



LEE COUNTY TRANSIT EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

UPDATE 2026



Prepared for: 

Prepared by: **Kimley»Horn**



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Background¹

The Federal Transit Administration (FTA) is one of 11 operating administrations within the U.S. Department of Transportation (DOT) headed by an Administrator who is appointed by the President of the United States. FTA functions through a Washington, DC, headquarters office, ten regional offices, and five metropolitan offices that assist transit agencies in all 50 states, the District of Columbia, Puerto Rico, the U.S. Virgin Islands, Guam, Northern Mariana Islands, and American Samoa.

Since 1977, DOT has required recipients of transit funding meeting certain criteria to establish Equal Employment Opportunity (EEO) Programs and to comply with applicable laws and regulations.

LeeTran is a recipient of FTA funding assistance and is therefore subject to EEO compliance conditions associated with the use of these funds pursuant to 49 U.S.C. Section 5332 and FTA Circular 4704.1A.

As a recipient of FTA funding assistance, LeeTran is required to submit an updated Equal Employment Opportunity Program (EEO Program) to the FTA every four years or as major changes occur in the work force or employment.

Under Federal Transit Laws, FTA is responsible for ensuring that its recipients do not engage in employment discrimination:

A person may not be excluded from participating in, denied a benefit of, or discriminated against under a project, program, or activity receiving financial assistance under this chapter because of race, color, religion, national origin, sex, disability, or age. (49 U.S.C. § 5332(b))

This provision applies to employment opportunities and supplements employment protections found in Title VI of the Civil Rights Act of 1964 (Title VI). The Title VI regulations prohibiting employment discrimination are found in 49 CFR § 21.5(c) – Nondiscrimination in Federally Assisted Programs of the Department of Transportation. It is important to note that while Title VI and 49 CFR Part 21 only prohibit discrimination based on race, color, and national origin, Federal Transit Laws (49 U.S.C. § 5332) includes protections on the basis of religion, sex, disability, and age. In this context, the term “sex” includes pregnancy, childbirth, or related medical conditions; gender identity; and sexual orientation.

Title VII of the Civil Rights Act of 1964 (Title VII), as amended by the Equal Employment Opportunity Act of 1972 and the Civil Rights Act of 1991, prohibits discrimination on the basis of race, color, religion, national origin, or sex in all institutions with 15 or more employees—including state and local governments and labor organizations. (42 U.S.C. §§ 2000e et seq.) Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) applies to private employers and state and local government employers with at least 15 employees, regardless of whether they receive federal financial assistance. It prohibits covered employers from discriminating on the basis of an applicant’s or employee’s genetic information (such as the results of genetic tests or family medical history),

¹ This “Background” section of the LeeTran Equal Employment Opportunity Program contains excerpts from FTA Circular 4704.1A, *Equal Employment Opportunity Requirements and Guidelines for Federal Transit Administration Recipients*, Rev. 1, April 20, 2017.



generally prohibits employers from acquiring genetic information of applicants and employees, and requires employers to keep genetic information confidential, with very limited exceptions.

The U.S. Equal Employment Opportunity Commission (EEOC) is the enforcement authority for Title VII and provides official interpretation of employment laws that prohibit discrimination as outlined in 29 CFR Part 1600. EEOC enforces not only Title VII and GINA, but also the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, Title I of the Americans with Disabilities Act of 1990, and Sections 501 and 505 of the Rehabilitation Act of 1973. FTA defers to the most current regulations and guidance issued by EEOC when making complaint and compliance determinations. EEOC regulations and guidance are incorporated by reference.

Section 503 of the Rehabilitation Act of 1973, as amended by the Rehabilitation Act of 1993, requires firms holding federal contracts or subcontracts in excess of \$10,000 to “take affirmative action to employ and advance in employment qualified individuals with disabilities.” (29 U.S.C. § 793). On July 1, 2025, the US Department of Labor published a Notice of Proposed Rule Making that included modifications to Section 503 of the Rehabilitation Act of 1973. An updated rule was not final as of the date of preparation of this LeeTran EEO Program Update.

Section 504 of the Rehabilitation Act of 1973 states, “No otherwise qualified individual with a disability in the United States ... shall, solely by reason of her or his disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” (29 U.S.C. § 794)

DOT regulations implementing provisions of the Rehabilitation Act are contained in 49 CFR Part 27 – Nondiscrimination on the Basis of Disability in Programs or Activities Receiving Federal Financial Assistance:

No qualified person with a disability shall, solely by reason of his disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity that receives Federal financial assistance administered by the Department of Transportation. (49 CFR § 27.7(a))

Other nondiscrimination laws may also apply to recipients of federal assistance. The Equal Pay Act of 1963, as amended, requires employers to provide equal pay to men and women who perform substantially equal work in the same establishment. (29 U.S.C. § 206(d)) The Age Discrimination in Employment Act of 1967, as amended, prohibits employment discrimination against employees based on age. (29 U.S.C. §§ 621 et seq.) Title IX of the Education Amendments of 1972, as amended, prohibits discrimination based on sex in education programs or activities receiving federal assistance. (20 U.S.C. §§ 1681 et seq.) The Americans with Disabilities Act of 1990, as amended, prohibits discrimination against persons with disabilities. (42 U.S.C. §§ 12101 et seq.) Military veterans' employment and reemployment rights are covered under the Uniformed Services Employment and Reemployment Rights Act of 1994. (38 U.S.C. §§ 4301 et seq.)

All of the above-listed federal nondiscrimination statutes and regulations will be referred to, collectively, as “EEO statutes and regulations.”



This LeeTran Equal Employment Opportunity (EEO) Program supersedes the 2022 EEO Program. It includes the following program elements:

1. Statement of Policy;
2. Plan for dissemination of information both internally and externally;
3. Designation of appropriate personnel responsible for carrying out the EEO Program, including the designation of an EEO Officer;
4. Utilization Analysis;
5. Goals and timetables to correct identified areas of underutilization or concentration;
6. Assessment of LeeTran's employment practices; and,
7. Plan for monitoring and reporting on the EEO Program.



Equal Employment Opportunity (EEO) Policy Statement

Lee County and LeeTran, collectively referred to as "we," are strongly committed to the community we serve and our employees. As an equal opportunity employer, we strive to maintain a workforce that reflects the diversity of our community.

No individual will be unlawfully excluded from employment opportunities based on race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, ancestry, disability, age, veteran status, or any other category protected under federal or state law.

LeeTran's Equal Employment Opportunity (EEO) Program applies to all aspects of employment, including but not limited to: recruitment, hiring, training, promotion, transfer, demotion, layoff, termination, compensation, benefits, use of facilities, and service.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against any individual who files a complaint, participates in an investigation or legal proceeding, or engages in otherwise protected activity, is strictly prohibited and will not be tolerated.

We are also committed to providing reasonable accommodations to applicants and employees with disabilities and to those who require accommodations for religious practices, unless doing so would create an undue hardship.

As Lee County's County Manager, I retain overall responsibility and accountability for LeeTran's compliance with its EEO Program. To oversee day-to-day responsibilities, including program preparation, monitoring, and complaint investigation, I have appointed **Dr. Ranice E. Monroe, Title VI Nondiscrimination Coordinator**, to serve as LeeTran's EEO Officer.

- **Address:** 2115 Second Street, Fort Myers, FL 33901
- **Phone:** (239) 533-0255
- **Email:** ADArequests@leegov.com

Dr. Monroe reports directly to me on all EEO matters and operates under my authority in coordination with management, labor unions, and employees.

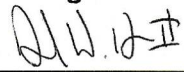
All LeeTran executives, management, and supervisors share the responsibility for implementing and monitoring the EEO Program within their areas. Their performance in supporting this program will be evaluated as part of their overall job performance.

LeeTran remains committed to maintaining a written nondiscrimination program that outlines policies, practices, and procedures, including timetables, to guide agency efforts. This program is available for inspection by any employee or applicant upon request.

I am personally committed to ensuring a workplace where every applicant and employee is treated with dignity, respect, and fairness, in alignment with our EEO Program.

Sincerely,

Dave Harner, II
Lee County Manager

Signature: 

Date: 1-23-26



Dissemination Of Policy

In furtherance of LeeTran's EEO Program and its commitment to promote the concepts of EEO for all employees, applicants, and potential applicants for employment, LeeTran's EEO Program is available for review through various means within Lee County government, LeeTran, and Lee County at large.

Internal

- LeeTran's EEO Policy Statement by the County Manager will be posted in conspicuous locations so that employees, applicants, and potential applicants are aware of LeeTran's commitment to EEO.
- The EEO Policy Statement will be included in LeeTran's *Employee Policies and Procedures Manual*.
- Federal and Labor Law posters will be reproduced and posted on bulletin boards, in the Human Resources Division, and in areas where employees normally congregate.
- The EEO officer will meet with top management officials, semiannually, at a minimum, to discuss the EEO Program and its implementation.
- New LeeTran employees will be given the County Manager's EEO Policy Statement in employee orientation materials and will be required to sign a form acknowledging that they have read and understand the policy.
- The EEO Officer will meet with all employees and affinity groups to seek input on the EEO Program implementation.
- Lee County will conduct periodic EEO training for employees and managers.
- EEO training for all new LeeTran supervisors and managers will be conducted within 90 days of their appointment.
- The EEO Program is available on the LeeTran Intranet and the Lee County Human Resources Department Intranet.
- LeeTran will maintain appropriate documentation that the EEO Program has been brought to the attention of employees and managers, including maintaining agendas and sign-in sheets for meetings conducted when the EEO policy and its implementation are explained.

External

- The County Manager's EEO Policy Statement and Program is available on LeeTran's website at <https://www.leegov.com/leetran/compliance>.
- All LeeTran job postings include the following statement: "LeeTran is an equal opportunity employer." Veteran's Preference is also communicated via the website and job postings. The Lee County job opportunities website also indicates that Lee County is an at-will employer.
- The EEO Policy Statement is posted at various locations countywide.
- LeeTran's EEO Program is provided to Lee County Public Libraries.
- The EEO Policy is disseminated to recruitment entities (e.g., employment agencies, educational institutions, etc.) whenever outreach or advertising is directed to those entities.



Designation Of Personnel Responsibility

All LeeTran's executives, management, and supervisory personnel share the responsibility for implementing and monitoring LeeTran's EEO Program within their respective departments and areas of supervisory responsibilities.

While the ultimate responsibility and accountability for implementing LeeTran's EEO Policy and Program resides with the Lee County Manager, he is assisted by EEO Officer Dr. Ranice E. Monroe. Dr. Monroe is the County Title VI Nondiscrimination Coordinator, who reports directly to the County Manager on EEO matters to further LeeTran's EEO Policy and Program objectives using LeeTran resources and personnel. LeeTran organizational charts are provided in Appendix D.

