | 1 | | | | 1 | | 0 | | | | | | 1 |
| J | AUTOMOTIVE/ENGINE MECHANIC V | 9 | 8 | 7 | | | | 1 | | 1 | 1 | | | | | 1 |
| F | WELDER I | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| G | WELDER II | 3 | 3 | 3 | | | | | | 0 | | | | | | 0 |
| H | WELDER III | 9 | 9 | 9 | | | | | | 0 | | | | | | 0 |
| F | EQUIPMENT OPERATOR II | 1 | 1 | 1 | | | | | | 0 | | | | | | 0 |
| Total for Job Group (number): | | 81 | 76 | 66 | 2 | 1 | 2 | 5 | | 5 | 3 | 2 | 0 | 0 | 0 | 12 |
| Total for Job Group (percent): | | | 94% | 81% | 2% | 1% | 2% | 6% | | 6% | 4% | 2% | 0% | 0% | 0% | 15% |

OPM-AA/EEO-3 (06/07/2010)

JOB GROUP ANALYSIS

Agency Name and Code Oklahoma Department of Transportation 345

Date: As of June 30, 2010

EEO Category: Service Maintenance

Job Group: _____

| Salary or Pay Band | Job Family Title | Total Emp. | Male | | | | | | Female | | | | | | Total Min. |
|---------------------------------------|-------------------------------|------------|------------|-------|-------|-------|-------|-------|--------------|-------|-------|-------|-------|-------|------------|
| | | | Total Male | White | Black | Hisp. | AS/PI | AI/AN | Total Female | White | Black | Hisp. | AS/PI | AI/AN | |
| E | TRANSPORTATION EQUIP OPER I | 86 | 80 | 66 | | 1 | | 13 | 6 | 6 | | | | | 14 |
| F | TRANSPORTATION EQUIP OPER II | 462 | 441 | 349 | 14 | 15 | 1 | 62 | 21 | 21 | | | | | 92 |
| G | TRANSPORTATION EQUIP OPER III | 166 | 163 | 145 | 9 | 9 | | | 3 | 3 | | | | | 18 |
| H | TRANSPORTATION EQUIP OPER IV | 82 | 82 | 66 | 3 | 4 | | 9 | 0 | | | | | | 16 |
| J | TRANSP SUPERINTENDENT I | 9 | 9 | 8 | 1 | | | | 0 | | | | | | 1 |
| E | HIGHWAY SIGN TECHNICIAN I | 3 | 3 | 2 | 1 | | | | 0 | | | | | | 1 |
| F | HIGHWAY SIGN TECHNICIAN II | 2 | 2 | 1 | 1 | | | | 0 | | | | | | 1 |
| G | HIGHWAY SIGN TECHNICIAN III | 1 | 1 | | 1 | | | | 0 | | | | | | 1 |
| Total for Job Group (number): | | 811 | 781 | 637 | 30 | 29 | 1 | 84 | 30 | 30 | 0 | 0 | 0 | 0 | 144 |
| Total for Job Group (percent): | | | 96% | 79% | 4% | 4% | 0% | 10% | 4% | 4% | 0% | 0% | 0% | 0% | 18% |

OPM-AA/EEO-3 (06/07/2010)

Availability Analysis

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
(date)

EEO Category: Official / Administrator

Job Group: _____

| Factors | Raw Availability % | | | | | | Weight Factor | Weighted Availability * | | | | | | Source of Statistics |
|---|--------------------|------|-------|-------|-----------|-------|---------------|-------------------------|------|-------|-------|-----------|-------|---|
| | Black | Hisp | As/PI | AI/AN | Total Min | Fem | | Black | Hisp | As/PI | AI/AN | Total Min | Fem | |
| 1. Percentage of minorities or females having requisite skills in the area which the agency can reasonably recruit. | 3.60 | 2.30 | 1.00 | 4.90 | 15.10 | 37.60 | 1.00 | 3.60 | 2.30 | 1.00 | 4.90 | 15.10 | 37.60 | Civilian Labor Force 2000 Census EEO Data (Statewide) |
| 2. Percentage of minorities or females promotable, transferable, and trainable within the agency's organization. | | | | | | | | | | | | | | |
| 3. Other relevant factors | | | | | | | | | | | | | | |
| Total | | | | | | | 1.00 | 3.60 | 2.30 | 1.00 | 4.90 | 15.10 | 37.60 | |
| Final Availability | | | | | | | | 3.6% | 2.3% | 1.0% | 4.9% | 15.1% | 37.6% | |

* (Raw Availability % X Weight Factor = Weighted Availability)

Availability Analysis

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
(date)

EEO Category: Professionals

Job Group: _____

| Factors | Raw Availability % | | | | | | Weight Factor | Weighted Availability * | | | | | | Source of Statistics |
|---|--------------------|------|-------|-------|-----------|-------|---------------|-------------------------|------|-------|-------|-----------|-------|---|
| | Black | Hisp | As/PI | AI/AN | Total Min | Fem | | Black | Hisp | As/PI | AI/AN | Total Min | Fem | |
| 1. Percentage of minorities or females having requisite skills in the area which the agency can reasonably recruit. | 4.70 | 2.00 | 2.20 | 5.10 | 17.20 | 55.60 | 1.00 | 4.70 | 2.00 | 2.20 | 5.10 | 17.20 | 55.60 | Civilian Labor Force 2000 Census EEO Data (Statewide) |
| 2. Percentage of minorities or females promotable, transferable, and trainable within the agency's organization. | | | | | | | | | | | | | | |
| 3. Other relevant factors | | | | | | | | | | | | | | |
| Total | | | | | | | 1.00 | 4.70 | 2.00 | 2.20 | 5.10 | 17.20 | 55.60 | |
| Final Availability | | | | | | | | 4.7% | 2.0% | 2.2% | 5.1% | 17.2% | 55.6% | |

* (Raw Availability % X Weight Factor = Weighted Availability)

Availability Analysis

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
(date)

EEO Category: Technicians

Job Group: _____

| Factors | Raw Availability % | | | | | | Weight Factor | Weighted Availability * | | | | | | Source of Statistics |
|---|--------------------|------|-------|-------|-----------|-------|---------------|-------------------------|------|-------|-------|-----------|-------|---|
| | Black | Hisp | As/PI | AI/AN | Total Min | Fem | | Black | Hisp | As/PI | AI/AN | Total Min | Fem | |
| 1. Percentage of minorities or females having requisite skills in the area which the agency can reasonably recruit. | 7.10 | 2.20 | 1.30 | 7.60 | 21.90 | 59.70 | 1.00 | 7.10 | 2.20 | 1.30 | 7.60 | 21.90 | 59.70 | Civilian Labor Force 2000 Census EEO Data (Statewide) |
| 2. Percentage of minorities or females promotable, transferable, and trainable within the agency's organization. | | | | | | | | | | | | | | |
| 3. Other relevant factors | | | | | | | | | | | | | | |
| Total | | | | | | | 1.00 | 7.10 | 2.20 | 1.30 | 7.60 | 21.90 | 59.70 | |
| Final Availability | | | | | | | | 7.1% | 2.2% | 1.3% | 7.6% | 21.9% | 59.7% | |

* (Raw Availability % X Weight Factor = Weighted Availability)

Availability Analysis

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
(date)

EEO Category: Protective Services

Job Group: _____

| Factors | Raw Availability % | | | | | | Weight Factor | Weighted Availability * | | | | | | Source of Statistics |
|---|--------------------|------|-------|-------|-----------|-----|---------------|-------------------------|------|-------|-------|-----------|-----|----------------------|
| | Black | Hisp | As/PI | AI/AN | Total Min | Fem | | Black | Hisp | As/PI | AI/AN | Total Min | Fem | |
| 1. Percentage of minorities or females having requisite skills in the area which the agency can reasonably recruit. | | | | | | | | | | | | | | |
| 2. Percentage of minorities or females promotable, transferable, and trainable within the agency's organization. | | | | | | | | | | | | | | |
| 3. Other relevant factors | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Final Availability | | | | | | | | | | | | | | |

* (Raw Availability % X Weight Factor = Weighted Availability)

Availability Analysis

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
(date)

EEO Category: Paraprofessionals

Job Group: _____

| Factors | Raw Availability % | | | | | | Weight Factor | Weighted Availability * | | | | | | Source of Statistics |
|---|--------------------|------|-------|-------|-----------|-----|---------------|-------------------------|------|-------|-------|-----------|-----|----------------------|
| | Black | Hisp | As/PI | AI/AN | Total Min | Fem | | Black | Hisp | As/PI | AI/AN | Total Min | Fem | |
| 1. Percentage of minorities or females having requisite skills in the area which the agency can reasonably recruit. | | | | | | | | | | | | | | |
| 2. Percentage of minorities or females promotable, transferable, and trainable within the agency's organization. | | | | | | | | | | | | | | |
| 3. Other relevant factors | | | | | | | | | | | | | | |
| Total | | | | | | | | | | | | | | |
| Final Availability | | | | | | | | | | | | | | |

* (Raw Availability % X Weight Factor = Weighted Availability)

Availability Analysis

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
(date)

EEO Category: Administrative Support

Job Group: _____

| Factors | Raw Availability % | | | | | | Weight Factor | Weighted Availability * | | | | | | Source of Statistics |
|---|--------------------|------|-------|-------|-----------|-------|---------------|-------------------------|------|-------|-------|-----------|-------|---|
| | Black | Hisp | As/PI | AI/AN | Total Min | Fem | | Black | Hisp | As/PI | AI/AN | Total Min | Fem | |
| 1. Percentage of minorities or females having requisite skills in the area which the agency can reasonably recruit. | 7.10 | 2.90 | 0.90 | 6.30 | 21.20 | 70.10 | 1.00 | 7.10 | 2.90 | 0.90 | 6.30 | 21.20 | 70.10 | Civilian Labor Force 2000 Census EEO Data (Statewide) |
| 2. Percentage of minorities or females promotable, transferable, and trainable within the agency's organization. | | | | | | | | | | | | | | |
| 3. Other relevant factors | | | | | | | | | | | | | | |
| Total | | | | | | | 1.00 | 7.10 | 2.90 | 0.90 | 6.30 | 21.20 | 70.10 | |
| Final Availability | | | | | | | | 7.1% | 2.9% | 0.9% | 6.3% | 21.2% | 70.1% | |

* (Raw Availability % X Weight Factor = Weighted Availability)

Availability Analysis

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
(date)

EEO Category: Skilled Craft Workers

Job Group: _____

| Factors | Raw Availability % | | | | | | Weight Factor | Weighted Availability * | | | | | | Source of Statistics |
|---|--------------------|------|-------|-------|-----------|------|---------------|-------------------------|------|-------|------|-----------|------|---|
| | Black | Hisp | As/PI | AI/AN | Total Min | Fem | | Black | Hisp | As/PI | 0.5 | Total Min | Fem | |
| 1. Percentage of minorities or females having requisite skills in the area which the agency can reasonably recruit. | 3.80 | 5.60 | 0.70 | 7.50 | 21.90 | 6.50 | 1.00 | 3.80 | 5.60 | 0.70 | 7.50 | 21.90 | 6.50 | Civilian Labor Force 2000 Census EEO Data (Statewide) |
| 2. Percentage of minorities or females promotable, transferable, and trainable within the agency's organization. | | | | | | | | | | | | | | |
| 3. Other relevant factors | | | | | | | | | | | | | | |
| Total | | | | | | | 1.00 | 3.80 | 5.60 | 0.70 | 7.50 | 21.90 | 6.50 | |
| Final Availability | | | | | | | | 3.8% | 5.6% | 0.7% | 7.5% | 21.9% | 6.5% | |

