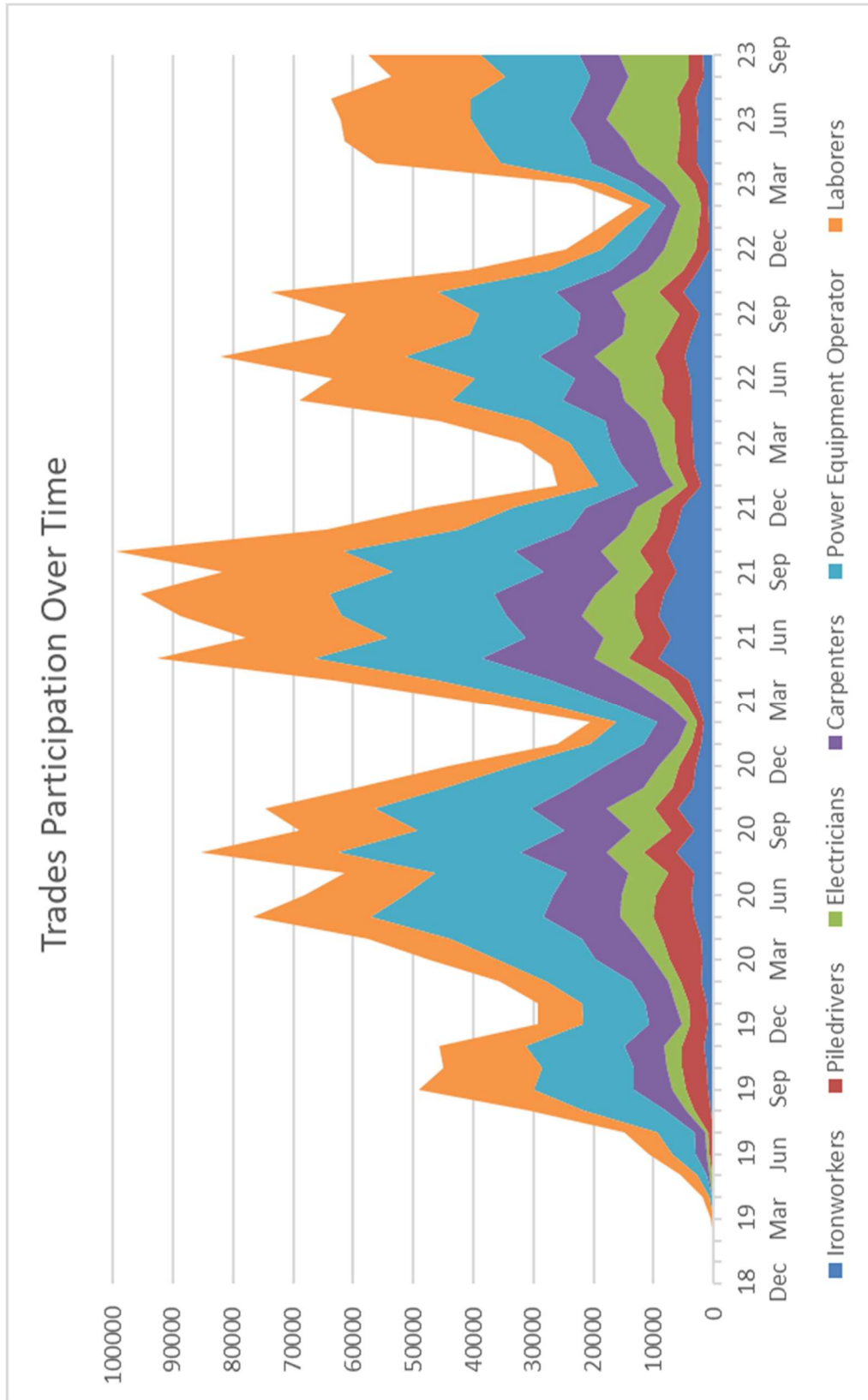# Green Line Extension Disaggregated Workforce Data