The EEO Officer's program responsibilities include the following:

- Develop LeeTran's EEO Policy Statement and written EEO Program.
- Assist LeeTran management in the collection and analysis of employment data, identifying problems or opportunity areas, setting goals and timetables, and developing programs to achieve goals.
- Design, implement, and monitor the internal audit and reporting system to measure program effectiveness and determine where progress has been made and where proactive action is needed.
- Review LeeTran's nondiscrimination plan with all managers and supervisors to ensure that the policy is understood.
- Concur in the hiring and promotion process.
- In conjunction with human resources, periodically review employment practice policies (e.g., hiring, promotions, training), complaint policies, reasonable accommodation policies, performance evaluations, and grievance procedures.
- Report, at least semiannually, to the Lee County Manager, LeeTran's progress in relation to LeeTran's goals including contractor and vendor compliance, as needed.
- Serve as the liaison between Lee County and federal, state, county, and local governments; regulatory agencies; community groups representing minorities, women, and persons with disabilities; and others.
- Maintain awareness of current EEO laws and regulations and ensure the laws and regulations affecting nondiscrimination are disseminated to responsible officials.
- Investigate complaints of EEO discrimination and take appropriate action.
- Provide EEO training for LeeTran employees and managers.
- In conjunction with Human Resources, advise LeeTran employees and applicants about available training programs, professional development opportunities, and entrance requirements.
- Audit postings of the EEO policy statement to ensure compliance information is posted and up to date.

EEO responsibilities for LeeTran executives, managers, and supervisors include the following:

- Participate actively in periodic audits of all aspects of employment to identify and remove barriers obstructing the achievement of specified goals and objectives.
- Hold regular discussions with other LeeTran managers, supervisors, employees, and affinity groups to ensure agency policies and procedures are being followed.



- In conjunction with the EEO Officer, maintain and update the personnel database for generating reports required for the nondiscrimination program.
- Cooperate with the EEO Officer in reviewing information and investigating complaints.
- Encourage LeeTran employee participation to support the advancement of the EEO Program (e.g., professional development and career growth opportunities, posting of promotional opportunities, shadowing, mentoring).



Complaint Procedures

Employees or applicants for employment having reason to believe they may have been subjected to discrimination prohibited by EEO statutes and regulations are urged to bring those concerns to the attention of their immediate supervisor, department director, the Director of Human Resources or designee(s), the Lee County EEO Officer, or the County Manager, as appropriate, as provided in the Lee County Policies and Procedures Manual and detailed in Section 202:3. As stated in that section, complainants are urged to report such concerns within 15 days of the occurrence of the incident(s) in question. Prompt reporting allows for timely investigation and quick resolution of complaints.

Incidents may be reported, as appropriate, in person, by phone, by interoffice mail, or U.S. Mail to:

Lee County Department of Human Resources

1825 Hendry Street, Suite 200
Fort Myers, FL 33901
Phone: 239-533-2245
E-mail: HRAdminTeam@leegov.com

Title IV Nondiscrimination Coordinator

3401 Metro Parkway
Fort Myers, FL 33901
Phone: 239-533-0255
E-mail: ADArequests@leegov.com

In addition, such employees or applicants for employment may file a written complaint with the Florida Commission on Human Relations (FCHR), Federal Transit Administration (FTA), or Equal Employment Opportunity Commission (EEOC).

A complaint must be filed with FCHR no later than 365 days after the date of the alleged discrimination. A complaint must be filed with FTA and EEOC no later than 180 days after the date of the alleged discrimination, unless extended by the respective agency.

Florida Commission on Human Relations

4075 Esplanade Way, Room 110
Tallahassee, FL 32399
Phone: 850-488-7082
Toll-Free: 800-342-8170 | Fax: 850-487-1007
TDD ASCII: 800-955-1339
TDD Baudot: 800-955-8771
Web Site: <http://fchr.myflorida.com>
E-mail: fchrinfo@fchr.myflorida.com

Federal Transit Administration

Office of Civil Rights Attn: Complaint Team
East Building, Fifth Floor - TCR

1200 New Jersey Avenue, SE
Washington, DC 20590

Web Site:
<https://www.transit.dot.gov/regulations-and-guidance/civil-rights-ada/file-complaint-fta>

Equal Employment Opportunity Commission

Miami District Office
100 SE Second Street, Suite 1500
Miami, FL 33131
Phone: 786-648-5790 | Fax: 305-808-1758 | TTY: 800-669-6820
Web Site: <http://eeoc.gov/field-office/miami/location>



Utilization Analysis

In accordance with federal regulations, utilization analyses are completed semiannually and with each EEO program update to identify job categories within the LeeTran workforce that are experiencing underutilization in terms of their gender or minority composition compared to the broader Lee County labor market.

The utilization analysis includes a statistical breakdown of LeeTran's workforce by job category, cross referenced by gender and race, and is shown in Appendix A. The LeeTran workforce included for the analysis presented in Appendix A is based on Lee County employment records as of September 30, 2025. The composition of the Lee County labor market is based on 2014 to 2018 5-year American Community Survey (ACS) Equal Employment Opportunity Tabulation data. The dataset is published outside of the traditional ACS cycle and is instead published periodically by a consortium of federal agencies. As of the preparation of this EEO Program Update, the 2014 to 2018 data is the most recent available data that describes the demographic make-up of the available labor market by job category, gender and race.

Based on the utilization analysis, demographic groups within each job category that exhibit greater than 10 percent underutilization and that require more than 3 employees to reach parity are identified as potential focus areas for increasing overall representation. The focus areas identified are listed in Table 1. Notable conclusions from the utilization analysis include the following:

- White females no longer meet the underutilization criteria in the paraprofessional job category. Prior EEO utilization analyses performed in 2022 indicated a 43 percent underutilization rate. There are currently 11 white females serving in a paraprofessional job role, compared to just one during the previous cycle.
- The 2025 utilization analysis has identified two areas of underutilization, encompassing the following job categories. Please refer to Table 1 for a detailed breakdown.
 - Technician
 - Service Maintenance

Table 1: Utilization Focus Areas

Job Category	Demographic	Underutilized (Employees to reach parity)	Notes
Technician	White Female	28% (5)	Reduced utilization since 2021
Service Maintenance	White Female	13% (31)	Reduced utilization since 2021

* The paraprofessional LeeTran workforce is compared to the overall Lee County labor market average by gender and race based on the available data for this job category



Demographic information for LeeTran employees is compared to the overall Lee County labor market in Table 2. LeeTran's employee racial composition has several differences from Lee County's overall labor market. Black/African American male employees make up 15 percent of the LeeTran workforce, while making up just 4 percent of the Lee County labor market. Black/African American female employees make up 10 percent of the LeeTran workforce, while making up just 4.5 percent of the Lee County labor market. Additionally, Hispanic/Latino males make up 21 percent of the LeeTran workforce, but just 12.7 percent of the overall Lee County labor market.

Conversely, several groups were underrepresented in the LeeTran workforce when compared to the overall Lee County labor market. Most notably, a 17.4 percent gap exists between the proportion of available White females in the Lee County labor market versus the proportion of White females in the LeeTran workforce. Additionally, Hispanic/Latina women are underrepresented in the LeeTran workforce by 5.3 percent compared to the full Lee County labor market. More generally, females are underrepresented in LeeTran's workforce by 18 percent when compared to the full Lee County labor market. This gap has decreased another 2 percent from 2021 to 2025, after a five percent decrease between 2018 and 2021.

Table 2: Overall Employee Demographic Comparison

Demographic	LeeTran Employees		Lee County Labor Market	
	Male	Female	Male	Female
White	29.8%	15.0%	33.6%	32.4%
Native American/Alaskan Native	0%	0%	0.1%	0.1%
Black/African American	15.0%	10.0%	4.0%	4.5%
Hispanic/Latino	21.0%	4.1%	12.7%	9.4%
Asian	1.3%	0.3%	0.7%	1.0%
Multiple Races/Other	2.8%	0.6%	0.8%	0.6%
Total	70%	30%	52%	48%



Employment Practices

A review of LeeTran employment practices was completed to identify potential impacts to achieving diversity across hiring, promotions, training, terminations, and disciplinary actions. LeeTran's applicants and hires, promotions, terminations, and disciplinary actions data is provided for January 2022 to September 2025, by gender and race and cross referenced by job category, as shown in Appendix B. The employment practices charts in Appendix B identify potential adverse impacts, as defined by FTA and the EEOC website, using the following four step process:

1. Calculate the rate of selection for each group (divide the number of persons selected from a group by the number of applicants from that group)
2. Observe which group has the highest selection rate
3. Calculate impact ratios by comparing the selection rate for each group with that of the highest group (divide the selection rate for a group by the selection rate for the highest group)
4. Observe whether the selection rate for any group is substantially less (i.e., usually less than 4/5ths or 80 percent) than the selection rate for the highest group. If it is, an adverse impact is possible and further evaluation should be performed.

Based on the resulting analysis, any potential adverse impacts were further reviewed to identify feasible action toward improving diversity across employment practice categories. That review was based on an understanding of the Lee County labor market, LeeTran's historical employment practices, and other important employment considerations by job category. The following section is a summary of the employment practices and statistical analysis of demographics by job category, including informed conclusions to set attainable goals as described in the Goals and Timetables section. In addition, Appendix C includes the current workforce in order of lowest- to highest-paid positions, including details on staff race and gender.

Hiring

Available positions within LeeTran are posted on the Lee County Recruitment webpage (www.governmentjobs.com/careers/leecounty), and through the Hispanic Chamber of Commerce and local colleges. Fleet technician positions have also been posted at local vocational schools. If there is an insufficient number of applicants for a vacant position, Lee County will look at other options to increase the quality and diversity of the applicant pool.

A review of job applicants and hires from January 2022 to September 2025 was completed to identify if persons applying for jobs within LeeTran are underrepresented and if the hiring rate among those applicants reflects a potential adverse impact across a demographic category. This review helps to determine what strategies should be developed to reach certain groups and make them aware of LeeTran's job opportunities.

It is important to note that on the LeeTran job application, applicants are not required to indicate their race or gender. Consequently, only 56.6 percent (3,022 of 5,338 applications) indicated gender, and 62.6 percent (3,289 of 5,338) indicated race. This resulted in just 56 percent of applicants being included in the Hiring Employment Analysis. The exclusion of the demographic make-up of those applicants may result in an incomplete picture of the full applicant pool.



From the Hiring Employment Analysis, and based on the 4/5ths rule, a potentially adverse impact is identified for hiring rates in the Professional, Technician, Paraprofessional, Administrative Support, Skilled Craft, and Service Maintenance job categories as shown in Appendix B. The demographic groups with the highest potential of adverse impact are listed below and should be included as a goal for increased representation.