* (Raw Availability % X Weight Factor = Weighted Availability)

Availability Analysis

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
(date)

EEO Category: Service Maintenance

Job Group: _____

| Factors | Raw Availability % | | | | | | Weight Factor | Weighted Availability * | | | | | | Source of Statistics |
|---|--------------------|------|-------|-------|-----------|-------|---------------|-------------------------|------|-------|-------|-----------|-------|---|
| | Black | Hisp | As/PI | AI/AN | Total Min | Fem | | Black | Hisp | As/PI | AI/AN | Total Min | Fem | |
| 1. Percentage of minorities or females having requisite skills in the area which the agency can reasonably recruit. | 8.90 | 7.80 | 1.70 | 8.50 | 31.10 | 41.50 | 1.00 | 8.90 | 7.80 | 1.70 | 8.50 | 31.10 | 41.50 | Civilian Labor Force 2000 Census EEO Data (Statewide) |
| 2. Percentage of minorities or females promotable, transferable, and trainable within the agency's organization. | | | | | | | | | | | | | | |
| 3. Other relevant factors | | | | | | | | | | | | | | |
| Total | | | | | | | 1.00 | 8.90 | 7.80 | 1.70 | 8.50 | 31.10 | 41.50 | |
| Final Availability | | | | | | | | 8.9% | 7.8% | 1.7% | 8.5% | 31.1% | 41.5% | |

* (Raw Availability % X Weight Factor = Weighted Availability)

Utilization Analysis* and Annual Placement Goals

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010

Date

| Job Group | Incumbents | | | | | | | Utilization* | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------|------------|-------|-------|-------|-------|------|-----------|--------------|----------|------------|---------|----------|----------|------------|---------|------------------------|----------|------------|---------|----------------------|----------|------------|---------|------------------|----------|------------|---------|---------|----------|------------|---------|--|--|--|--|
| | | | | | | | | Black | | | | Hispanic | | | | Asian/Pacific Islander | | | | American Indian/A.N. | | | | Total Minorities | | | | Female | | | | | | | |
| | Total | Black | Hisp. | AS/PI | AI/AN | Fem. | Total Min | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | | | | |
| Official / Administrator | 170 | 4 | 4 | 5 | 3 | 34 | 16 | 3.6% | 2.4% | Y | 3.6% | 2.3% | 2.4% | N | 0 | 1.0% | 2.9% | N | 0 | 4.9% | 1.8% | Y | 4.9% | 15.1% | 9.4% | Y | 15.1% | 37.6% | 20.0% | Y | 37.6% | | | | |
| Professionals | 351 | 18 | 9 | 10 | 14 | 130 | 51 | 4.7% | 5.1% | N | 0 | 2.0% | 2.6% | N | 0 | 2.2% | 2.8% | N | 0 | 5.1% | 4.0% | Y | 5.1% | 17.2% | 14.5% | Y | 17.2% | 55.6% | 37.0% | Y | 55.6% | | | | |
| Technicians | 816 | 40 | 23 | 12 | 65 | 115 | 140 | 7.1% | 4.9% | Y | 7.1% | 2.2% | 2.8% | N | 0 | 1.3% | 1.5% | N | 0 | 7.6% | 8.0% | N | 0 | 21.9% | 17.2% | Y | 21.9% | 59.7% | 14.1% | Y | 59.7% | | | | |
| Protective Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | | | | |
| Paraprofessionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | | | | |
| Administrative Support | 158 | 5 | 5 | 1 | 13 | 152 | 24 | 7.1% | 3.2% | Y | 7.1% | 2.9% | 3.2% | N | 0 | 0.9% | 0.6% | N | 0 | 6.3% | 8.2% | N | 0 | 21.2% | 15.2% | Y | 21.2% | 70.1% | 96.2% | N | 0 | | | | |
| Skilled Craft Workers | 81 | 4 | 1 | 2 | 5 | 5 | 12 | 3.8% | 4.9% | N | 0 | 5.6% | 1.2% | Y | 5.6% | 0.7% | 2.5% | N | 0 | 7.5% | 6.2% | Y | 7.5% | 21.9% | 14.8% | Y | 21.9% | 6.5% | 6.2% | N | 0 | | | | |
| Service Maintenance | 811 | 30 | 29 | 1 | 84 | 30 | 144 | 8.9% | 3.7% | Y | 8.9% | 7.8% | 3.6% | Y | 7.8% | 1.7% | 0.1% | Y | 1.7% | 8.5% | 10.4% | N | 0 | 31.1% | 17.8% | Y | 31.1% | 41.5% | 3.7% | Y | 41.5% | | | | |

OPM-AA/EEO-5
(06/07/2010)

* Significance Test: Whole Person

Utilization Analysis* and Annual Placement Goals

Agency Name and Code: Oklahoma Department of Transportation 345

June 30, 2010
Date

| Job Group | Incumbents | | | | | | | Utilization* | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------|------------|-------|-------|-------|-------|------|-----------|--------------|----------|------------|---------|----------|----------|------------|---------|------------------------|----------|------------|---------|----------------------|----------|------------|---------|------------------|----------|------------|---------|---------|----------|------------|---------|--|--|--|--|
| | | | | | | | | Black | | | | Hispanic | | | | Asian/Pacific Islander | | | | American Indian/A.N. | | | | Total Minorities | | | | Female | | | | | | | |
| | Total | Black | Hisp. | AS/PI | AI/AN | Fem. | Total Min | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | % Avail | % in Cat | Under Util | Goal | | | | |
| Official / Administrator | 170 | 4 | 4 | 5 | 3 | 34 | 16 | 3.6% | 2.4% | Y | 3.6% | 2.3% | 2.4% | N | 0 | 1.0% | 2.9% | N | 0 | 4.9% | 1.8% | Y | 4.9% | 15.1% | 9.4% | Y | 15.1% | 37.6% | 20.0% | Y | 37.6% | | | | |
| Professionals | 351 | 18 | 9 | 10 | 14 | 130 | 51 | 4.7% | 5.1% | N | 0 | 2.0% | 2.6% | N | 0 | 2.2% | 2.8% | N | 0 | 5.1% | 4.0% | Y | 5.1% | 17.2% | 14.5% | N | 0 | 55.6% | 37.0% | Y | 55.6% | | | | |
| Technicians | 816 | 40 | 23 | 12 | 65 | 115 | 140 | 7.1% | 4.9% | Y | 7.1% | 2.2% | 2.8% | N | 0 | 1.3% | 1.5% | N | 0 | 7.6% | 8.0% | N | 0 | 21.9% | 17.2% | Y | 21.9% | 59.7% | 14.1% | Y | 59.7% | | | | |
| Protective Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | | | | |
| Paraprofessionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | 0.0% | #DIV/0! | ##### | #DIV/0! | | | | |
| Administrative Support | 158 | 5 | 5 | 1 | 13 | 152 | 24 | 7.1% | 3.2% | Y | 7.1% | 2.9% | 3.2% | N | 0 | 0.9% | 0.6% | Y | 0.9% | 6.3% | 8.2% | N | 0 | 21.2% | 15.2% | Y | 21.2% | 70.1% | 96.2% | N | 0 | | | | |
| Skilled Craft Workers | 81 | 4 | 1 | 2 | 5 | 5 | 12 | 3.8% | 4.9% | N | 0 | 5.6% | 1.2% | Y | 5.6% | 0.7% | 2.5% | N | 0 | 7.5% | 6.2% | N | 0 | 21.9% | 14.8% | Y | 21.9% | 6.5% | 6.2% | N | 0 | | | | |
| Service Maintenance | 811 | 30 | 29 | 1 | 84 | 30 | 144 | 8.9% | 3.7% | Y | 8.9% | 7.8% | 3.6% | Y | 7.8% | 1.7% | 0.1% | Y | 1.7% | 8.5% | 10.4% | N | 0 | 31.1% | 17.8% | Y | 31.1% | 41.5% | 3.7% | Y | 41.5% | | | | |

OPM-AA/EEO-5
(06/07/2010)