This workforce data combines both the Civil and Systems contracts and was pulled from the certified payroll data of the LCP Tracker application. The data is current as of 10/12/2023. We are disaggregating this data to help identify areas of opportunity and improvement. The intention is to help increase this region's construction workforce capacity for completing large LRT projects and move towards meeting the workforce goals of: 20% women and 32% POCI*. By disaggregating the data by gender and demographics, we can see where more intentional efforts should be directed to increase the capacity of the trades that will have the most impact on these types of LRT projects. We will be reviewing the top 6 trades with the greatest number of hours on the Green Line Extension Project.

Union Trades Participation by Hours

Building Trade	Hours*	Percentage
Laborers	854,528	28.1%
Power Equipment Operators	845,420	27.8%
Carpenters	435,073	14.3%
Electricians	274,780	9.1%
Piledrivers	180,609	5.9%
Ironworkers	172,067	5.7%
Cement Masons	74,727	2.5%
Truck Drivers	73,171	2.4%
Painters	33,029	1.1%
Sheet Metal Workers	19,768	0.7%
Plumbers	14,656	0.5%
Roofers	14,465	0.5%
Other Misc. Trades	43,644	1.4%
Grand Total	3,035,937	

*POCI – People of Color/Indigenous

Trades Participation Over Time

Legend: Ironworkers, Piledrivers, Electricians, Carpenters, Power Equipment Operator, Laborers

Y-axis: 0, 10000, 20000, 30000, 40000, 50000, 60000, 70000, 80000, 90000, 100000

X-axis: 18 Dec, 19 Mar, 19 Jun, 19 Sep, 19 Dec, 20 Mar, 20 Jun, 20 Sep, 20 Dec, 21 Mar, 21 Jun, 21 Sep, 21 Dec, 22 Mar, 22 Jun, 22 Sep, 22 Dec, 23 Mar, 23 Jun, 23 Sep

METRO Green Line EXTENSION

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Union Trades Disaggregated by Gender and Racial Group

Laborers

	F	F - hrs	F - %	M	M - hrs	M - %	Total	Total - hrs	Total %
ASIAN	-	-	0.00%	11	10,350	1.21%	11	10,350	1.21%
AFRICAN AMERICAN	13	18,188	2.13%	96	56,538	6.62%	109	74,725	8.74%
HISPANIC	8	10,788	1.26%	226	151,742	17.76%	234	162,529	19.02%
OTHER	-	-	0.00%	22	15,045	1.76%	22	15,045	1.76%
NATIVE AMERICAN	3	682	0.08%	32	15,502	1.81%	35	16,184	1.89%
NOT SPECIFIED	2	44	0.01%	52	9,622	1.13%	54	9,666	1.13%
CAUCASIAN	65	39,408	4.61%	1,043	526,621	61.63%	1,108	566,029	66.24%
Total	91	69,109	8.09%	1,482	785,419	91.91%	1,573	854,528	