- **Professionals** – Out of 478 applicants, only 31 were selected, indicating a highly competitive selection process within this category among all groups. Within this job category, nine individuals hired identified as White, two as Black/African American, and three as Hispanic/Latino.
- **Technicians** – White and Hispanic/Latina applicants exhibited a lower selection rate given the number of applicants. Three of the 100 applicants who were white females were hired, while just one of the 40 Hispanic/Latina females who applied were hired.
- **Administrative Support** – No Black/African American Males and Hispanic/Latino Males were hired out of the 22 and 28 applicants who applied, respectively. Of the 237 applicants, only 12 individuals were selected for hire, resulting in limited opportunities to achieve meaningful parity.

In addition to the Hiring Employment Analysis, a comparison between the applicants and the available Lee County Workforce was completed. As shown in Table 3, the percent composition of applicants and the percent composition of the Lee County Workforce across demographics is similar. However, the percent of female applicants is eight percent lower than the percent available within the Lee County Workforce. This indicates an opportunity to increase the hiring rate of female employees across all races.

Table 3: Applicants and Lee County Labor Force

Demographic	Applicants		Lee County Labor Market	
	Male	Female	Male	Female
White	24.4%	12.9%	33.6%	32.4%
Native American/Alaskan Native	0.1%	0.1%	0.1%	0.1%
Black/African American	16.3%	18.6%	4.0%	4.5%
Hispanic/Latino	16.2%	6.4%	12.7%	9.4%
Asian	0.4%	0.3%	0.7%	1.0%
Multiple Races	2.4%	1.7%	0.8%	0.6%
Total	60%	40%	52%	48%



Individuals with Disabilities and Veterans

The Federal Transit Administration (FTA) EEO Program rules require recipients of FTA funding to obtain statistical data to include individuals with disabilities and veterans. That information is used to identify trends that could lead to employment barriers. At the time of preparation of this EEO Program Update, data covering the period between October 2021 through September 2025 was analyzed. During that period, 215 employment applications were received by LeeTran.

Individuals with Disabilities

On September 29, 2021, LeeTran implemented a Voluntary Self-Identification of Disability Status form to its employment application. The Voluntary Self-Identification form is confidential and will not be seen by selecting officials or anyone else involved in making personnel decisions. Based on the applications received between October 1, 2021 and September 30, 2025, no applicants indicated having a disability.

Veterans

Between October 2021 and September 2025, 289 applicants claimed Veteran Status. Within that timeframe, two people with Veterans Status were hired, one as a Bus Operator and one as a Fleet Technician. A summary of applicants and hires by demographic category is shown in Appendix B and Table 4.

Table 4: Veteran Applicants and Hires

Demographic	Applicants	Hires
White Male	xx	xx
White Female	xx	xx
Black/African American Male	xx	xx
Hispanic/Latino Male	xx	xx

Promotions

A review of promotions from January 2022 to September 2025 was completed to identify if any demographic groups are underrepresented in terms of promotions and if there is a potential adverse impact across a demographic group. Based on the 4/5ths rule, a potentially adverse impact is identified based on selection rates in the Officials and Administrators, Professionals, Paraprofessionals and Skilled Craft job categories as shown in Appendix B.

Importantly, promotion data indicates that few promotions were made in each job category during the analysis period, resulting in a small sample bias that pushed statistical results beyond the 4/5ths threshold for potential adverse impacts.

For the promotion analysis, the number of applicants for a promotion is based on the number of employees in that demographic and job category, as of November 3, 2021. Table 5 below summarizes the overall promotion rate by demographic group compared to the LeeTran workforce. In general, the promotion rate for female employees is greater than the percent composition of females in the workforce. While some minority groups fall below their rate of representation, no extreme outliers are present between the promotion rate and make-up within LeeTran's workforce. Because of the limited number of promotions within this employment practices category, LeeTran should continue to monitor trends over time to ensure there are no adverse impacts in the promotion of staff.



Table 5: Promotion Rate

Demographic	Promotion Rate		LeeTran Employees	
	Male	Female	Male	Female
White	33.3%	28.6%	29.8%	15.0%
Native American/Alaskan Native	0%	0%	0%	0%
Black/African American	4.8%	4.8%	15.0%	10.0%
Hispanic/Latino	19%	0%	21.0%	4.1%
Asian	4.8%	0%	1.3%	0.3%
Multiple Races	0%	4.8%	2.8%	0.6%
Total	62%	38%	70%	30%

All employee reclassifications are reviewed and approved by Lee County Human Resources through the Position Analysis Questionnaire Process. Any employee promoted to or hired for a LeeTran position that is not due to reclassification applies for and interviews for the open position. It is Lee County's policy that no employment decisions are based on protected-class status. LeeTran's employment practice is to hire the most qualified applicant for the position. LeeTran also has an Employee Policies and Procedures Manual to further identify how employees should perform.

Terminations

A review of terminations from January 2022 to September 2025 was completed to identify if employee terminations within LeeTran exhibit a potential adverse impact across a demographic group. Within this timeframe, 30 total terminations occurred involving 24 males and 6 females. Twenty-seven of the 30 terminations occurred within the service maintenance category, which employees 232 employees. This resulted in an 11.6 percent involuntary termination rate within the Service Maintenance group and 9.4 percent involuntary termination rate within the organization. A potential adverse impact based on gender or race is identified for Mixed Race males in the Service Maintenance category due to an involuntary termination rate of 44.4 percent. A summary of the terminations by gender and race is shown in Appendix B.

Disciplinary Action

Lee County's Corrective Action/Disciplinary Procedure Number 601 identifies the processes to be taken at various discipline levels to assist in transparency in the steps taken and achieve fair and equitable application. Policy Number 601 is available to all employees so that management and staff are aware of the disciplinary processes and ensure that actions are followed. LeeTran's *Policies and Procedures Manual* also identifies disciplinary actions and is provided to all LeeTran employees.

A review of the disciplinary actions from January 2022 to September 2025 was completed to identify if disciplinary actions within LeeTran have a potential adverse impact across a demographic group. As shown in Appendix B, a potentially adverse impact is identified based on discipline rates in the Technicians, Paraprofessionals, Administrative Support, Skilled Craft and Service Maintenance job categories. Based on the analysis, the highest potential of an adverse impact is identified in the Service Maintenance job category for Black/African American male and female employees.

Further analysis of the disciplinary action data reveals several important aspects from the four-year data:

- While 10 disciplinary actions occurred within the technicians job category, the disciplinary actions were distributed across many racial groups. No race and gender group accounted for



more than four disciplinary actions, and the limited number of technicians make it difficult to draw firm conclusions about potentially adverse impacts.

- Similarly, no race or gender group garnered more than two disciplinary actions within the Paraprofessional job category. The small number (7) of disciplinary actions issued over the four-year evaluation period proves difficult to draw firm conclusions about potentially adverse impacts.
- The distribution of total disciplinary actions within the Service Maintenance category sums to 35 for White employees (32%), 41 for Black/African American employees (37%), and 57 for Hispanic/Latino employees (21%). Notably, Black/African American employees make up 12 percent more of the proportion of disciplinary actions in the Service Maintenance category than the LeeTran workforce make-up.
- In the Service Maintenance group, White females, Black/African American males and females and Mixed-Race females were flagged as having potentially adverse impacts due to high discipline rates compared to the LeeTran demographic make-up.

Training

Lee County conducts in-house training using classroom and webinar techniques to provide its employees with additional training opportunities which employees can sign up for using WebConnect. Examples of training opportunities provided for staff include the following:

- Proper interview techniques
- Counseling to assist employees in identifying promotional opportunities
- Training and educational programs to increase promotion and transfer opportunities
- Retraining and counseling to increase job performance and job knowledge
- Leadership training for identified talent

Importantly, LeeTran does not screen or select employees for specific job category trainings that result in promotional potential. Training and educational programs are made available to staff and staff are encouraged to apply and participate at their own discretion. In addition, and as indicated under the promotions section of this EEO Program Update, all employees apply for and interview for open positions, except those that are due for a reclassification. LeeTran's employment practice is to hire the most qualified applicant for the position and does not make employment decisions based on protected-class status.

Several other important and required trainings that impact day-to-day operations are offered to employees. For example, Lee County staff receive harassment avoidance training on an annual basis and LeeTran bus operators attend refresher and annual retraining. All LeeTran staff receive drug-free workplace and distracted driving training.



Goals And Timetables

LeeTran has created goals and timetables to assure continued equitable utilization as well as improve areas of identified weakness of minority and/or female representation. The utilization analysis concluded that females are underrepresented among the bus operator (Service Maintenance) and fleet mechanic (Technician) staff. The analysis of applicants and hires, as documented in the Employment Practices section, indicates that an increased hiring rate for female applicants in Technician and Service Maintenance job categories and would improve utilization and is consistent with the available number of applicants applying for positions at LeeTran.

Goals and Timetables have been established to assist with recurring efforts to encourage a larger and more diversified pool of applicants. The established goals are a guidepost and are reasonably attainable by means of applying a good faith effort.

Attainment of 2022 EEO Program goals are included in Appendix E and Table 6 and Table 7 identifies new or revised goals based on the utilization and employment practices analyses presented.

Table 6: Short Term Goals

Goal	Accomplished
Coordinate with Florida Gulf Coast University (FGCU), technical schools, local colleges, and Florida's historically Black colleges and universities to distribute information on LeeTran's services and career opportunities to increase the pool of potential applicants.	☐
Continue to attend job fairs and events from Goodwill Industries of Southwest Florida and CareerSource Southwest Florida, as available and within budget.	☐
Provide employment opportunity information, including current vacancy listings as well as a listing of the various job classifications available within the County, to local minority groups, Goodwill Industries of Southwest Florida, and CareerSource Southwest Florida.	☐
Provide internal employment branding to inform all current employees of Lee County benefits to create a positive reputation in the community as a great place to work and, in turn, improve applicant pool and retention.	☐
Examine Professional and Paraprofessional job applications and job descriptions in order to determine if barriers exist for Black or African American male applicants, and, if so, what actions can be taken to reduce those barriers.	☐

Table 7: Long-Term Goals

Goal	Accomplished
Make available and encourage opportunities for female employees with an interest in technical positions.	☐
Coordinate with local colleges, universities, and technical schools when FTA has grant programs for training in transit to increase the LeeTran applicant pool.	☐
Increase overall representation of female staff within bus operator and technician job classifications as positions are available and qualified applications are received.	☐
Continue to monitor representation of minority groups among all LeeTran job categories and as new positions become available and qualified applications are received.	☐



Monitoring and Reporting System

An important part of any successful EEO program is the establishment of an effective and implementable internal monitoring and reporting process. This determines if the EEO Program is accomplishing equity in employment. To monitor the LeeTran EEO Program and guarantee accurate reporting, the following steps will be taken:

1. The Lee County EEO Officer will meet with the County Manager to discuss the progress of the EEO Program and results of program monitoring.
2. LeeTran shall document the sources utilized for advertising job openings and include sources that are specific to protected groups. The Lee County EEO Officer shall review these sources semiannually to determine if the level of advertising for open positions is being completed to promote applicants in areas where there is underutilization. In support of advertising LeeTran vacant positions, Lee County's process is to advertise positions through www.governmentjobs.com. Lee County will also send information regarding job classifications and instructions for accessing current position listings on www.governmentjobs.com to Goodwill Industries of Southwest Florida, CareerSource Southwest Florida, and local colleges.
3. The minority/gender identities of applicants and new hires shall be reviewed semiannually to assure that sufficient numbers are applying for jobs and to assure that the selection process is not adversely impacting the County's ability to meet its EEO program goals.
4. All employees engaged in rendering hiring and promotion decisions shall be trained to assure nondiscrimination in decision-making. The hiring and promotion results shall be reviewed periodically to ensure that nondiscrimination is a fact. Annually, those in hiring- and termination-level positions shall confirm their knowledge of EEO Program goals through participation in a training class and/or an electronic or hard-copy signature acknowledging their understanding.
5. Information collected for EEO purposes only, regarding applicants who have protected group membership, shall be maintained in a file separate from applications.
6. The Lee County EEO Officer will coordinate semiannually with the LeeTran Director and the Lee County Human Resources Office to review underutilization, review current EEO goals and statistics on employment practices and policies, and promote the EEO Program with hiring managers and externally.
7. Promotional opportunities, where any issue of unequal consideration or opportunity arises, shall be reviewed by the Office of Human Resources to assure that qualified applicants are given equal consideration regarding opportunities for upgrades, promotions, and transfers.
8. Where additional training and experience would be helpful for advancement, LeeTran and Human Resources will coordinate appropriate options to counsel and assist employees.
9. It is necessary for good working relationships to continue between the County and the community to inform the protected groups of the employment opportunities.
10. The appraisal of equal employment opportunity efforts and results, along with other important criteria, will be factored into the employee's job performance results and satisfactory outcomes.
11. Exit interviews shall be requested and conducted when employment ends for any reason. Any comments regarding EEO will be documented and provided to the Lee County EEO Officer and as related specifically to LeeTran, provided to the Transit Director while maintaining any necessary employee confidentiality guidelines.



Reporting will be maintained to allow for review of LeeTran's EEO Program performance throughout the year to determine where, if any, corrective actions may be needed. For LeeTran to assess its objective of achieving, within a reasonable period, an employment profile with respect to protected groups in each job category, a systematic approach must be taken to monitor the results of the EEO Program. The internal reporting completed by the Lee County EEO Officer in coordination with Human Resources and/or personnel designated by the LeeTran Director shall be completed annually and will include tracking of the following information related to protected classes:

- Permanent full-time employees;
- Permanent part-time employees;
- Permanent full-time employees grouped by occupational category and salary level;
- New hires;
- Promotions;
- Training opportunities and training completed;
- Disciplinary actions;
- Annual evaluations;
- Any management level employee not accomplishing the EEO goals as identified through review of their performance; and,
- Any EEO complaints received, whether or not they are substantiated.



Complaints

It shall be the objective of LeeTran to resolve issues of discrimination, disparate treatment, and/or harassment in an informal manner by involving the immediate supervisor and/or the Lee County EEO Officer, as deemed appropriate. The Lee County EEO Officer is responsible for mediating complaints of discrimination at the early stages by counseling employees in matters of discrimination in employment, disparate treatment, adverse impact, sexual harassment, and the like, and by advising or assisting management in the complaint resolution process before a formal grievance is filed by an employee. Formal complaint procedures have been established and are communicated so that any employee may elevate a complaint for review if they believe the informal process is not successfully addressing their discrimination, disparate impact, or harassment concerns. The Complaint Resolution Procedure outlined in ??????

Table 8 may also be utilized. However, employees are informed that nothing in LeeTran's EEO Program's informal or formal processes prevents an employee from initiating a discrimination complaint, at any time, with any civil rights agency, nor are time limits for such agencies waived by any of the County's procedures or EEO policies.

Complaints are handled on a case-by-case basis, and variations in complexity will impact the time it takes to complete an investigation and recommend a course of action. The reporting system will provide documentation to support actions that affect applicants or employees from protected groups. Management will be informed of program effectiveness.

Between October 2021 and December 2025, no EEO complaints were received by LeeTran.

Table 8: Complaint Resolution Procedure

Responsibility	Step	Action
Complainant	Report complaint of alleged unlawful discriminatory act, disparate treatment, or harassment.	
Lee County EEO Officer	Review complaint and determine if additional action is required.	
Lee County EEO Officer	Consult County Attorney for review of complaint and determination of whether EEO Officer's decision on next steps are appropriate.	
Lee County EEO Officer	If determined that additional action is warranted, conduct an investigation and consult with any impacted or participatory party to resolve complaint, documenting all steps taken.	
Lee County EEO Officer	Provide human resources with recommendations for review.	
Human Resources	Review EEO Officer's recommendations and take next steps, as appropriate and consistent with Lee County EEO, Harassment, Age, and Disciplinary policies.	



Subrecipients/Contractors

It shall be the objective of LeeTran to ensure that all its subrecipients and contractors who meet the FTA threshold requirements are in full compliance with all Equal Employment Opportunity statutes and regulations. This refers to any subrecipient/contractor who:

1. Employs 100 or more transit-related employees; and,
2. Requests or receives capital or operating assistance more than \$1 million in the previous federal fiscal year, or requests or receives planning assistance in excess of \$250,000 in the previous federal fiscal year.

LeeTran will request and review the EEO program of each subrecipient and contractor. In addition, records of all subrecipients/contractors will be maintained documenting the name, address, type of services provided, contract work performed, correspondence regarding their EEO program, and proof of review (letter or memo to the subrecipient/contractor), as well as the date of review.

Currently LeeTran subrecipients and subcontractors do not meet the FTA threshold requirements to implement the EEO program elements.



APPENDIX A

LEETRAN UTILIZATION ANALYSIS

Utilization Analysis by Job Category

LEETRAN EEO PROGRAM UPDATE 2026

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
1	Job Category	Salary Range	Total Workforce					Male							Female						
2	Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
3	1 - Officials & Administrators																				
4	Current Workforce	(\$132,000-\$173,000)	2	1	0	1	0	1	-	-	-	-	-	-	1	-	-	-	-	-	-
5	Percent in Category	^Entry		50.0%		50.0%		50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
6	Percent of Availability							47.2%	0.0%	1.9%	5.4%	0.7%	0.0%	0.9%	34.6%	0.1%	2.5%	5.4%	1.0%	0.0%	0.3%
9	Percent Underutilized																				
10	Underutilized (Yes/No)								No	No	No	No	No	No	No	No	No	No	No	No	No
11	Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-	-	-	-
12	Planned percent increase Year 1																				
13	Planned percent increase Year 2																				
14	Planned percent increase Year 3																				
15	Planned percent increase Year 4																				
16																					
17	2 - Professionals																				
18	Current Workforce	\$106,000	21	6	4	7	4	6	-	1	3	-	-	-	7	-	2	1	1	-	-
19	Percent in Category	^Entry		28.6%	19.0%	33.3%	19.0%	28.6%	0.0%	4.8%	14.3%	0.0%	0.0%	0.0%	33.3%	0.0%	9.5%	4.8%	4.8%	0.0%	0.0%
20	Percent of Availability							30.0%	0.0%	2.6%	4.9%	1.1%	0.0%	0.5%	45.4%	0.0%	4.2%	8.3%	1.8%	0.0%	1.2%
23	Percent Underutilized														12%			4%			
24	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No
25	Number Needed to Reach Parity								-	-	-	-	-	-	2	-	-	-	-	-	-
26	Planned percent increase Year 1																				
27	Planned percent increase Year 2																				
28	Planned percent increase Year 3																				
29	Planned percent increase Year 4																				
30																					
31	3 - Technicians																				
32	Current Workforce	(\$33,000-\$71,000)	21	7	9	1	4	7	-	3	5	1	-	-	1	-	3	-	-	-	1
33	Percent in Category	^Entry		33.3%	42.9%	4.8%	19.0%	33.3%	0.0%	14.3%	23.8%	4.8%	0.0%	0.0%	4.8%	0.0%	14.3%	0.0%	0.0%	0.0%	4.8%
34	Percent of Availability							31.2%	0.0%	4.0%	11.4%	0.8%	0.0%	0.5%	32.5%	0.2%	7.0%	11.2%	0.7%	0.0%	0.5%
37	Percent Underutilized														28%			11%			
38	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	Yes	No	No	No
39	Number Needed to Reach Parity								-	-	-	-	-	-	5	-	-	2	-	-	-
40	Planned percent increase Year 1																				
41	Planned percent increase Year 2																				
42	Planned percent increase Year 3																				
43	Planned percent increase Year 4																				
44																					

Utilization Analysis by Job Category

LEETRAN EEO PROGRAM UPDATE 2026

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
1	Job Category	Salary Range	Total Workforce					Male							Female						
2	Use EEO-4	(\$XX,000-XX,000)	All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
45	4 - Protective Service																				
46	Current Workforce		0	0	0	0	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	Percent in Category	^Entry						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%
48	Percent of Availability							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%
51	Percent Underutilized																				
52	Underutilized (Yes/No)								No	No	No	No	No	No	No	No	No	No	No	No	No
53	Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	-	-	-	-
54	Planned percent increase Year 1																				
55	Planned percent increase Year 2																				
56	Planned percent increase Year 3																				
57	Planned percent increase Year 4																				
58																					
59	5 - Paraprofessional																				
60	Current Workforce	(\$35,000-\$86,000)	24	7	4	11	2	7	-	1	3	-	-	-	11	-	1	-	-	-	1
61	Percent in Category	^Entry		29.2%	16.7%	45.8%	8.3%	29.2%	0.0%	4.2%	12.5%	0.0%	0.0%	0.0%	45.8%	0.0%	4.2%	0.0%	0.0%	0.0%	4.2%
62	Percent of Availability							33.6%	0.1%	4.0%	12.7%	0.7%	0.0%	0.0%	48.1%	0.1%	4.5%	9.4%	1.0%	0.0%	0.0%
65	Percent Underutilized										0%				2%		0%	9%			
66	Underutilized (Yes/No)								No	No	No	No	No	No	No	No	No	Yes	No	No	No
67	Number Needed to Reach Parity								-	-	-	-	-	-	-	-	-	2	-	-	-
68	Planned percent increase Year 1																				
69	Planned percent increase Year 2																				
70	Planned percent increase Year 3																				
71	Planned percent increase Year 4																				
72																					
73	6 - Administrative Support																				
74	Current Workforce	(\$36,000-\$54,000)	12	4	2	4	2	4	-	-	2	-	-	-	4	-	1	1	-	-	-
75	Percent in Category	^Entry		33.3%	16.7%	33.3%	16.7%	33.3%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	33.3%	0.0%	8.3%	8.3%	0.0%	0.0%	0.0%
76	Percent of Availability							26.2%	0.2%	2.5%	5.5%	0.4%	0.0%	0.9%	45.3%	0.1%	5.1%	11.8%	1.0%	0.0%	1.0%
79	Percent Underutilized														12%			3%			
80	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	No	No	No	No
81	Number Needed to Reach Parity								-	-	-	-	-	-	1	-	-	-	-	-	-
82	Planned percent increase Year 1																				
83	Planned percent increase Year 2																				
84	Planned percent increase Year 3																				
85	Planned percent increase Year 4																				
86																					