* Significance Test: 80% Method

PRESENT STAFFING

Agency Name and Code: Oklahoma Department of Transportation 345

EEO Coordinator: Gregory Pringle

As of: June 30, 2010

| Job Categories | TOT EMP | MALE | | | | | | FEMALE | | | | | | TOT MIN |
|------------------------------|-------------|-------------|-----------|-----------|-----------|------------|-------------|------------|-----------|-----------|----------|-----------|------------|------------|
| | | WHITE | BLACK | HISP | AS/PI | AI/AN | TOT MALE | WHITE | BLACK | HISP | AS/PI | AI/AN | TOT FEM | |
| Official/ Admin | 170 | 125 | 3 | 3 | 3 | 2 | 136 | 29 | 1 | 1 | 2 | 1 | 34 | 16 |
| % Represented | | 73.5 | 1.8 | 1.8 | 1.8 | 1.2 | 80.0 | 17.1 | 0.6 | 0.6 | 1.2 | 0.6 | 20.0 | 9.4 |
| % CLF | | 53.9 | 1.8 | 1.3 | 0.7 | 2.7 | 62.4 | 31.0 | 1.8 | 1.0 | 0.3 | 2.2 | 37.6 | 15.1 |
| Professionals | 351 | 189 | 8 | 7 | 7 | 10 | 221 | 111 | 10 | 2 | 3 | 4 | 130 | 51 |
| % Represented | | 53.8 | 2.3 | 2.0 | 2.0 | 2.8 | 63.0 | 31.6 | 2.8 | 0.6 | 0.9 | 1.1 | 37.0 | 14.5 |
| % CLF | | 37.3 | 1.8 | 0.9 | 1.3 | 1.8 | 44.4 | 45.5 | 2.9 | 1.1 | 0.9 | 3.3 | 55.6 | 17.2 |
| Technicians | 816 | 584 | 34 | 20 | 9 | 54 | 701 | 92 | 6 | 3 | 3 | 11 | 115 | 140 |
| % Represented | | 71.6 | 4.2 | 2.5 | 1.1 | 6.6 | 85.9 | 11.3 | 0.7 | 0.4 | 0.4 | 1.3 | 14.1 | 17.2 |
| % CLF | | 32.4 | 2.2 | 1.2 | 0.6 | 2.5 | 40.3 | 45.7 | 4.9 | 1.0 | 0.7 | 5.1 | 59.7 | 21.9 |
| Protective Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Represented | | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! |
| % CLF | | 66.2 | 4.5 | 1.7 | 0.3 | 7.1 | 83.3 | 12.2 | 1.8 | 0.5 | 0.2 | 1.3 | 16.7 | 21.6 |
| Paraprofessionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| % Represented | | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! | #DIV/0! |
| % CLF | | 32.4 | 2.2 | 1.2 | 0.6 | 2.5 | 40.3 | 45.7 | 4.9 | 1.0 | 0.7 | 5.1 | 59.7 | 21.9 |
| Admin Support | 158 | 5 | 0 | 0 | 0 | 1 | 6 | 129 | 5 | 5 | 1 | 12 | 152 | 24 |
| % Represented | | 3.2 | 0.0 | 0.0 | 0.0 | 0.6 | 3.8 | 81.6 | 3.2 | 3.2 | 0.6 | 7.6 | 96.2 | 15.2 |
| % CLF | | 23.5 | 2.1 | 0.9 | 0.3 | 1.7 | 29.9 | 55.3 | 5.0 | 2.0 | 0.6 | 4.6 | 70.1 | 21.2 |
| Skilled Craft Workers | 81 | 66 | 2 | 1 | 2 | 5 | 76 | 3 | 2 | 0 | 0 | 0 | 5 | 12 |
| % Represented | | 81.5 | 2.5 | 1.2 | 2.5 | 6.2 | 93.8 | 3.7 | 2.5 | 0.0 | 0.0 | 0.0 | 6.2 | 14.8 |
| % CLF | | 73.3 | 3.4 | 5.3 | 0.5 | 7.0 | 93.5 | 4.8 | 0.4 | 0.3 | 0.2 | 0.5 | 6.5 | 21.9 |
| Service Maintenance | 811 | 637 | 30 | 29 | 1 | 84 | 781 | 30 | 0 | 0 | 0 | 0 | 30 | 144 |
| % Represented | | 78.5 | 3.7 | 3.6 | 0.1 | 10.4 | 96.3 | 3.7 | 0.0 | 0.0 | 0.0 | 0.0 | 3.7 | 17.8 |
| % CLF | | 40.5 | 4.8 | 5.2 | 0.8 | 4.8 | 58.5 | 28.4 | 4.1 | 2.6 | 0.9 | 3.7 | 41.5 | 31.1 |
| TOTALS | 2387 | 1606 | 77 | 60 | 22 | 156 | 1921 | 394 | 24 | 11 | 9 | 28 | 466 | 387 |
| % Represented | | 67.3 | 3.2 | 2.5 | 0.9 | 6.5 | 80.5 | 16.5 | 1.0 | 0.5 | 0.4 | 1.2 | 19.5 | 16.2 |
| % CLF | | 41.7 | 3.0 | 2.8 | 0.7 | 3.5 | 53.8 | 35.4 | 3.4 | 1.7 | 0.6 | 3.3 | 46.2 | 22.9 |

OPM-AA/EEO-6
(06/07/2010)

Personnel Transactions Report

Agency Name and Code: Oklahoma Department of Transportation 345

Date: June 30, 2010

| Summary | | Total | Minority | | | | | Total Min | Male | Female | |
|---|--------|-------|----------|-------|------|-------|-------|--------------|------|--------|----|
| | | | White | Black | Hisp | AS/PI | AI/AN | | | | |
| 1. Employees at Beginning of Period (7-01-09) | # | 2507 | 2099 | 102 | 73 | 31 | 202 | 408 | 2021 | 486 | OK |
| | % | | 84% | 4% | 3% | 1% | 8% | 16% | 81% | 19% | |
| 2. Employees at End of Period (6-30-10) | # | 2387 | 2000 | 101 | 71 | 31 | 184 | 387 | 1921 | 466 | OK |
| | % | | 84% | 4% | 3% | 1% | 8% | 16% | 80% | 20% | |
| 3. Net Increase (decrease) | | -120 | -99 | -1 | -2 | 0 | -18 | -21 | -100 | -20 | OK |
| 4. Personnel Transaction: | | | | | | | | | | | |
| (A) New Hires | Actual | 113 | 87 | 5 | 5 | 1 | 15 | 26 | 101 | 12 | OK |
| | Goal | | | 43 | 16 | 4 | 1 | 64 | | 26 | |
| (B) Promotions | Actual | 251 | 199 | 15 | 7 | 3 | 27 | 52 | 209 | 42 | OK |
| | Goal | | | | | | | | | | |
| (C) Demotions | | 2 | 2 | | | | | 0 | 2 | | OK |
| (D) Separations | | 233 | 186 | 6 | 7 | 1 | 33 | 47 | 201 | 32 | OK |
| | | | OK | OK | OK | OK | OK | OK | OK | OK | |

OPM-AA/EEO-8 (06/07/2010)

Evaluation of Previous EEO Efforts (NEW HIRES)

Agency Name and Code: Oklahoma Department of Transportation 345

As Of: June 30, 2010

| | | Total New Hires | White | Black | Hisp | AS/PI | AI/AN | Total Min | Male | Female | | |
|--|------|-----------------|-------|-------|------|-------|-------|-----------|------|--------|-----|----|
| Summary | | | | | | | | | | | | |
| 1. New Hires FY | 2008 | Number | 272 | 219 | 11 | 7 | 6 | 29 | 53 | 229 | 43 | OK |
| 2. New Hires FY | 2009 | Number | 305 | 244 | 13 | 12 | 4 | 32 | 61 | 255 | 50 | OK |
| 3. New Hires FY | 2010 | Number | 113 | 87 | 5 | 5 | 1 | 15 | 26 | 101 | 12 | OK |
| Total Number for Three Year Period | | | 690 | 550 | 29 | 24 | 11 | 76 | 140 | 585 | 105 | OK |
| Total Percent for Three Year Period | | Percent | 100% | 80% | 4% | 3% | 2% | 11% | 20% | 85% | 15% | |
| Total Percent for Current Year | | % | | 77% | 4% | 4% | 1% | 13% | 23% | 89% | 11% | |

NEW HIRES FOR CURRENT REPORTING YEAR ONLY

| EEO Categories | Total New Hires | Male | | | | | | Female | | | | | | Total Min |
|------------------------|-----------------|-----------|----------|----------|----------|-----------|------------|----------|----------|----------|----------|----------|-----------|-----------|
| | | White | Black | Hisp | AS/PI | AI/AN | Total Male | White | Black | Hisp | AS/PI | AI/AN | Total Fem | |
| Official/Administrator | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 |
| Professionals | 6 | 3 | 0 | 1 | 0 | 0 | 4 | 1 | 0 | 0 | 1 | 0 | 2 | 2 |
| Technicians | 23 | 18 | 1 | 0 | 0 | 3 | 22 | 0 | 1 | 0 | 0 | 0 | 1 | 5 |
| Protective Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Paraprofessionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Administrative Support | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 2 | 0 | 0 | 6 | 2 |
| Skilled Craft | 3 | 3 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Service Maintenance | 73 | 55 | 2 | 2 | 0 | 12 | 71 | 2 | 0 | 0 | 0 | 0 | 2 | 16 |
| TOTALS | 113 | 79 | 4 | 3 | 0 | 15 | 101 | 8 | 1 | 2 | 1 | 0 | 12 | 26 |

OPM-AA/EEO-1
(06/07/2010)