Participation Percentage

Women: 8.09%
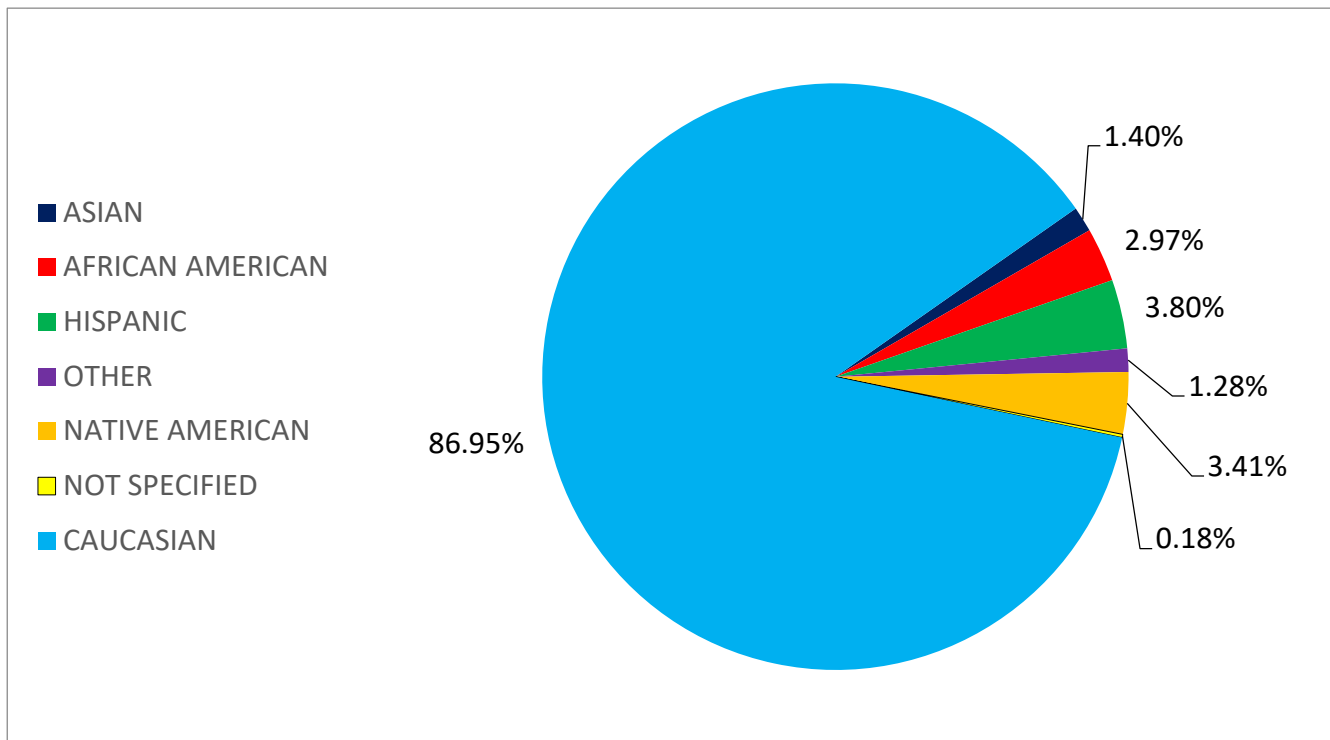POCI Women: 3.47%
POCI: 32.63%
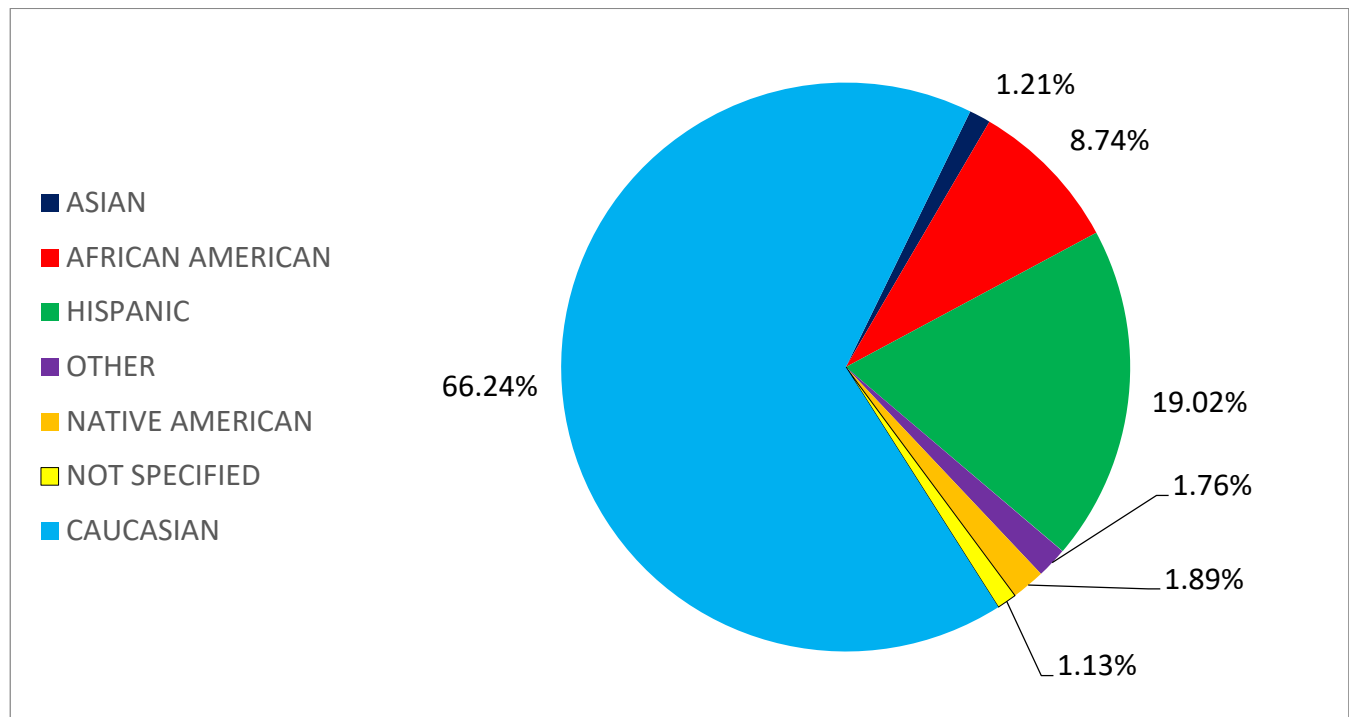
*Workforce data was pulled from LCP Tracker on October 12, 2023.