Utilization Analysis by Job Category

LEETRAN EEO PROGRAM UPDATE 2026

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
1	Job Category	Salary Range (\$XX,000-XX,000)	Total Workforce					Male							Female						
2	Use EEO-4		All	WM	MM	WF	MF	W	AI/AN	B	H/L	A	NHOPI	Multi	W	AI/AN	B	H/L	A	NHOPI	Multi
87	7 - Skilled Craft																				
88	Current Workforce	(\$64,000-\$80,000)	7	4	2	1	0	4	1	-	-	1	-	-	1	-	-	-	-	-	-
89	Percent in Category	^Entry		57.1%	28.6%	14.3%		57.1%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
90	Percent of Availability							52.8%	0.1%	4.9%	35.1%	0.4%	0.0%	0.8%	3.7%	0.0%	0.4%	1.6%	0.1%	0.0%	0.1%
93	Percent Underutilized										35%										
94	Underutilized (Yes/No)								No	No	Yes	No	No	No	No	No	No	No	No	No	No
95	Number Needed to Reach Parity								-	-	2	-	-	-	-	-	-	-	-	-	-
96	Planned percent increase Year 1																				
97	Planned percent increase Year 2																				
98	Planned percent increase Year 3																				
99	Planned percent increase Year 4																				
100																					
101	8 - Service-Maintenance																				
102	Current Workforce	(\$28,000-\$55,000)	232	66	107	23	36	66	-	43	53	2	-	9	23		25	11		-	-
103	Percent in Category	^Entry		28.4%	46.1%	9.9%	15.5%	28.4%	0.0%	18.5%	22.8%	0.9%	0.0%	3.9%	9.9%	0.0%	10.8%	4.7%	0.0%	0.0%	0.0%
104	Percent of Availability							29.1%	0.0%	6.7%	20.0%	1.0%	0.0%	0.9%	23.3%	0.1%	5.5%	12.1%	0.9%	0.0%	0.4%
107	Percent Underutilized										0%				13%			7%	1%		
108	Underutilized (Yes/No)								No	No	No	No	No	No	Yes	No	No	Yes	Yes	No	No
109	Number Needed to Reach Parity								-	-	-	-	-	-	31	-	-	17	2	-	-
110	Planned percent increase Year 1																				
111	Planned percent increase Year 2																				
112	Planned percent increase Year 3																				
113	Planned percent increase Year 4																				
114																					
115	Notes: LeeTran workforce is based on employment records as of September 30, 2025. Workforce availability is based on 2014 to 2018 5-year ACS data.																				
116																					
117																					
118																					



APPENDIX B

EMPLOYMENT PRACTICES ASSESSMENT

Employment Practices Assessment by Job Category
HIRES

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	56	30	30	14	1	-	11	11	8	3	2	1	-	-	4	1
Total Hires	11	3	6	3	-	-	2	-	3	-	-	-	-	-	-	-
Selection Rate	19.6%	10.0%	20.0%	21.4%	N/A	N/A	18.2%	0.0%	37.5%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	100.0%	50.9%	53.3%	57.1%	N/A	N/A	48.5%	0.0%	100.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	Yes	No	Yes	Yes	N/A	N/A	N/A	Yes	N/A
3 - Technicians																
Number Applied	205	273	109	100	-	1	36	117	56	40	2	4	-	1	2	10
Total Hires	17	14	9	3	-	-	3	9	4	1	-	-	-	-	1	1
Selection Rate	8.3%	5.1%	8.3%	3.0%	N/A	N/A	8.3%	7.7%	7.1%	2.5%	N/A	N/A	N/A	N/A	N/A	10.0%
Ratio to Highest Rate	100.0%	61.8%	82.6%	30.0%	N/A	N/A	83.3%	76.9%	71.4%	25.0%	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	No	Yes	Yes	Yes	N/A	N/A	N/A	N/A	N/A	No
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	94	70	68	40	1	1	9	12	12	11	-	2	-	-	4	4
Total Hires	6	7	3	4	-	-	-	1	2	1	-	-	-	-	1	1
Selection Rate	6.4%	10.0%	4.4%	10.0%	N/A	N/A	0.0%	8.3%	16.7%	9.1%	N/A	N/A	N/A	N/A	25.0%	25.0%
Ratio to Highest Rate	63.8%	100.0%	17.6%	40.0%	N/A	N/A	0.0%	33.3%	66.7%	36.4%	N/A	N/A	N/A	N/A	100.0%	100.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No	No
6 - Administrative Support																
Number Applied	105	132	47	57	-	-	22	45	28	19	1	1	-	1	7	9
Total Hires	4	8	2	3	-	-	-	2	-	2	1	1	-	-	1	-
Selection Rate	3.8%	6.1%	4.3%	5.3%	N/A	N/A	0.0%	4.4%	0.0%	10.5%	N/A	N/A	N/A	N/A	14.3%	0.0%
Ratio to Highest Rate	62.9%	100.0%	29.8%	36.8%	N/A	N/A	0.0%	31.1%	0.0%	73.7%	N/A	N/A	N/A	N/A	100.0%	0.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No	Yes

Employment Practices Assessment by Job Category
HIRES

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
7 - Skilled Craft																
Number Applied	31	9	12	4	-	-	5	5	12	-	1	-	-	-	1	-
Total Hires	3	1	1	1	-	-	-	-	1	-	1	-	-	-	-	-
Selection Rate	9.7%	11.1%	8.3%	25.0%	N/A	N/A	0.0%	0.0%	8.3%	N/A	100.0%	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	87.1%	100.0%	8.3%	25.0%	N/A	N/A	0.0%	0.0%	8.3%	N/A	100.0%	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	Yes	Yes	Yes	N/A	No	N/A	N/A	N/A	Yes	N/A
8 -Service-Maintenance																
Number Applied	1,301	681	462	169	1	-	404	365	368	119	9	2	2	-	55	26
Total Hires	208	86	84	18	-	-	49	46	53	17	3	1	-	-	19	4
Selection Rate	16.0%	12.6%	18.2%	10.7%	N/A	N/A	12.1%	12.6%	14.4%	14.3%	N/A	N/A	N/A	N/A	34.5%	N/A
Ratio to Highest Rate	100.0%	79.0%	52.6%	30.8%	N/A	N/A	35.1%	36.5%	41.7%	41.4%	N/A	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	Yes	Yes	Yes	N/A	N/A	Yes	Yes	Yes	Yes	N/A	N/A	N/A	N/A	No	N/A

Notes: Applicant and Hire data is from January 2022 - September 2025

	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Persons with Disabilities																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Veterans																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Hires	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes: Applicant and Hire data is from January 2022 - September 2025

Employment Practices Assessment by Job Category
PROMOTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Number Applied	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	100.0%	0.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Number Applied	10	11	6	7	-	-	1	2	3	1	-	1	-	-	-	-
Total Promotions	3	2	2	2	-	-	-	-	1	-	-	-	-	-	-	-
Selection Rate	30.0%	18.2%	33.3%	28.6%	N/A	N/A	0.0%	0.0%	33.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	60.6%	100.0%	85.7%	N/A	N/A	0.0%	0.0%	100.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	Yes	Yes	No	Yes	N/A	Yes	N/A	N/A	N/A	N/A
3 - Technicians																
Number Applied	16	5	7	1	-	-	3	3	5	-	1	-	-	-	-	1
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Highest Rate	NA	NA	#DIV/0!	#DIV/0!	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	N/A	#DIV/0!	N/A	N/A	N/A	N/A	#DIV/0!
Potential Adverse Impact (Yes/No)	No	No	#DIV/0!	#DIV/0!	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	N/A	#DIV/0!	N/A	N/A	N/A	N/A	#DIV/0!
4 - Protective Service																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Number Applied	11	13	7	11	-	-	1	1	3	-	-	-	-	-	-	1
Total Promotions	4	6	2	4	-	-	1	1	1	-	-	-	-	-	-	1
Selection Rate	36.4%	46.2%	28.6%	36.4%	N/A	N/A	100.0%	100.0%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Ratio to Highest Rate	78.8%	100.0%	28.6%	36.4%	N/A	N/A	100.0%	100.0%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	Yes	No	Yes	Yes	N/A	N/A	No	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	No
6 - Administrative Support																
Number Applied	6	6	4	4	-	-	-	1	2	1	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	NA	NA	#DIV/0!	#DIV/0!	N/A	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	#DIV/0!	#DIV/0!	N/A	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	N/A	N/A	N/A	N/A	N/A	N/A
7 - Skilled Craft																
Number Applied	6	1	4	1	-	-	-	-	1	-	1	-	-	-	-	-
Total Promotions	5	-	2	-	-	-	-	-	2	-	1	-	-	-	-	-
Selection Rate	83.3%	0.0%	50.0%	0.0%	N/A	N/A	N/A	N/A	200.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Highest Rate	100.0%	NA	25.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	N/A	50.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	Yes	N/A	N/A	N/A	N/A	No	N/A	Yes	N/A	N/A	N/A	N/A	N/A

**Employment Practices Assessment by Job Category
PROMOTIONS**

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
8 -Service-Maintenance																
Number Applied	174	59	66	23	1		43	25	53	11	2	-	-	-	9	
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A
Ratio to Highest Rate	NA	NA	#DIV/0!	#DIV/0!	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	N/A	N/A	N/A	N/A	#DIV/0!	N/A
Potential Adverse Impact (Yes/No)	No	No	#DIV/0!	#DIV/0!	N/A	N/A	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	N/A	N/A	N/A	N/A	#DIV/0!	N/A

Notes: Promotion data is from January 2018 – December 2021. Total workforce data as of November 2021 is used in-lieu of promotion applicants.