Oklahoma DOT 2010

| JOB CATEGORIES | ANNUAL SALARY (In thousands 000) | TOTAL (COLUMNS B-K) | MALE | | | | | FEMALE | | | | |
|--|-------------------------------------|---------------------------|-----------------------------|-------|----------|---------------------------------|----------------------------------|----------------------------|-------|----------|---------------------------------|----------------------------------|
| | | | NON- HISPANI C ORIGIN | BLACK | HISPANIC | ASIAN OR PACIFIC ISLANDER | AMERICAN INDIAN OR ALASKAN | NON- HISPANIC ORIGIN | BLACK | HISPANIC | ASIAN OR PACIFIC ISLANDER | AMERICAN INDIAN OR ALASKAN |
| | | | WHITE B | C | D | E | F | WHITE G | H | I | J | K |
| OFFICIALS AND ADMINISTRATOR | 1. \$0.1-15.9 | | | | | | | | | | | |
| | 2. 16.0-19.9 | | | | | | | | | | | |
| | 3. 20.0-24.9 | | | | | | | | | | | |
| | 4. 25.0-32.9 | | | | | | | | | | | |
| | 5. 33.0-42.9 | | | | | | | | | | | |
| | 6. 43.0-54.9 | | | | | | | | | | | |
| | 7. 55.0-69.9 | 33 | 18 | | 1 | 1 | 1 | 10 | 1 | | 1 | |
| | 8. 70.0 PLUS | 137 | 107 | 3 | 2 | 2 | 1 | 19 | | 1 | 1 | 1 |
| TOTAL | | 170 | 125 | 3 | 3 | 3 | 2 | 29 | 1 | 1 | 2 | 1 |
| PROFESSIONALS | 9. \$0.1-15.9 | | | | | | | | | | | |
| | 10. 16.0-19.9 | | | | | | | | | | | |
| | 11. 20.0-24.9 | | | | | | | | | | | |
| | 12. 25.0-32.9 | 12 | 8 | | 1 | | 1 | 1 | | 1 | | |
| | 13. 33.0-42.9 | 91 | 21 | 3 | 1 | 2 | 3 | 53 | 7 | | 2 | 2 |
| | 14. 43.0-54.9 | 139 | 78 | 3 | 2 | 3 | 3 | 43 | 3 | 1 | 1 | 2 |
| | 15. 55.0-69.9 | 91 | 68 | 2 | 3 | 2 | 3 | 13 | | | | |
| | 16. 70.0- PLUS | 18 | 12 | 1 | | | 3 | 2 | | | | |
| TOTAL | | 351 | 187 | 9 | 7 | 7 | 10 | 112 | 10 | 2 | 3 | 4 |
| TECHNICIANS | 17. \$0.1-15.9 | | | | | | | | | | | |
| | 18. 16.0-19.9 | | | | | | | | | | | |
| | 19. 20.0-24.9 | 6 | 5 | | | | 1 | | | | | |
| | 20. 25.0-32.9 | 217 | 139 | 9 | 7 | 1 | 26 | 31 | | 1 | | 3 |
| | 21. 33.0-42.9 | 235 | 167 | 11 | 7 | 5 | 14 | 23 | 3 | | 1 | 4 |
| | 22. 43.0-54.9 | 339 | 262 | 14 | 6 | 3 | 13 | 34 | 1 | 2 | | 4 |
| | 23. 55.0-69.9 | 18 | 11 | | | | | 4 | 1 | | 2 | |
| | 24. 70.0- PLUS | | | | | | | | | | | |
| TOTAL | | 815 | 584 | 34 | 20 | 9 | 54 | 92 | 5 | 3 | 3 | 11 |
| PROTECTIVE SERVICE | 25. \$0.1-15.9 | | | | | | | | | | | |
| | 26. 16.0-19.9 | | | | | | | | | | | |
| | 27. 20.0-24.9 | | | | | | | | | | | |
| | 28. 25.0-32.9 | | | | | | | | | | | |
| | 29. 33.0-42.9 | | | | | | | | | | | |
| | 30. 43.0-54.9 | | | | | | | | | | | |
| | 31. 55.0-69.9 | | | | | | | | | | | |
| | 32. 70.0- PLUS | | | | | | | | | | | |
| TOTAL | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PARA- PROFESSIONAL | 33. \$0.1-15.9 | | | | | | | | | | | |
| | 34. 16.0-19.9 | | | | | | | | | | | |
| | 35. 20.0-24.9 | | | | | | | | | | | |
| | 36. 25.0-32.9 | | | | | | | | | | | |
| | 37. 33.0-42.9 | | | | | | | | | | | |
| | 38. 43.0-54.9 | | | | | | | | | | | |
| | 39. 55.0-69.9 | | | | | | | | | | | |
| | 40. 70.0- PLUS | | | | | | | | | | | |
| TOTAL | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| ADMINISTRATIVE SUPPORT | 41. \$0.1-15.9 | | | | | | | | | | | |
| | 42. 16.0-19.9 | 2 | | | | | | 1 | | | | 1 |
| | 43. 20.0-24.9 | 13 | 1 | | | | 1 | 8 | 1 | 1 | | 1 |
| | 44. 25.0-32.9 | 130 | 4 | | | | 1 | 109 | 3 | 4 | 1 | 8 |
| | 45. 33.0-42.9 | 11 | | | | | | 10 | | | | 1 |
| | 46. 43.0-54.9 | 1 | | | | | | 1 | | | | |
| | 47. 55.0-69.9 | 1 | | | | | | | 1 | | | |
| | 48. 70.0- PLUS | | | | | | | | | | | |
| TOTAL | | 158 | 5 | 0 | 0 | 0 | 2 | 129 | 5 | 5 | 1 | 11 |
| SKILLED CRAFT | 49. \$0.1-15.9 | | | | | | | | | | | |
| | 50. 16.0-19.9 | | | | | | | | | | | |
| | 51. 20.0-24.9 | 1 | | | | | | | 1 | | | |
| | 52. 25.0-32.9 | 19 | 16 | | | 1 | | 1 | 1 | | | |
| | 53. 33.0-42.9 | 52 | 43 | 2 | 1 | 1 | 4 | 1 | | | | |
| | 54. 43.0-54.9 | 9 | 7 | | | | 1 | 1 | | | | |
| | 55. 55.0-69.9 | | | | | | | | | | | |
| | 56. 70.0- PLUS | | | | | | | | | | | |
| TOTAL | | 81 | 66 | 2 | 1 | 2 | 5 | 3 | 2 | 0 | 0 | 0 |
| SERVICE MAINTENANCE | 57. \$0.1-15.9 | | | | | | | | | | | |
| | 58. 16.0-19.9 | | | | | | | | | | | |
| | 59. 20.0-24.9 | 86 | 66 | 1 | 1 | | 12 | 6 | | | | |
| | 60. 25.0-32.9 | 634 | 485 | 25 | 24 | 1 | 76 | 20 | 1 | | | 2 |
| | 61. 33.0-42.9 | 91 | 74 | 4 | 4 | | 9 | | | | | |
| | 62. 43.0-54.9 | | | | | | | | | | | |
| | 63. 55.0-69.9 | | | | | | | | | | | |
| | 64. 70.0- PLUS | | | | | | | | | | | |
| TOTAL | | 811 | 625 | 30 | 29 | 1 | 97 | 26 | 1 | 0 | 0 | 2 |
| 65. TOTAL FULL TIME (LINES 1-64) | | 2386 | 1592 | 78 | 60 | 22 | 170 | 391 | 24 | 11 | 9 | 29 |
| 2. OTHER THAN FULL-TIME EMPLOYEES (Including temporary employees) | | | | | | | | | | | | |
| 66. OFFICIALS/ADMIN | | | | | | | | | | | | |
| 67. PROFESSIONALS | | | | | | | | | | | | |
| 68. TECHNICIANS | | | | | | | | | | | | |
| 69. PROTECTIVE SERVICE | | | | | | | | | | | | |
| 70. PARA-PROFESSIONAL | | | | | | | | | | | | |
| 71. ADMIN. SUPPORT | | 2 | 2 | | | | | | | | | |
| 72. SKILLED CRAFT | | | | | | | | | | | | |
| 73. SERVICE/MAINTENANCE | | | | | | | | | | | | |
| 74. TOTAL OTHER THAN FULL TIME (Lines 66-73) | | 2 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 3. NEW HIRES DURING FISCAL YEAR (Permanent full time only) | | | | | | | | | | | | |
| 75. OFFICIALS/ADMIN | | 2 | | 1 | | | | 1 | | | | |
| 76. PROFESSIONALS | | 6 | 3 | | 1 | | | 1 | | | 1 | |
| 77. TECHNICIANS | | 23 | 18 | 1 | | | 3 | | 1 | | | |
| 78. PROTECTIVE SERVICE | | | | | | | | | | | | |
| 79. PARA-PROFESSIONAL | | | | | | | | | | | | |
| 80. ADMIN. SUPPORT | | 6 | | | | | | 4 | | 2 | | |
| 81. SKILLED CRAFT | | 3 | 3 | | | | | | | | | |
| 82. SERVICE/MAINTENANCE | | 73 | 55 | 2 | 2 | | 12 | 2 | | | | |
| 83. TOTAL NEW HIRES(Lines 75-82) | | 113 | 79 | 4 | 3 | 0 | 15 | 8 | 1 | 2 | 1 | 0 |

Oklahoma

Occupations of Civilian Labor Force by Minority Status and Gender 2000 Census EEO Data

| Occupation | Sex | | Total | White non-Hispanic | Black non-Hispanic | Hispanic | Asian/PI non-Hispanic | AIAN non-Hispanic | Total Minority |
|-----------------------------|--------|---|-----------|--------------------|--------------------|----------|-----------------------|-------------------|----------------|
| All Occupations | Total | # | 1,632,125 | 1,258,410 | 104,930 | 72,769 | 21,807 | 111,415 | 373,715 |
| | | % | 100% | 77.1% | 6.4% | 4.5% | 1.3% | 6.8% | 22.9% |
| | Female | # | 753,433 | 577,905 | 55,240 | 27,199 | 10,572 | 53,250 | 175,528 |
| | | % | 46.2% | 35.4% | 3.4% | 1.7% | 0.6% | 3.3% | 10.8% |
| Official/Administrator | Total | # | 210,195 | 178,380 | 7,650 | 4,895 | 2,145 | 10,315 | 31,815 |
| | | % | 100% | 84.9% | 3.6% | 2.3% | 1.0% | 4.9% | 15.1% |
| | Female | # | 79,090 | 65,105 | 3,860 | 2,000 | 740 | 4,660 | 13,985 |
| | | % | 37.6% | 31.0% | 1.8% | 1.0% | 0.3% | 2.2% | 6.6% |
| Professional | Total | # | 262,800 | 217,535 | 12,300 | 5,285 | 5,820 | 13,485 | 45,265 |
| | | % | 100% | 82.8% | 4.7% | 2.0% | 2.2% | 5.1% | 17.2% |
| | Female | # | 146,065 | 119,545 | 7,705 | 2,880 | 2,475 | 8,590 | 26,520 |
| | | % | 55.6% | 45.5% | 2.9% | 1.1% | 0.9% | 3.3% | 10.1% |
| Technician/Paraprofessional | Total | # | 42,365 | 33,095 | 3,015 | 930 | 539 | 3,215 | 9,270 |
| | | % | 100% | 78.1% | 7.1% | 2.2% | 1.3% | 7.6% | 21.9% |
| | Female | # | 25,284 | 19,365 | 2,060 | 425 | 284 | 2,180 | 5,919 |
| | | % | 59.7% | 45.7% | 4.9% | 1.0% | 0.7% | 5.1% | 14.0% |
| Protective Service | Total | # | 28,930 | 22,670 | 1,815 | 624 | 149 | 2,435 | 6,260 |
| | | % | 100.00% | 78.4% | 6.3% | 2.2% | 0.5% | 8.4% | 21.6% |
| | Female | # | 4,836 | 3,515 | 515 | 139 | 54 | 390 | 1,321 |
| | | % | 16.7% | 12.2% | 1.8% | 0.5% | 0.2% | 1.3% | 4.6% |
| Administrative Support | Total | # | 399,220 | 314,780 | 28,540 | 11,655 | 3,795 | 25,145 | 84,440 |
| | | % | 100% | 78.8% | 7.1% | 2.9% | 0.9% | 6.3% | 21.2% |
| | Female | # | 279,865 | 220,665 | 20,160 | 7,905 | 2,355 | 18,230 | 59,200 |
| | | % | 70.1% | 55.3% | 5.0% | 2.0% | 0.6% | 4.6% | 14.8% |
| Skilled Craft | Total | # | 194,915 | 152,200 | 7,375 | 11,010 | 1,475 | 14,675 | 42,715 |
| | | % | 100% | 78.1% | 3.8% | 5.6% | 0.7% | 7.5% | 21.9% |
| | Female | # | 12,660 | 9,315 | 780 | 680 | 340 | 975 | 3,345 |
| | | % | 6.5% | 4.8% | 0.4% | 0.3% | 0.2% | 0.5% | 1.7% |
| Service/Maintenance | Total | # | 484,045 | 333,650 | 42,940 | 37,645 | 7,755 | 41,215 | 150,395 |
| | | % | 100% | 68.9% | 8.9% | 7.8% | 1.7% | 8.5% | 31.1% |
| | Female | # | 200,800 | 137,345 | 19,630 | 12,740 | 4,255 | 17,695 | 63,455 |
| | | % | 41.5% | 28.4% | 4.1% | 2.6% | 0.9% | 3.7% | 13.1% |
| Unemployed | Total | # | 9,655 | 6,100 | 1,295 | 725 | 129 | 930 | 3,555 |
| | | % | 100% | 63.2% | 13.4% | 7.5% | 1.3% | 9.6% | 36.8% |
| | Female | # | 4,833 | 3,050 | 530 | 430 | 69 | 530 | 1,783 |
| | | % | 50.1% | 31.6% | 5.5% | 4.5% | 0.7% | 5.5% | 18.5% |

Total Minority was calculated by subtracting Whites non-Hispanics from the Total

NOTE: Estimates may not add to the total due to rounding. For information on confidentiality protection, sampling error, nonsampling error, and accuracy of the data, see <http://www.census.gov/prod/cen2000/doc/sf3chap8.pdf>

Source: US Census Bureau, Census 2000 special tabulation

ODOT Salary Guidelines

Effective August 1, 2008

These salary guidelines are consistent with ODOT Policy B-305-2-(1) and are to be used for compensation decisions.