	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Persons with Disabilities																
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Total		W		AI/AN		B		H/L		A		NHOPI		M	
Veterans	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Number Applied	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Promotions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Selection Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Notes: Employee promotions were not identified for Persons with Disabilities or Veterans between July 2021 – October 2021

Employment Practices Assessment by Job Category
TERMINATIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	1	1	1	1			-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2 - Professionals																
Total Workforce	10	11	6	7			1	2	3	1	-	1	-	-	-	-
Total Involuntary Terminations	1	-	1				-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	10.0%	0.0%	16.7%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	No	N/A	N/A	N/A	N/A
3 - Technicians																
Total Workforce	16	5	7	1			3	3	5		1	-	-	-	-	1
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	No
4 - Protective Service																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5 - Paraprofessional																
Total Workforce	11	13	7	11			1	1	3	-	-	-	-	-	-	1
Total Involuntary Terminations	1	1	1	1			-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	9.1%	7.7%	14.3%	9.1%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	84.6%	100.0%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
6 - Administrative Support																
Total Workforce	6	6	4	4			-	1	2	1	-	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A

Employment Practices Assessment by Job Category
TERMINATIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
7 - Skilled Craft																
Total Workforce	6	1	4	1			-	-	1	-	1	-	-	-	-	-
Total Involuntary Terminations	-	-					-	-	-	-	-	-	-	-	-	-
Involuntary Termination Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A
8 -Service-Maintenance																
Total Workforce	174	59	66	23	1	-	43	25	53	11	2	-	-	-	9	-
Total Involuntary Terminations	22	5	5	2	1	-	5	2	7		-	-	-	-	4	1
Involuntary Termination Rate	12.6%	8.5%	7.6%	8.7%	N/A	N/A	11.6%	8.0%	13.2%	0.0%	N/A	N/A	N/A	N/A	44.4%	N/A
Ratio to Lowest Rate	67.0%	100.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	Yes	N/A

Notes: Termination data is from January 2022 – September 2025

Employment Practices Assessment by Job Category
DISCIPLINARY ACTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1 - Officials & Administrators																
Total Workforce	1	1	1	1			-		-		-		-		-	
	-	-					-		-		-		-		-	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-					-		-		-		-		-	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Employment Practices Assessment by Job Category
DISCIPLINARY ACTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2 - Professionals																
Total Workforce	10	11	6	7	-	-	1	2	3	1		1	-	-	-	-
Termination	1	-	1		-			-	-	-	-	-	-	-	-	-
Discipline Rate	10.0%	0.0%	16.7%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	No	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	No	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	No	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	No	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	No	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	No	N/A	N/A	N/A	N/A

Employment Practices Assessment by Job Category
DISCIPLINARY ACTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
3 - Technicians																
Total Workforce	16	5	7	1	-	-	3	3	5		1	-	-	-		1
Coach and Counsel	-	2		1	-		-	1	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	18.2%	0.0%	100.0%	N/A	N/A	0.0%	33.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	0.0%	100.0%	0.0%	N/A	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	Yes	No	Yes	N/A	N/A	No	Yes	No	N/A	No	N/A	N/A	N/A	N/A	No
Memo of Expectations	1	2	-	-	-	-	1		-	-	-	-	-	-	-	2
Discipline Rate	10.0%	18.2%	0.0%	0.0%	N/A	N/A	33.3%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	200.0%
Ratio to Lowest Rate	100.0%	55.0%	100.0%	100.0%	N/A	N/A	0.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	Yes	No	No	N/A	No	N/A	N/A	N/A	N/A	Yes
Suspension	-	1			-	-	-	-	-	-	-	-	-	-	-	1
Discipline Rate	0.0%	9.1%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	100.0%
Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	Yes
Written Warning	1	3	1		-	-	-	1	-	1	-	-	-	-	-	1
Discipline Rate	10.0%	27.3%	14.3%	0.0%	N/A	N/A	0.0%	33.3%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	100.0%
Ratio to Lowest Rate	100.0%	36.7%	0.0%	100.0%	N/A	N/A	100.0%	0.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	No	Yes	No	No	N/A	N/A	No	Yes	No	N/A	No	N/A	N/A	N/A	N/A	Yes
	-	-					-		-	-	-	-	-	-	-	
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	No
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	No	N/A	N/A	N/A	N/A	No

Employment Practices Assessment by Job Category
DISCIPLINARY ACTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
4 - Protective Service																
Total Workforce	-	-					-	-	-	-	-	-	-	-	-	-
	-	-											-	-	-	-
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-								-	-	-	-	-	-	-
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-								-	-	-	-	-	-	-
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-								-	-	-	-	-	-	-
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-					-	-	-	-	-	-	-	-	-	-
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Employment Practices Assessment by Job Category
DISCIPLINARY ACTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
5 - Paraprofessional																
Total Workforce	11	13	7	11	-	-	1	1	3	-	-	-	-	-	-	1
Coach and Counsel	2	-	1		-		-	-	1	-	-	-	-	-	-	-
Discipline Rate	18.2%	0.0%	14.3%	0.0%	N/A	N/A	0.0%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	No
Termination	1	1	1	1	-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	9.1%	7.7%	14.3%	9.1%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	84.6%	100.0%	0.0%	0.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
Written Warning	-	1			-	-		-		-	-	-	-	-	-	1
Discipline Rate	0.0%	7.7%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Ratio to Lowest Rate	100.0%	0.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	Yes
Suspension	1	1		1	-	-	-	-	1	-	-	-	-	-	-	-
Discipline Rate	9.1%	7.7%	0.0%	9.1%	N/A	N/A	0.0%	0.0%	33.3%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	84.6%	100.0%	100.0%	0.0%	N/A	N/A	100.0%	100.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	Yes	N/A	N/A	N/A	N/A	N/A	N/A	No
	-	-					-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A	0.0%
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A	100.0%
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A	No

Employment Practices Assessment by Job Category
DISCIPLINARY ACTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
6 - Administrative Support																
Total Workforce	6	6	4	4	-	-	-	1	2	1	-	-	-	-	-	-
Written Warning	2	-	2		-		-	-	-	-	-	-	-	-	-	-
Discipline Rate	33.3%	0.0%	50.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	Yes	No	Yes	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	No	No	No	N/A	N/A	N/A	N/A	N/A	N/A

Employment Practices Assessment by Job Category
DISCIPLINARY ACTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
7 - Skilled Craft																
Total Workforce	6	1	4	1			-	-	1	-	1	-	-	-	-	-
Coach and Counsel	1	-	1		-		-	-	-	-	-	-	-	-	-	-
Discipline Rate	16.7%	0.0%	25.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A
Written Warning	1	-	1		-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	16.7%	0.0%	25.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	0.0%	100.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	Yes	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A
	-	-			-	-	-	-	-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A	0.0%	N/A	N/A	N/A	N/A	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A	100.0%	N/A	N/A	N/A	N/A	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A	No	N/A	N/A	N/A	N/A	N/A

Employment Practices Assessment by Job Category
DISCIPLINARY ACTIONS

LEETRAN EEO PROGRAM UPDATE 2026

Job Category (Use EEO-4)	Total		W		AI/AN		B		H/L		A		NHOPI		M	
	Male	Female	M	F	M	F	M	F	M	F	M	F	M	F	M	F
8 -Service-Maintenance																
Total Workforce	174	59	66	23	1	-	43	25	53	11	2	-	-	-	9	-
Coach and Counsel	1	4			-			2	1	1	-	-	-	-	-	1
Discipline Rate	0.6%	6.8%	0.0%	0.0%	N/A	N/A	0.0%	8.0%	1.9%	9.1%	N/A	N/A	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	8.5%	100.0%	100.0%	N/A	N/A	100.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A
Termination	22	5	5	2	1		5	2	7			-	-	-	4	1
Discipline Rate	12.6%	8.5%	7.6%	8.7%	N/A	N/A	11.6%	8.0%	13.2%	0.0%	N/A	N/A	N/A	N/A	44.4%	N/A
Ratio to Lowest Rate	67.0%	100.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	Yes	N/A
Suspension	21	16	9	2	-	-	8	12	2	2	-	-	-	-	2	-
Discipline Rate	12.1%	27.1%	13.6%	8.7%	N/A	N/A	18.6%	48.0%	3.8%	18.2%	N/A	N/A	N/A	N/A	22.2%	N/A
Ratio to Lowest Rate	100.0%	44.5%	27.7%	43.4%	N/A	N/A	20.3%	7.9%	100.0%	20.8%	N/A	N/A	N/A	N/A	17.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	Yes	No	No	N/A	N/A	N/A	N/A	No	N/A
Written Warning	30	11	10	7	-	-	9	3	10	-	-	-	-	-	1	1
Discipline Rate	17.2%	18.6%	15.2%	30.4%	N/A	N/A	20.9%	12.0%	18.9%	0.0%	N/A	N/A	N/A	N/A	11.1%	N/A
Ratio to Lowest Rate	100.0%	92.5%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	100.0%	N/A	N/A	N/A	N/A	0.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	Yes	N/A	N/A	Yes	No	No	No	N/A	N/A	N/A	N/A	No	N/A
	-	-					-		-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A
	-	-			-	-			-	-	-	-	-	-	-	-
Discipline Rate	0.0%	0.0%	0.0%	0.0%	N/A	N/A	0.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	N/A	0.0%	N/A
Ratio to Lowest Rate	100.0%	100.0%	100.0%	100.0%	N/A	N/A	100.0%	100.0%	100.0%	100.0%	N/A	N/A	N/A	N/A	100.0%	N/A
Potential Adverse Impact (Yes/No)	No	No	No	No	N/A	N/A	No	No	No	No	N/A	N/A	N/A	N/A	No	N/A



APPENDIX C

LEETRAN'S CURRENT WORKFORCE

Hourly Rate	Job Title	EEO-4 Job Category	Race	Gender
\$ 17.00	Customer Service Specialist	03-Technicians	White	Male
\$ 17.00	Maintenance Specialist	08-ServiceMaint	Black or African American	Male
\$ 17.00	Maintenance Specialist	08-ServiceMaint	Two or more races	Male
\$ 17.00	Maintenance Specialist	08-ServiceMaint	Hispanic or Latino	Female
\$ 17.00	Maintenance Specialist	08-ServiceMaint	Asian	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Female
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Prefer not to disclose	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$ 17.00	Customer Service Specialist	03-Technicians	Black or African American	Female
\$ 17.00	Bus Operator	08-ServiceMaint	White	Male
\$ 17.00	Bus Operator	08-ServiceMaint	White	Female
\$ 17.00	Maintenance Specialist	08-ServiceMaint	White	Male
\$ 17.00	Bus Operator	08-ServiceMaint	White	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$ 17.00	TRAM Attendant	08-ServiceMaint	Black or African American	Female
\$ 17.00	Customer Service Specialist	03-Technicians	Black or African American	Female
\$ 17.00	TRAM Attendant	08-ServiceMaint	White	Male
\$ 17.00	TRAM Attendant	08-ServiceMaint	White	Female
\$ 17.00	TRAM Attendant	08-ServiceMaint	Prefer not to disclose	Male
\$ 17.00	TRAM Attendant	08-ServiceMaint	White	Female
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$ 17.00	TRAM Attendant	08-ServiceMaint	NULL	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$ 17.00	TRAM Attendant	08-ServiceMaint	White	Male
\$ 17.00	Maintenance Specialist	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.00	TRAM Attendant	08-ServiceMaint	White	Male
\$ 17.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Two or more races	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Prefer not to disclose	Female
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Two or more races	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$ 17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$ 17.39	TRAM Attendant	08-ServiceMaint	White	Male