1. **The Hiring Rate/Minimum Salary Column** – is for employees on probation or trial period and is the minimum salary for employees in that job code.
2. **The Authorized Salary Column** – is the maximum salary Division Engineers or Division Managers are authorized to pay permanent employees without a salary exception approved by the appropriate Director and the Deputy Director/Chief Engineer.
3. **The Maximum Salary Column** – represents the highest salary an employee may be paid with approval of an Assistant Director and the Deputy Director/Chief Engineer.
4. **The Salary Exception Request** – is a written justification detailing why the Division is requesting that an employee be paid above the Authorized Salary. The Salary Exception Request must be approved by the Assistant Director and the Deputy Director/Chief Engineer before any transaction can occur.
5. **Minimum Promotion Pay Increase** – Employees must receive no less than a 5% pay increase upon promotion or career progression unless the new salary would take the employee beyond the amount listed on the Maximum Salary Column.
6. **Maximum Promotion Pay Increase** – Employees may not receive more than a 20% increase upon promotion or career progression unless a higher percentage increase is required to reach the amount listed on the Hiring Rate/Minimum Salary Column.
7. **Minimum Hiring Rate Salary** – Under the provisions of House Bill 1114, effective 7/1/08 the minimum salary for any ODOT employee is \$1466.67 per month (\$17,600/yr or \$8.46/hr). No classified salaries on the Salary Guidelines chart are affected. Ensure Temporary employees (Job Code 0020) are hired in at \$8.46/hr or higher.

ODOT Salary Guidelines Chart

| JFD Title | Level | JFD Code | Pay Band | ODOT Hiring Rate/Minimum Salary | ODOT Authorized Salary | Maximum Salary |
|-------------------------------------|-------|----------|----------|---------------------------------|------------------------|----------------|
| Accountant | I | D14A | I | \$2,771.43 | \$2,910 | \$3,573.67 |
| | II | D14B | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | III | D14C | K | \$3,816.19 | \$4,007 | \$4,294.50 |
| | IV | D14D | L | \$4,198.10 | \$4,408 | \$4,723.83 |
| Accounting Technician | I | D50A | F | \$1,939.05 | \$2,036 | \$2,666.92 |
| | II | D50B | G | \$2,036.19 | \$2,138 | \$2,933.67 |
| | III | D50C | H | \$2,404.76 | \$2,525 | \$3,227.00 |
| Administrative Assistant | I | E17A | H | \$2,340.95 | \$2,458 | \$3,227.00 |
| | II | E17B | I | \$2,571.43 | \$2,700 | \$3,573.67 |
| Administrative Programs Officer | I | E12A | J | \$2,755.24 | \$2,893 | \$3,928.83 |
| | II | E12B | L | \$3,494.29 | \$3,669 | \$4,723.83 |
| | III | E12C | M | \$3,966.67 | \$4,165 | \$5,243.33 |
| | IV | E12D | O | \$4,760.00 | \$4,998 | \$6,518.58 |
| Administrative Technician | I | E16A | D | \$1,572.38 | \$1,651 | \$2,204.00 |
| | II | E16B | E | \$1,795.24 | \$1,885 | \$2,424.50 |
| | III | E16C | F | \$2,117.14 | \$2,223 | \$2,666.92 |
| | IV | E16D | G | \$2,117.14 | \$2,223 | \$2,933.67 |
| Auditor | I | D12A | I | \$2,771.43 | \$2,910 | \$3,573.67 |
| | II | D12B | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | III | D12C | K | \$3,816.19 | \$4,007 | \$4,294.50 |
| | IV | D12D | L | \$4,198.10 | \$4,408 | \$4,723.83 |
| Automotive/Engine Mechanic | I | F47A | E | \$2,018.10 | \$2,119 | \$2,424.50 |
| | II | F47B | G | \$2,340.00 | \$2,457 | \$2,933.67 |
| | III | F47C | H | \$2,738.10 | \$2,875 | \$3,227.00 |
| | IV | F47D | I | \$3,012.38 | \$3,163 | \$3,573.67 |
| | V | F47E | J | \$3,582.86 | \$3,762 | \$3,928.83 |
| Bindery Worker | I | E33A | E | \$1,701.90 | \$1,787 | \$2,424.50 |
| | II | E33B | F | \$1,957.14 | \$2,055 | \$2,666.92 |
| | III | E33C | H | \$2,340.95 | \$2,458 | \$3,227.00 |
| Business Manager | I | D30A | K | \$3,816.19 | \$4,007 | \$4,294.50 |
| | II | D30B | L | \$4,198.10 | \$4,408 | \$4,723.83 |
| CADD Specialist | I | T10A | F | \$2,458.10 | \$2,581 | \$2,666.92 |
| | II | T10B | G | \$2,702.86 | \$2,838 | \$2,933.67 |
| | III | T10C | I | \$2,974.29 | \$3,123 | \$3,573.67 |
| | IV | T10D | J | \$3,420.00 | \$3,591 | \$3,928.83 |
| | V | T10E | K | \$3,857.14 | \$4,050 | \$4,294.50 |
| | VI | T10F | M | \$4,229.52 | \$4,441 | \$5,243.33 |
| Civil Rights Administrator | I | C10A | L | \$3,644.76 | \$3,827 | \$4,723.83 |
| | II | C10B | N | \$4,280.00 | \$4,494 | \$5,820.25 |
| Construction/Maintenance Technician | I | F41A | F | \$2,089.52 | \$2,194 | \$2,666.92 |
| | II | F41B | G | \$2,298.10 | \$2,413 | \$2,933.67 |
| Contracting & Acquisitions Agent | I | F14A | H | \$2,567.62 | \$2,696 | \$3,227.00 |
| | II | F14B | I | \$2,900.00 | \$3,045 | \$3,573.67 |
| | III | F14C | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | IV | F14D | K | \$3,658.10 | \$3,841 | \$4,294.50 |
| EAP Coordinator | I | C12A | K | \$3,121.90 | \$3,278 | \$4,294.50 |
| Engineer Intern | I | S10A | I | \$2,840.95 | \$2,983 | \$3,573.67 |
| | II | S10B | J | \$3,124.76 | \$3,281 | \$3,928.83 |
| | III | S10C | K | \$3,437.14 | \$3,609 | \$4,294.50 |
| | IV | S10D | L | \$3,785.71 | \$3,975 | \$4,723.83 |
| | V | S10E | M | \$4,120.00 | \$4,326 | \$5,243.33 |

ODOT Salary Guidelines Chart

| JFD Title | Level | JFD Code | Pay Band | ODOT Hiring Rate/Minimum Salary | ODOT Authorized Salary | Maximum Salary |
|--|-------|----------|----------|---------------------------------|------------------------|----------------|
| Engineering Manager | I | S12A | O | \$5,229.52 | \$5,491 | \$6,518.58 |
| <i>Engineering Manager</i> | II | S12B | P | \$5,689.52 | \$5,974 | \$7,366.08 |
| <i>Engineering Manager (Residency)</i> | II | S12B | P | \$5,973.33 | \$6,272 | \$7,366.08 |
| <i>Engineering Manager</i> | III | S12C | Q | \$6,542.86 | \$6,870 | \$8,323.67 |
| <i>Engineering Manager (Field)</i> | III | S12C | Q | \$6,870.48 | \$7,214 | \$8,323.67 |
| | IV | S12D | R | \$7,442.86 | \$7,815 | \$9,405.75 |
| Environmental Programs Manager | I | R25A | N | \$4,655.24 | \$4,888 | \$5,820.25 |
| | II | R25B | O | \$5,354.29 | \$5,622 | \$6,518.58 |
| Environmental Programs Specialist | I | R20A | I | \$2,880.95 | \$3,025 | \$3,573.67 |
| | II | R20B | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | III | R20C | K | \$3,816.19 | \$4,007 | \$4,294.50 |
| | IV | R20D | L | \$4,198.10 | \$4,408 | \$4,723.83 |
| Environmental/Chemical Lab Scientist | I | R10A | J | \$2,880.95 | \$3,025 | \$3,928.83 |
| | II | R10B | K | \$3,325.71 | \$3,492 | \$4,294.50 |
| | III | R10C | L | \$3,816.19 | \$4,007 | \$4,723.83 |
| | IV | R10D | M | \$4,198.10 | \$4,408 | \$5,243.33 |
| Financial Manager/Comptroller | I | D33A | N | \$4,483.81 | \$4,708 | \$5,820.25 |
| | II | D33B | O | \$4,932.38 | \$5,179 | \$6,518.58 |
| | III | D33C | O | \$5,672.38 | \$5,956 | \$6,518.58 |
| | IV | D33D | Q | \$7,126.67 | \$7,483 | \$8,323.67 |
| Graphic Artist | I | E43A | H | \$2,628.57 | \$2,760 | \$3,227.00 |
| | II | E43B | I | \$2,891.43 | \$3,036 | \$3,573.67 |
| | III | E43C | J | \$3,191.43 | \$3,351 | \$3,928.83 |
| Highway Sign Technician | I | T27A | E | \$1,712.38 | \$1,798 | \$2,424.50 |
| | II | T27B | F | \$2,040.95 | \$2,143 | \$2,666.92 |
| | III | T27C | G | \$2,294.29 | \$2,409 | \$2,933.67 |
| | IV | T27D | H | \$2,546.67 | \$2,674 | \$3,227.00 |
| HR Management Specialist | I | C31A | H | \$2,771.43 | \$2,910 | \$3,227.00 |
| | II | C31B | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | III | C31C | K | \$3,816.19 | \$4,007 | \$4,294.50 |
| | IV | C31D | L | \$4,198.10 | \$4,408 | \$4,723.83 |
| HR Programs Manager | I | C32A | M | \$4,483.81 | \$4,708 | \$5,243.33 |
| | II | C32B | N | \$4,707.62 | \$4,943 | \$5,820.25 |
| | III | C32C | O | \$5,559.05 | \$5,837 | \$6,518.58 |
| IS Administrator | I | B32A | O | \$5,689.52 | \$5,974 | \$6,518.58 |
| | II | B32B | P | \$6,328.57 | \$6,645 | \$7,366.08 |
| IS Applications Specialist | I | B51A | J | \$3,340.95 | \$3,508 | \$3,928.83 |
| | II | B51B | K | \$3,675.24 | \$3,859 | \$4,294.50 |
| | III | B51C | L | \$4,042.86 | \$4,245 | \$4,723.83 |
| | IV | B51D | M | \$4,447.62 | \$4,670 | \$5,243.33 |
| IS Manager | I | B31A | M | \$4,731.43 | \$4,968 | \$5,243.33 |
| | II | B31B | N | \$5,204.76 | \$5,465 | \$5,820.25 |
| | III | B31C | O | \$5,689.52 | \$5,974 | \$6,518.58 |
| IS Network Administrator | I | B22A | L | \$3,525.71 | \$3,702 | \$4,723.83 |
| | II | B22B | L | \$3,878.10 | \$4,072 | \$4,723.83 |
| | III | B22C | M | \$4,265.71 | \$4,479 | \$5,243.33 |
| IS Network Management Specialist | I | B21A | I | \$3,042.86 | \$3,195 | \$3,573.67 |
| | II | B21B | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | III | B21C | K | \$3,618.10 | \$3,799 | \$4,294.50 |
| | IV | B21D | L | \$3,980.00 | \$4,179 | \$4,723.83 |

ODOT Salary Guidelines Chart

| JFD Title | Level | JFD Code | Pay Band | ODOT Hiring Rate/Minimum Salary | ODOT Authorized Salary | Maximum Salary |
|----------------------------------|-------|----------|----------|---------------------------------|------------------------|----------------|
| IS Operating Systems Specialist | I | B30A | K | \$3,559.05 | \$3,737 | \$4,294.50 |
| | II | B30B | L | \$4,042.86 | \$4,245 | \$4,723.83 |
| | III | B30C | M | \$4,447.62 | \$4,670 | \$5,243.33 |
| | IV | B30D | N | \$4,558.10 | \$4,786 | \$5,820.25 |
| IS Operations Specialist | I | B10A | E | \$1,991.43 | \$2,091 | \$2,424.50 |
| | II | B10B | F | \$2,190.48 | \$2,300 | \$2,666.92 |
| | III | B10C | G | \$2,413.33 | \$2,534 | \$2,933.67 |
| | IV | B10D | H | \$2,654.29 | \$2,787 | \$3,227.00 |
| | V | B10E | I | \$2,920.00 | \$3,066 | \$3,573.67 |
| IS Services Coordinator | I | B55A | J | \$2,755.24 | \$2,893 | \$3,928.83 |
| | II | B55B | K | \$3,030.48 | \$3,182 | \$4,294.50 |
| | III | B55C | L | \$3,333.33 | \$3,500 | \$4,723.83 |
| | IV | B55D | M | \$3,666.67 | \$3,850 | \$5,243.33 |
| IS Telecommunications Technician | I | B20A | G | \$2,635.24 | \$2,767 | \$2,933.67 |
| | II | B20B | H | \$2,899.05 | \$3,044 | \$3,227.00 |
| | III | B20C | I | \$3,042.86 | \$3,195 | \$3,573.67 |
| Land Surveyor Manager | I | S17A | O | \$5,085.71 | \$5,340 | \$6,518.58 |
| | II | S17B | P | \$6,102.86 | \$6,408 | \$7,366.08 |
| | III | S17C | Q | \$7,126.67 | \$7,483 | \$8,323.67 |
| Legal Secretary | I | E25A | G | \$2,076.19 | \$2,180 | \$2,933.67 |
| | II | E25B | H | \$2,283.81 | \$2,398 | \$3,227.00 |
| | III | E25C | I | \$2,571.43 | \$2,700 | \$3,573.67 |
| | IV | E25D | J | \$2,763.81 | \$2,902 | \$3,928.83 |
| Materiel Management Officer | I | F21A | H | \$2,597.14 | \$2,727 | \$3,227.00 |
| | II | F21B | I | \$2,857.14 | \$3,000 | \$3,573.67 |
| Materiel Management Specialist | I | F20A | D | \$1,589.52 | \$1,669 | \$2,204.00 |
| | II | F20B | E | \$1,791.43 | \$1,881 | \$2,424.50 |
| | III | F20C | F | \$1,970.48 | \$2,069 | \$2,666.92 |
| | IV | F20D | G | \$2,166.67 | \$2,275 | \$2,933.67 |
| Offset Press Operator | I | E34A | F | \$1,907.62 | \$2,003 | \$2,666.92 |
| | II | E34B | G | \$2,326.67 | \$2,443 | \$2,933.67 |
| | III | E34C | H | \$2,538.10 | \$2,665 | \$3,227.00 |
| | IV | E34D | I | \$2,792.38 | \$2,932 | \$3,573.67 |
| Optical Imaging Specialist | I | E36A | D | \$1,639.05 | \$1,721 | \$2,204.00 |
| | II | E36B | F | \$1,802.86 | \$1,893 | \$2,666.92 |
| | III | E36C | H | \$2,095.24 | \$2,200 | \$3,227.00 |
| Photogrammetrist | I | T60A | I | \$2,825.71 | \$2,967 | \$3,573.67 |
| | II | T60B | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | III | T60C | K | \$3,816.19 | \$4,007 | \$4,294.50 |
| | IV | T60D | L | \$4,198.10 | \$4,408 | \$4,723.83 |
| Photographer | I | E50A | H | \$2,628.57 | \$2,760 | \$3,227.00 |
| | II | E50B | I | \$2,891.43 | \$3,036 | \$3,573.67 |
| Professional Engineer | I | S11A | M | \$4,325.71 | \$4,542 | \$5,243.33 |
| | II | S11B | N | \$4,946.67 | \$5,194 | \$5,820.25 |
| | III | S11C | O | \$5,689.52 | \$5,974 | \$6,518.58 |
| Professional Land Surveyor | I | S16A | M | \$4,142.86 | \$4,350 | \$5,243.33 |
| | II | S16B | N | \$4,557.14 | \$4,785 | \$5,820.25 |
| Programs Manager | I | H10A | M | \$4,280.00 | \$4,494 | \$5,243.33 |
| | II | H10B | N | \$4,707.62 | \$4,943 | \$5,820.25 |
| Public Information Manager | I | E45A | L | \$3,666.67 | \$3,850 | \$4,723.83 |
| | II | E45B | M | \$4,032.38 | \$4,234 | \$5,243.33 |

ODOT Salary Guidelines Chart

| JFD Title | Level | JFD Code | Pay Band | ODOT Hiring Rate/Minimum Salary | ODOT Authorized Salary | Maximum Salary |
|---|-------|----------|----------|---------------------------------|------------------------|----------------|
| Public Information Officer | I | E44A | I | \$2,755.24 | \$2,893 | \$3,573.67 |
| | II | E44B | J | \$3,030.48 | \$3,182 | \$3,928.83 |
| | III | E44C | K | \$3,333.33 | \$3,500 | \$4,294.50 |
| Reproduction Services Manager | I | E37A | L | \$3,249.52 | \$3,412 | \$4,723.83 |
| Safety Consultant | I | J31A | H | \$2,755.24 | \$2,893 | \$3,227.00 |
| | II | J31B | I | \$3,228.57 | \$3,390 | \$3,573.67 |
| | III | J31C | J | \$3,705.71 | \$3,891 | \$3,928.83 |
| | IV | J31D | K | \$4,076.19 | \$4,280 | \$4,294.50 |
| Secretary | I | E24A | F | \$1,795.24 | \$1,885 | \$2,666.92 |
| | II | E24B | G | \$2,117.14 | \$2,223 | \$2,933.67 |
| | III | E24C | H | \$2,340.95 | \$2,458 | \$3,227.00 |
| | IV | E24D | I | \$2,571.43 | \$2,700 | \$3,573.67 |
| | V | E24E | J | \$2,755.24 | \$2,893 | \$3,928.83 |
| Training Specialist | I | C41A | I | \$2,771.43 | \$2,910 | \$3,573.67 |
| | II | C41B | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | III | C41C | L | \$4,198.10 | \$4,408 | \$4,723.83 |
| Transportation Equipment Operator | I | T25A | E | \$1,859.05 | \$1,952 | \$2,424.50 |
| | II | T25B | F | \$2,138.10 | \$2,245 | \$2,666.92 |
| | III | T25C | G | \$2,459.05 | \$2,582 | \$2,933.67 |
| | IV | T25D | H | \$2,826.67 | \$2,968 | \$3,227.00 |
| Transportation Manager | I | T23A | M | \$4,280.00 | \$4,494 | \$5,243.33 |
| <i>Transportation Manager</i> | II | T23B | N | \$4,707.62 | \$4,943 | \$5,820.25 |
| <i>Transportation Manager (Residency)</i> | II | T23B | N | \$5,172.38 | \$5,431 | \$5,820.25 |
| | III | T23C | O | \$5,559.05 | \$5,837 | \$6,518.58 |
| | IV | T23D | P | \$6,542.86 | \$6,870 | \$7,366.08 |
| Transportation Specialist | I | T22A | I | \$2,825.71 | \$2,967 | \$3,573.67 |
| | II | T22B | J | \$3,325.71 | \$3,492 | \$3,928.83 |
| | III | T22C | K | \$3,816.19 | \$4,007 | \$4,294.50 |
| | IV | T22D | L | \$4,198.10 | \$4,408 | \$4,723.83 |
| Transportation Superintendent | I | T26A | J | \$3,186.67 | \$3,346 | \$3,928.83 |
| | II | T26B | K | \$3,823.81 | \$4,015 | \$4,294.50 |
| Transportation Technician | I | T21A | F | \$2,019.05 | \$2,120 | \$2,666.92 |
| | II | T21B | G | \$2,220.95 | \$2,332 | \$2,933.67 |
| | III | T21C | H | \$2,442.86 | \$2,565 | \$3,227.00 |
| | IV | T21D | I | \$2,687.62 | \$2,822 | \$3,573.67 |
| Video Production Specialist | I | C42A | I | \$2,692.38 | \$2,827 | \$3,573.67 |
| | II | C42B | J | \$2,968.57 | \$3,117 | \$3,928.83 |
| | III | C42C | L | \$3,562.86 | \$3,741 | \$4,723.83 |
| Welder | I | F48A | F | \$2,131.43 | \$2,238 | \$2,666.92 |
| | II | F48B | G | \$2,380.95 | \$2,500 | \$2,933.67 |
| | III | F48C | H | \$3,058.10 | \$3,211 | \$3,227.00 |