\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Two or more races	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Prefer not to disclose	Female
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Female
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	17.39	Bus Operator	08-ServiceMaint	Black or African American	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	17.39	Bus Operator	08-ServiceMaint	Hispanic or Latino	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	None
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	17.39	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	17.49	Customer Service Specialist	03-Technicians	Hispanic or Latino	Male
\$	17.49	Customer Service Specialist	03-Technicians	White	Male
\$	17.49	Customer Service Specialist	03-Technicians	Black or African American	Female
\$	17.49	Maintenance Specialist	08-ServiceMaint	Hispanic or Latino	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	Two or more races	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Female
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Female
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.49	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	17.49	Bus Operator	08-ServiceMaint	White	Male
\$	17.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$	17.85	Maintenance Specialist	08-ServiceMaint	Black or African American	Male
\$	17.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	17.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Prefer not to disclose	Male
\$	17.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$	17.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	18.01	Maintenance Specialist	08-ServiceMaint	Hispanic or Latino	Male
\$	18.01	Maintenance Specialist	08-ServiceMaint	Hispanic or Latino	Male
\$	18.26	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male

\$	18.26	BUS OPERATOR (Fixed)	08-ServiceMaint	Two or more races	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	Prefer not to disclose	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	Two or more races	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	Prefer not to disclose	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	18.43	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	18.43	Bus Operator	08-ServiceMaint	White	Male
\$	18.43	Bus Operator	08-ServiceMaint	Hispanic or Latino	Male
\$	18.54	Customer Service Specialist	03-Technicians	White	Female
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$	18.85	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Female
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	18.85	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	18.85	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	18.85	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$	18.85	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$	18.85	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	18.85	BUS OPERATOR (Fixed)	08-ServiceMaint	Two or more races	Male
\$	19.36	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	19.80	Customer Service Specialist	03-Technicians	Two or more races	Female
\$	19.80	Maintenance Specialist, Routes	08-ServiceMaint	Black or African American	Male
\$	19.80	Maintenance Specialist	08-ServiceMaint	Hispanic or Latino	Female
\$	19.80	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	19.80	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	19.80	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	19.80	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	19.80	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	19.80	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	19.80	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	19.88	Operations Specialist	06-AdminSupport	White	Male
\$	19.97	Maintenance Specialist	08-ServiceMaint	Hispanic or Latino	Male
\$	20.06	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	20.06	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	20.06	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male

\$	20.06	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	20.06	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$	20.06	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	20.06	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	20.06	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	20.06	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	20.38	Maintenance Specialist	08-ServiceMaint	White	Male
\$	20.46	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	20.46	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	20.46	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	20.46	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$	20.57	Supply and Inventory Specialist	05-ParaProfessional	Hispanic or Latino	Male
\$	20.67	Operations Specialist	06-AdminSupport	White	Male
\$	20.79	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	20.79	Maintenance Specialist	08-ServiceMaint	White	Female
\$	20.86	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	20.86	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	20.86	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	20.86	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	20.86	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	20.86	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	20.86	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$	20.86	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	20.86	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	20.86	BUS OPERATOR (Fixed)	08-ServiceMaint	Two or more races	Male
\$	21.06	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	21.29	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	21.29	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$	21.29	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	21.29	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	21.29	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Female
\$	21.29	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Male
\$	21.50	Operations Specialist	06-AdminSupport	Hispanic or Latino	Male
\$	21.71	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	21.71	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	21.71	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	21.91	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	22.08	Safety and Training Specialist	06-AdminSupport	Black or African American	Female
\$	22.15	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Female
\$	22.15	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	22.15	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	22.15	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Female
\$	22.15	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	22.15	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	22.15	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	22.15	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	22.15	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	22.15	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	22.26	Administrative Specialist	06-AdminSupport	White	Female
\$	22.50	Operations Specialist	06-AdminSupport	White	Female
\$	22.59	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Female
\$	22.59	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	22.59	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	22.59	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	22.59	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male

\$	22.59	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	22.59	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	22.59	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	22.59	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	22.59	Bus Operator	08-ServiceMaint	White	Male
\$	23.27	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	23.27	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	23.27	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	23.27	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	23.55	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	23.98	BUS OPERATOR (Fixed)	08-ServiceMaint	Asian	Male
\$	24.00	Supervisor, Transit	05-ParaProfessional	Black or African American	Female
\$	24.02	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	24.25	Fiscal Specialist	05-ParaProfessional	White	Female
\$	24.38	Sales and Marketing Specialist	02-Professionals	White	Female
\$	24.38	Supply and Inventory Specialist	05-ParaProfessional	White	Female
\$	24.49	Scheduler	06-AdminSupport	Hispanic or Latino	Male
\$	24.53	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	24.61	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Female
\$	24.85	Fiscal Specialist	05-ParaProfessional	White	Female
\$	24.85	Fiscal Specialist	05-ParaProfessional	White	Female
\$	24.96	Technician I Mechanic	03-Technicians	White	Male
\$	25.00	Planner	02-Professionals	Hispanic or Latino	Male
\$	25.02	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	25.08	Maintenance Specialist	08-ServiceMaint	White	Male
\$	25.17	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	25.28	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	25.28	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Female
\$	25.37	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	25.44	Supervisor, Transit	05-ParaProfessional	White	Female
\$	25.44	Supervisor, Transit	05-ParaProfessional	White	Male
\$	25.44	Supervisor, Transit	05-ParaProfessional	White	Female
\$	25.44	Crew Supervisor	07-SkilledCraft	Hispanic or Latino	Male
\$	25.44	Administrative Specialist, Senior	06-AdminSupport	Hispanic or Latino	Female
\$	25.46	Fiscal Specialist	05-ParaProfessional	White	Female
\$	25.46	Fiscal Specialist	05-ParaProfessional	White	Female
\$	25.60	Supervisor, Transit	05-ParaProfessional	White	Female
\$	25.60	Supervisor, Transit	05-ParaProfessional	Two or more races	Female
\$	25.63	Coordinator, Mobility Services	02-Professionals	White	Female
\$	25.81	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	25.85	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	25.90	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	26.00	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	26.13	BUS OPERATOR (Paratransit)	08-ServiceMaint	Black or African American	Female
\$	26.25	Planner	02-Professionals	Hispanic or Latino	Male
\$	26.39	Supervisor, Transit	05-ParaProfessional	White	Male
\$	26.46	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$	26.51	BUS OPERATOR (Paratransit)	08-ServiceMaint	White	Male
\$	26.53	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	26.53	BUS OPERATOR (Paratransit)	08-ServiceMaint	Hispanic or Latino	Male
\$	26.90	Supervisor, Transit	05-ParaProfessional	White	Male
\$	27.80	Maintenance Specialist, Senior	08-ServiceMaint	White	Male
\$	28.62	Administrative Specialist, Senior	06-AdminSupport	White	Female
\$	28.77	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	28.85	Planner, Transportation Data Analyst	02-Professionals	White	Male