Annualized ODOT Salary Guidelines Chart

| JFD Title | Level | JFD Code | Pay Band | ODOT Hiring Rate/Minimum Salary | ODOT Authorized Salary | Maximum Salary |
|--|-------|----------|----------|---------------------------------|------------------------|----------------|
| Accountant | I | D14A | I | \$33,257.14 | \$34,920 | \$42,884 |
| | II | D14B | J | \$39,908.57 | \$41,904 | \$47,146 |
| | III | D14C | K | \$45,794.29 | \$48,084 | \$51,534 |
| | IV | D14D | L | \$50,377.14 | \$52,896 | \$56,686 |
| Accounting Technician | I | D50A | F | \$23,268.57 | \$24,432 | \$32,003 |
| | II | D50B | G | \$24,434.29 | \$25,656 | \$35,204 |
| | III | D50C | H | \$28,857.14 | \$30,300 | \$38,724 |
| Administrative Assistant | I | E17A | H | \$28,091.43 | \$29,496 | \$38,724 |
| | II | E17B | I | \$30,857.14 | \$32,400 | \$42,884 |
| Administrative Programs Officer | I | E12A | J | \$33,062.86 | \$34,716 | \$47,146 |
| | II | E12B | L | \$41,931.43 | \$44,028 | \$56,686 |
| | III | E12C | M | \$47,600.00 | \$49,980 | \$62,920 |
| | IV | E12D | O | \$57,120.00 | \$59,976 | \$78,223 |
| Administrative Technician | I | E16A | D | \$18,868.57 | \$19,812 | \$26,448 |
| | II | E16B | E | \$21,542.86 | \$22,620 | \$29,094 |
| | III | E16C | F | \$25,405.71 | \$26,676 | \$32,003 |
| | IV | E16D | G | \$25,405.71 | \$26,676 | \$35,204 |
| Auditor | I | D12A | I | \$33,257.14 | \$34,920 | \$42,884 |
| | II | D12B | J | \$39,908.57 | \$41,904 | \$47,146 |
| | III | D12C | K | \$45,794.29 | \$48,084 | \$51,534 |
| | IV | D12D | L | \$50,377.14 | \$52,896 | \$56,686 |
| Bindery Worker | I | E33A | E | \$20,422.86 | \$21,444 | \$29,094 |
| | II | E33B | F | \$23,485.71 | \$24,660 | \$32,003 |
| | III | E33C | H | \$28,091.43 | \$29,496 | \$38,724 |
| Business Manager | I | D30A | K | \$45,794.29 | \$48,084 | \$51,534 |
| | II | D30B | L | \$50,377.14 | \$52,896 | \$56,686 |
| CADD Specialist | I | T10A | F | \$29,497.14 | \$30,972 | \$32,003 |
| | II | T10B | G | \$32,434.29 | \$34,056 | \$35,204 |
| | III | T10C | I | \$35,691.43 | \$37,476 | \$42,884 |
| | IV | T10D | J | \$41,040.00 | \$43,092 | \$47,146 |
| | V | T10E | K | \$46,285.71 | \$48,600 | \$51,534 |
| | VI | T10F | M | \$50,754.29 | \$53,292 | \$62,920 |
| Civil Rights Administrator | I | C10A | L | \$43,737.14 | \$45,924 | \$56,686 |
| | II | C10B | N | \$51,360.00 | \$53,928 | \$69,843 |
| Construction/Maintenance Technician | I | F41A | F | \$25,074.29 | \$26,328 | \$32,003 |
| | II | F41B | G | \$27,577.14 | \$28,956 | \$35,204 |
| Contracting & Acquisitions Agent | I | F14A | H | \$30,811.43 | \$32,352 | \$38,724 |
| | II | F14B | I | \$34,800.00 | \$36,540 | \$42,884 |
| | III | F14C | J | \$39,908.57 | \$41,904 | \$47,146 |
| | IV | F14D | K | \$43,897.14 | \$46,092 | \$51,534 |
| EAP Coordinator | I | C12A | K | \$37,462.86 | \$39,336 | \$51,534 |
| Engineer Intern | I | S10A | I | \$34,091.43 | \$35,796 | \$42,884 |
| | II | S10B | J | \$37,497.14 | \$39,372 | \$47,146 |
| | III | S10C | K | \$41,245.71 | \$43,308 | \$51,534 |
| | IV | S10D | L | \$45,428.57 | \$47,700 | \$56,686 |
| | V | S10E | M | \$49,440.00 | \$51,912 | \$62,920 |
| Engineering Manager | I | S12A | O | \$62,754.29 | \$65,892 | \$78,223 |
| <i>Engineering Manager</i> | II | S12B | P | \$68,274.29 | \$71,688 | \$88,393 |
| <i>Engineering Manager (Residency)</i> | II | S12B | P | \$71,680.00 | \$75,264 | \$88,393 |

Annualized ODOT Salary Guidelines Chart

| | | | | | | |
|--------------------------------------|-----|------|---|-------------|----------|-----------|
| Engineering Manager | III | S12C | Q | \$78,514.29 | \$82,440 | \$99,884 |
| Engineering Manager (Field) | III | S12C | Q | \$82,445.71 | \$86,568 | \$99,884 |
| | IV | S12D | R | \$89,314.29 | \$93,780 | \$112,869 |
| Environmental Programs Manager | I | R25A | N | \$55,862.86 | \$58,656 | \$69,843 |
| | II | R25B | O | \$64,251.43 | \$67,464 | \$78,223 |
| Environmental Programs Specialist | I | R20A | I | \$34,571.43 | \$36,300 | \$42,884 |
| | II | R20B | J | \$39,908.57 | \$41,904 | \$47,146 |
| | III | R20C | K | \$45,794.29 | \$48,084 | \$51,534 |
| | IV | R20D | L | \$50,377.14 | \$52,896 | \$56,686 |
| Environmental/Chemical Lab Scientist | I | R10A | J | \$34,571.43 | \$36,300 | \$47,146 |
| | II | R10B | K | \$39,908.57 | \$41,904 | \$51,534 |
| | III | R10C | L | \$45,794.29 | \$48,084 | \$56,686 |
| | IV | R10D | M | \$50,377.14 | \$52,896 | \$62,920 |
| Financial Manager/Comptroller | I | D33A | N | \$53,805.71 | \$56,496 | \$69,843 |
| | II | D33B | O | \$59,188.57 | \$62,148 | \$78,223 |
| | III | D33C | O | \$68,068.57 | \$71,472 | \$78,223 |
| | IV | D33D | Q | \$85,520.00 | \$89,796 | \$99,884 |
| Fleet Specialist | I | F47A | E | \$24,217.14 | \$25,428 | \$29,094 |
| | II | F47B | G | \$28,080.00 | \$29,484 | \$35,204 |
| | III | F47C | H | \$32,857.14 | \$34,500 | \$38,724 |
| | IV | F47D | I | \$36,148.57 | \$37,956 | \$42,884 |
| | V | F47E | K | \$42,994.29 | \$45,144 | \$51,534 |
| Graphic Artist | I | E43A | H | \$31,542.86 | \$33,120 | \$38,724 |
| | II | E43B | I | \$34,697.14 | \$36,432 | \$42,884 |
| | III | E43C | J | \$38,297.14 | \$40,212 | \$47,146 |
| Highway Sign Technician | I | T27A | E | \$20,548.57 | \$21,576 | \$29,094 |
| | II | T27B | F | \$24,491.43 | \$25,716 | \$32,003 |
| | III | T27C | G | \$27,531.43 | \$28,908 | \$35,204 |
| | IV | T27D | H | \$30,560.00 | \$32,088 | \$38,724 |
| HR Management Specialist | I | C31A | H | \$33,257.14 | \$34,920 | \$38,724 |
| | II | C31B | J | \$39,908.57 | \$41,904 | \$47,146 |
| | III | C31C | K | \$45,794.29 | \$48,084 | \$51,534 |
| | IV | C31D | L | \$50,377.14 | \$52,896 | \$56,686 |
| HR Programs Manager | I | C32A | M | \$53,805.71 | \$56,496 | \$62,920 |
| | II | C32B | N | \$56,491.43 | \$59,316 | \$69,843 |
| | III | C32C | O | \$66,708.57 | \$70,044 | \$78,223 |
| IS Administrator | I | B32A | O | \$68,274.29 | \$71,688 | \$78,223 |
| | II | B32B | P | \$75,942.86 | \$79,740 | \$88,393 |
| IS Applications Specialist | I | B51A | J | \$40,091.43 | \$42,096 | \$47,146 |
| | II | B51B | K | \$44,102.86 | \$46,308 | \$51,534 |
| | III | B51C | L | \$48,514.29 | \$50,940 | \$56,686 |
| | IV | B51D | M | \$53,371.43 | \$56,040 | \$62,920 |
| IS Manager | I | B31A | M | \$56,777.14 | \$59,616 | \$62,920 |
| | II | B31B | N | \$62,457.14 | \$65,580 | \$69,843 |
| | III | B31C | O | \$68,274.29 | \$71,688 | \$78,223 |
| IS Network Administrator | I | B22A | L | \$42,308.57 | \$44,424 | \$56,686 |
| | II | B22B | L | \$46,537.14 | \$48,864 | \$56,686 |
| | III | B22C | M | \$51,188.57 | \$53,748 | \$62,920 |
| IS Network Management Specialist | I | B21A | I | \$36,514.29 | \$38,340 | \$42,884 |
| | II | B21B | J | \$39,908.57 | \$41,904 | \$47,146 |
| | III | B21C | K | \$43,417.14 | \$45,588 | \$51,534 |
| | IV | B21D | L | \$47,760.00 | \$50,148 | \$56,686 |

Annualized ODOT Salary Guidelines Chart

| | | | | | | |
|----------------------------------|-----|------|---|-------------|----------|----------|
| IS Operating Systems Specialist | I | B30A | K | \$42,708.57 | \$44,844 | \$51,534 |
| | II | B30B | L | \$48,514.29 | \$50,940 | \$56,686 |
| | III | B30C | M | \$53,371.43 | \$56,040 | \$62,920 |
| | IV | B30D | N | \$54,697.14 | \$57,432 | \$69,843 |
| IS Operations Specialist | I | B10A | E | \$23,897.14 | \$25,092 | \$29,094 |
| | II | B10B | F | \$26,285.71 | \$27,600 | \$32,003 |
| | III | B10C | G | \$28,960.00 | \$30,408 | \$35,204 |
| | IV | B10D | H | \$31,851.43 | \$33,444 | \$38,724 |
| | V | B10E | I | \$35,040.00 | \$36,792 | \$42,884 |
| IS Services Coordinator | I | B55A | J | \$33,062.86 | \$34,716 | \$47,146 |
| | II | B55B | K | \$36,365.71 | \$38,184 | \$51,534 |
| | III | B55C | L | \$40,000.00 | \$42,000 | \$56,686 |
| | IV | B55D | M | \$44,000.00 | \$46,200 | \$62,920 |
| IS Telecommunications Technician | I | B20A | G | \$31,622.86 | \$33,204 | \$35,204 |
| | II | B20B | H | \$34,788.57 | \$36,528 | \$38,724 |
| | III | B20C | I | \$36,514.29 | \$38,340 | \$42,884 |
| Land Surveyor Manager | I | S17A | O | \$61,028.57 | \$64,080 | \$78,223 |
| | II | S17B | P | \$73,234.29 | \$76,896 | \$88,393 |
| | III | S17C | Q | \$85,520.00 | \$89,796 | \$99,884 |
| Legal Secretary | I | E25A | G | \$24,914.29 | \$26,160 | \$35,204 |
| | II | E25B | H | \$27,405.71 | \$28,776 | \$38,724 |
| | III | E25C | I | \$30,857.14 | \$32,400 | \$42,884 |
| | IV | E25D | J | \$33,165.71 | \$34,824 | \$47,146 |
| Materiel Management Officer | I | F21A | H | \$31,165.71 | \$32,724 | \$38,724 |
| | II | F21B | I | \$34,285.71 | \$36,000 | \$42,884 |
| Materiel Management Specialist | I | F20A | D | \$19,074.29 | \$20,028 | \$26,448 |
| | II | F20B | E | \$21,497.14 | \$22,572 | \$29,094 |
| | III | F20C | F | \$23,645.71 | \$24,828 | \$32,003 |
| | IV | F20D | G | \$26,000.00 | \$27,300 | \$35,204 |
| Offset Press Operator | I | E34A | F | \$22,891.43 | \$24,036 | \$32,003 |
| | II | E34B | G | \$27,920.00 | \$29,316 | \$35,204 |
| | III | E34C | H | \$30,457.14 | \$31,980 | \$38,724 |
| | IV | E34D | I | \$33,508.57 | \$35,184 | \$42,884 |
| Optical Imaging Specialist | I | E36A | D | \$19,668.57 | \$20,652 | \$26,448 |
| | II | E36B | F | \$21,634.29 | \$22,716 | \$32,003 |
| | III | E36C | H | \$25,142.86 | \$26,400 | \$38,724 |
| Photogrammetrist | I | T60A | I | \$33,908.57 | \$35,604 | \$42,884 |
| | II | T60B | J | \$39,908.57 | \$41,904 | \$47,146 |
| | III | T60C | K | \$45,794.29 | \$48,084 | \$51,534 |
| | IV | T60D | L | \$50,377.14 | \$52,896 | \$56,686 |
| Photographer | I | E50A | H | \$31,542.86 | \$33,120 | \$38,724 |
| | II | E50B | I | \$34,697.14 | \$36,432 | \$42,884 |
| Professional Engineer | I | S11A | M | \$51,908.57 | \$54,504 | \$62,920 |
| | II | S11B | N | \$59,360.00 | \$62,328 | \$69,843 |
| | III | S11C | O | \$68,274.29 | \$71,688 | \$78,223 |
| Professional Land Surveyor | I | S16A | M | \$49,714.29 | \$52,200 | \$62,920 |
| | II | S16B | N | \$54,685.71 | \$57,420 | \$69,843 |
| Programs Manager | I | H10A | M | \$51,360.00 | \$53,928 | \$62,920 |
| | II | H10B | N | \$56,491.43 | \$59,316 | \$69,843 |
| Public Information Manager | I | E45A | L | \$44,000.00 | \$46,200 | \$56,686 |
| | II | E45B | M | \$48,388.57 | \$50,808 | \$62,920 |