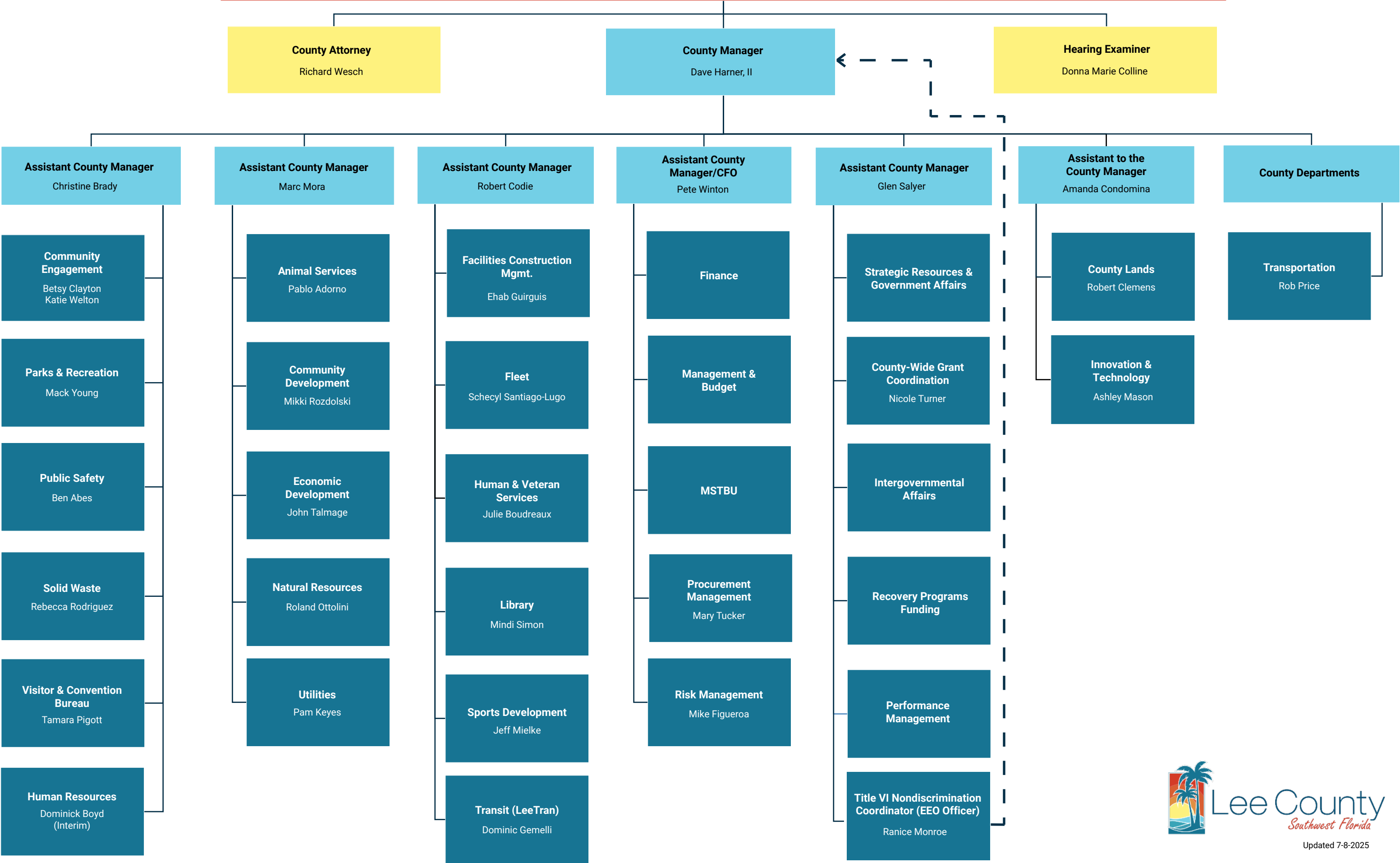
\$	29.32	Eligibility Specialist	02-Professionals	Asian	Female
\$	29.49	Technician II Mechanic	03-Technicians	Black or African American	Male
\$	29.50	Supervisor, Safety and Training	05-ParaProfessional	Black or African American	Male
\$	29.50	Technician II Mechanic	03-Technicians	Hispanic or Latino	Male
\$	29.59	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	29.59	BUS OPERATOR (Fixed)	08-ServiceMaint	Hispanic or Latino	Male
\$	29.59	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Female
\$	29.59	BUS OPERATOR (Fixed)	08-ServiceMaint	Black or African American	Male
\$	29.59	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	30.06	Office Administrator	02-Professionals	Hispanic or Latino	Female
\$	30.29	Planner, Transportation Data Analyst	02-Professionals	White	Male
\$	30.48	BUS OPERATOR (Fixed)	08-ServiceMaint	White	Male
\$	30.79	Fiscal Officer	02-Professionals	Black or African American	Female
\$	30.92	Administrative Specialist, Senior	06-AdminSupport	White	Female
\$	31.00	Technician II Mechanic	03-Technicians	Hispanic or Latino	Male
\$	31.21	Supply and Inventory Specialist	05-ParaProfessional	White	Male
\$	31.25	Supervisor, Customer Service and Eligibility	05-ParaProfessional	White	Female
\$	31.28	Technician II Mechanic	03-Technicians	Black or African American	Male
\$	31.80	Technician II Mechanic	03-Technicians	Hispanic or Latino	Male
\$	31.91	Supervisor, Transit	05-ParaProfessional	Hispanic or Latino	Male
\$	32.15	Scheduler	06-AdminSupport	White	Male
\$	32.50	Technology Systems Specialist	02-Professionals	Black or African American	Male
\$	32.55	Technician II Mechanic	03-Technicians	Hispanic or Latino	Male
\$	32.82	Technician II Mechanic	03-Technicians	White	Male
\$	32.86	Technician II Mechanic	03-Technicians	Black or African American	Male
\$	33.00	Technician II Mechanic	03-Technicians	Asian	Male
\$	33.00	Technician II Mechanic	03-Technicians	White	Male
\$	33.71	Grants Analyst	02-Professionals	White	Male
\$	33.85	Crew Supervisor	07-SkilledCraft	White	Male
\$	33.85	Crew Supervisor	07-SkilledCraft	White	Male
\$	34.32	Supervisor, Transit	05-ParaProfessional	White	Male
\$	35.67	Supervisor, Transit Facilities	07-SkilledCraft	White	Female
\$	36.53	Scheduler, Paratransit Senior	06-AdminSupport	White	Male
\$	36.54	Supervisor, Transit	05-ParaProfessional	White	Male
\$	36.69	Supervisor Senior, Transit	05-ParaProfessional	Hispanic or Latino	Male
\$	37.25	Technician II Mechanic	03-Technicians	White	Male
\$	37.26	Supervisor, Transit	05-ParaProfessional	White	Male
\$	37.51	Graphic Design and Marketing Support	02-Professionals	White	Male
\$	38.05	Technician II Mechanic	03-Technicians	White	Male
\$	38.16	Supervisor, Fleet Management	07-SkilledCraft	Asian	Male
\$	38.46	Planner, Senior Project	02-Professionals	White	Female
\$	38.50	Supervisor, Fleet Management	07-SkilledCraft	White	Male
\$	40.87	Supervisor Senior, Transit	05-ParaProfessional	White	Female
\$	44.23	Compliance, Safety and Training Coordinator	02-Professionals	White	Female
\$	44.57	Supervisor, Fleet Management	07-SkilledCraft	White	Male
\$	45.81	Project Manager, Support	02-Professionals	White	Female
\$	46.00	Fiscal Officer, Senior	02-Professionals	Black or African American	Female
\$	47.96	Manager, Transit Operations	02-Professionals	White	Male
\$	48.41	Manager, Maintenance	02-Professionals	White	Male
\$	51.10	Planner, Principal Scheduling Manager	02-Professionals	White	Female
\$	51.10	Manager, Marketing and Communications	02-Professionals	White	Female
\$	53.51	Manager, Fiscal	02-Professionals	Hispanic or Latino	Male
\$	63.45	Deputy Director, Transit	01-Officials	White	Female
\$	82.94	Director, Transit	01-Officials	White	Male

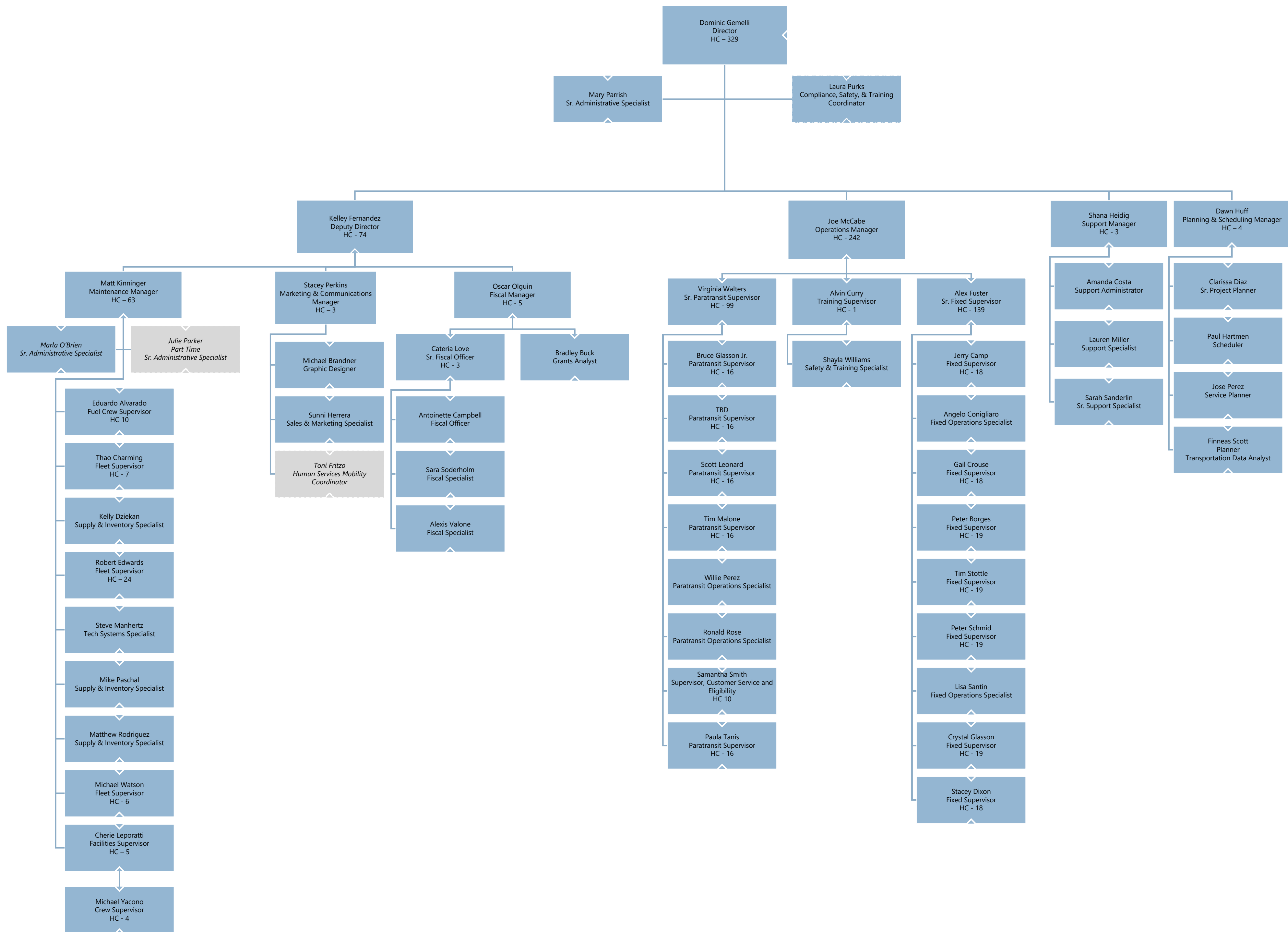


APPENDIX D

ORGANIZATIONAL CHARTS

Lee County Board of County Commissioners







APPENDIX E

GOALS AND TIMETABLES FROM LEETRAN EEO PROGRAM

MARCH 2022



EEO Program Update

2022 EEO Program Goal Achievement

2022 Goal	Timeframe for Completion	Accomplished	Comments
Coordinate with Florida Gulf Coast University (FGCU), technical schools, local colleges, and Florida's historically Black colleges and universities to distribute information on LeeTran's career opportunities to increase applicant pool.	Short-term	Partially	No outreach with historically Black colleges and universities was performed.
Continue to attend job fairs and other events at the Hispanic Chamber of Commerce, as available and within budget.	Short-term	Yes	
Provide employment opportunity information, including current vacancy listings as well as a listing of the various job classifications available within the County, to local minority groups, including the Hispanic Chamber of Commerce.	Short-term	Partially	Outreach provided through Goodwill Industries of Southwest Florida to reach a broader applicant pool.
Provide internal employment branding to inform all current employees of Lee County benefits to create a positive reputation in the community as a great place to work and, in turn, improve applicant pool and retention.	Short-term	Yes	
Examine Professional and Paraprofessional job applications and job descriptions in order to determine if barriers exist for Black or African American male applicants, and, if so, what actions can be taken to reduce those barriers.	Short-term	Yes	
Make available and encourage opportunities for female employees with an interest in technical positions.	Long-term	Yes	
Coordinate with local colleges, universities, and technical schools when FTA has grant programs for training in transit to increase the LeeTran applicant pool.	Long-term	Yes	
Continue to increase overall representation of female staff within bus operator and supervisor job classifications as positions are available and qualified applications are received.	Long-term	Yes	Women are now visibly represented in supervisory and managerial roles due to a focus on career development and retention.
Increase overall representation of Hispanic or Latino, Black or African American, Asian, and American Indian or Alaska Native in customer service, management, and fleet mechanic positions, or a proportionate rate of population available positions ratio, as positions are available and qualified applications are received.	Long-term	Yes	