Annualized ODOT Salary Guidelines Chart

| | | | | | | |
|---|-----|------|---|-------------|----------|----------|
| Public Information Officer | I | E44A | I | \$33,062.86 | \$34,716 | \$42,884 |
| | II | E44B | J | \$36,365.71 | \$38,184 | \$47,146 |
| | III | E44C | K | \$40,000.00 | \$42,000 | \$51,534 |
| Reproduction Services Manager | I | E37A | L | \$38,994.29 | \$40,944 | \$56,686 |
| Safety Consultant | I | J31A | H | \$33,062.86 | \$34,716 | \$38,724 |
| | II | J31B | I | \$38,742.86 | \$40,680 | \$42,884 |
| | III | J31C | J | \$44,468.57 | \$46,692 | \$47,146 |
| | IV | J31D | K | \$48,914.29 | \$51,360 | \$51,534 |
| Secretary | I | E24A | F | \$21,542.86 | \$22,620 | \$32,003 |
| | II | E24B | G | \$25,405.71 | \$26,676 | \$35,204 |
| | III | E24C | H | \$28,091.43 | \$29,496 | \$38,724 |
| | IV | E24D | I | \$30,857.14 | \$32,400 | \$42,884 |
| | V | E24E | J | \$33,062.86 | \$34,716 | \$47,146 |
| Training Specialist | I | C41A | I | \$33,257.14 | \$34,920 | \$42,884 |
| | II | C41B | J | \$39,908.57 | \$41,904 | \$47,146 |
| | III | C41C | L | \$50,377.14 | \$52,896 | \$56,686 |
| Transportation Equipment Operator | I | T25A | E | \$22,308.57 | \$23,424 | \$29,094 |
| | II | T25B | F | \$25,657.14 | \$26,940 | \$32,003 |
| | III | T25C | G | \$29,508.57 | \$30,984 | \$35,204 |
| | IV | T25D | H | \$33,920.00 | \$35,616 | \$38,724 |
| Transportation Manager | I | T23A | M | \$51,360.00 | \$53,928 | \$62,920 |
| <i>Transportation Manager</i> | II | T23B | N | \$56,491.43 | \$59,316 | \$69,843 |
| <i>Transportation Manager (Residency)</i> | II | T23B | N | \$62,068.57 | \$65,172 | \$69,843 |
| | III | T23C | O | \$66,708.57 | \$70,044 | \$78,223 |
| | IV | T23D | P | \$78,514.29 | \$82,440 | \$88,393 |
| Transportation Specialist | I | T22A | I | \$33,908.57 | \$35,604 | \$42,884 |
| | II | T22B | J | \$39,908.57 | \$41,904 | \$47,146 |
| | III | T22C | K | \$45,794.29 | \$48,084 | \$51,534 |
| | IV | T22D | L | \$50,377.14 | \$52,896 | \$56,686 |
| Transportation Superintendent | I | T26A | J | \$38,240.00 | \$40,152 | \$47,146 |
| | II | T26B | K | \$45,885.71 | \$48,180 | \$51,534 |
| Transportation Technician | I | T21A | F | \$24,228.57 | \$25,440 | \$32,003 |
| | II | T21B | G | \$26,651.43 | \$27,984 | \$35,204 |
| | III | T21C | H | \$29,314.29 | \$30,780 | \$38,724 |
| | IV | T21D | I | \$32,251.43 | \$33,864 | \$42,884 |
| Video Production Specialist | I | C42A | I | \$32,308.57 | \$33,924 | \$42,884 |
| | II | C42B | J | \$35,622.86 | \$37,404 | \$47,146 |
| | III | C42C | L | \$42,754.29 | \$44,892 | \$56,686 |
| Welder | I | F48A | F | \$25,577.14 | \$26,856 | \$32,003 |
| | II | F48B | G | \$28,571.43 | \$30,000 | \$35,204 |
| | III | F48C | H | \$36,697.14 | \$38,532 | \$38,724 |

Oklahoma Department of Transportation

Unclassified Salary Schedule

Effective April 1, 2000

| Pay Band | Rate | Minimum | Midpoint | Maximum |
|-----------------|-------------|----------------|-----------------|----------------|
| 00 * | Annual | \$18,310 | | \$120,000 |
| | Monthly | \$1,525.83 | | \$10,000 |
| 01 ** | Annual | \$3,600 | \$5,400 | \$7,200 |
| | Monthly | \$300 | \$450 | \$600 |
| 02 *** | Annual | \$7,200 | \$10,800 | \$14,400 |
| | Monthly | \$600 | \$900 | \$1,200 |
| 03 *** | Annual | \$10,800 | \$16,200 | \$21,600 |
| | Monthly | \$900 | \$1,350 | \$1,800 |
| 04 *** | Annual | \$14,400 | \$21,600 | \$28,800 |
| | Monthly | \$1,200 | \$1,800 | \$2,400 |
| 05 *** | Annual | \$18,000 | \$27,000 | \$36,000 |
| | Monthly | \$1,500 | \$2,250 | \$3,000 |
| 06 | Annual | \$21,600 | \$32,400 | \$43,200 |
| | Monthly | \$1,800 | \$2,700 | \$3,600 |
| 07 | Annual | \$25,200 | \$37,800 | \$50,400 |
| | Monthly | \$2,100 | \$3,150 | \$4,200 |
| 08 | Annual | \$28,800 | \$43,200 | \$57,600 |
| | Monthly | \$2,400 | \$3,600 | \$4,800 |
| 09 | Annual | \$32,400 | \$48,600 | \$64,800 |
| | Monthly | \$2,700 | \$4,050 | \$5,400 |
| 10 | Annual | \$36,000 | \$54,000 | \$72,000 |
| | Monthly | \$3,000 | \$4,500 | \$6,000 |
| 11 | Annual | \$39,600 | \$59,400 | \$79,200 |
| | Monthly | \$3,300 | \$4,950 | \$6,600 |
| 12 | Annual | \$43,200 | \$64,800 | \$86,400 |
| | Monthly | \$3,600 | \$5,400 | \$7,200 |
| 13 | Annual | \$46,800 | \$70,200 | \$93,600 |
| | Monthly | \$3,900 | \$5,850 | \$7,800 |
| 14 | Annual | \$50,400 | \$75,600 | \$100,800 |
| | Monthly | \$4,200 | \$6,300 | \$8,400 |
| 15 | Annual | \$54,000 | \$81,000 | \$108,000 |
| | Monthly | \$4,500 | \$6,750 | \$9,000 |
| 16 | Annual | \$57,600 | \$86,400 | \$115,200 |
| | Monthly | \$4,800 | \$7,200 | \$9,600 |
| 17 | Annual | \$61,200 | \$91,800 | \$122,400 |
| | Monthly | \$5,100 | \$7,650 | \$10,200 |
| 18 | Annual | \$64,800 | \$97,200 | \$129,600 |
| | Monthly | \$5,400 | \$8,100 | \$10,800 |
| 19 | Annual | \$68,400 | \$102,600 | \$136,800 |
| | Monthly | \$5,700 | \$8,550 | \$11,400 |
| 20 | Annual | \$72,000 | \$108,000 | \$144,000 |
| | Monthly | \$6,000 | \$9,000 | \$12,000 |
| 21 | Annual | \$75,600 | \$113,400 | \$151,200 |
| | Monthly | \$6,300 | \$9,450 | \$12,600 |

Divide Monthly Rate by 173.33 to get Hourly Rate

Notes:

* - Min salary on band 00 reflects 2009 min wage per HB 1114 as set by US Dept of Health & Human Services (min hourly rate of \$8.80/hr)

** - Pay band 01 for ODOT Commissioners only (Commissioners are exempt from min wage per HB 1114)

*** - Pay bands 02 thru 05 not currently used - watch for min wage if later used

Revised: August 5, 2009

Oklahoma Department of Transportation
Pay Band Assignment
Unclassified Service
Effective April 1, 2000

| Code | Title | Pay Band |
|-------------|--------------------------------------|-----------------|
| 0020 | Temporary | 00 |
| 0286 | Undergraduate Intern (Carl Albert) | 00 |
| 0287 | Executive Fellow (Carl Albert) | 00 |
| 0765 | Project Manager | 14 |
| 1347 | General Counsel | 20 |
| 1615 | Attorney III | 12 |
| 1616 | Attorney IV | 14 |
| 1767 | Student Employment | 00 |
| 3146 | Senior Financial Accountant (CPA) | 12 |
| 3999 | State Work Incentive Program (SWIP) | 00 |
| 4479 | Chief, Legal & Business Services | 14 |
| 4553 | Asst Director, Fiscal and Programs | 19 |
| 4792 | Administrative Assistant to Director | 10 |
| 4812 | Deputy Director | 21 |
| 4966 | Director | 21 |
| 5696 | Chief Engineer | 21 |
| 5781 | Executive Asst to Commission | 00 |
| 6161 | Deputy General Counsel, CRD | 14 |
| 6164 | Coop Engineer Trainee XII | 09 |
| 6165 | Tort Litigation Administrator | 14 |
| 6168 | Coop Engineer Trainee III | 07 |
| 6487 | Asst Director, Pre-Construction | 20 |
| 7653 | Asst Director, Operations | 20 |
| 7655 | Asst Director, Administration | 19 |
| 7657 | Division Engineer | 16 |
| 8172 | Transportation Coordinator | 00 |
| 9145 | Attorney | 16 |
| 9292 | Director of Internal Audit | 16 |
| 9327 | Internal Audit Manager | 12 |
| 9903 | Commissioner | 01 |
| XXXX | Cabinet Secretary | 21 |