Power Equipment Operators

	F	F – hrs	F - %	M	M – hrs	M - %	Total	Total – hrs	Total %
ASIAN	-	-	0.00%	6	11,868	1.40%	6	11,868	1.40%
AFRICAN AMERICAN	3	5,020	0.59%	14	20,103	2.38%	17	25,123	2.97%
HISPANIC	-	-	0.00%	31	32,124	3.80%	31	32,124	3.80%
OTHER	1	684	0.08%	15	10,160	1.20%	16	10,843	1.28%
NATIVE AMERICAN	3	9,479	1.12%	15	19,360	2.29%	18	28,838	3.41%
NOT SPECIFIED	-	-	0.00%	15	1,507	0.18%	15	1,507	0.18%
CAUCASIAN	27	63,211	7.48%	745	671,906	79.48%	772	735,117	86.95%
Total	34	78,393	9.27%	841	767,027	90.73%	875	845,420	

Participation Percentage

Women: 9.27%
POCI Women: 1.80%
POCI: 12.87%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Carpenters

	F	F - hrs	F - %	M	M - hrs	M - %	Total	Total - hrs	Total %
ASIAN	1	91	0.02%	9	15,925	3.66%	10	16,016	3.68%
AFRICAN AMERICAN	1	4,729	1.09%	14	10,598	2.44%	15	15,327	3.52%
HISPANIC	2	347	0.08%	58	79,330	18.23%	60	79,677	18.31%
OTHER	-	-	0.00%	3	2,885	0.66%	3	2,885	0.66%
NATIVE AMERICAN	2	1,524	0.35%	5	1,046	0.24%	7	2,569	0.59%
NOT SPECIFIED	-	-	0.00%	-	-	0.00%	-	-	0.00%
CAUCASIAN	13	16,384	3.77%	220	302,215	69.46%	233	318,599	73.23%
Total	19	23,074	5.30%	309	411,999	94.70%	328	435,073	

Participation Percentage

Women: 5.30%

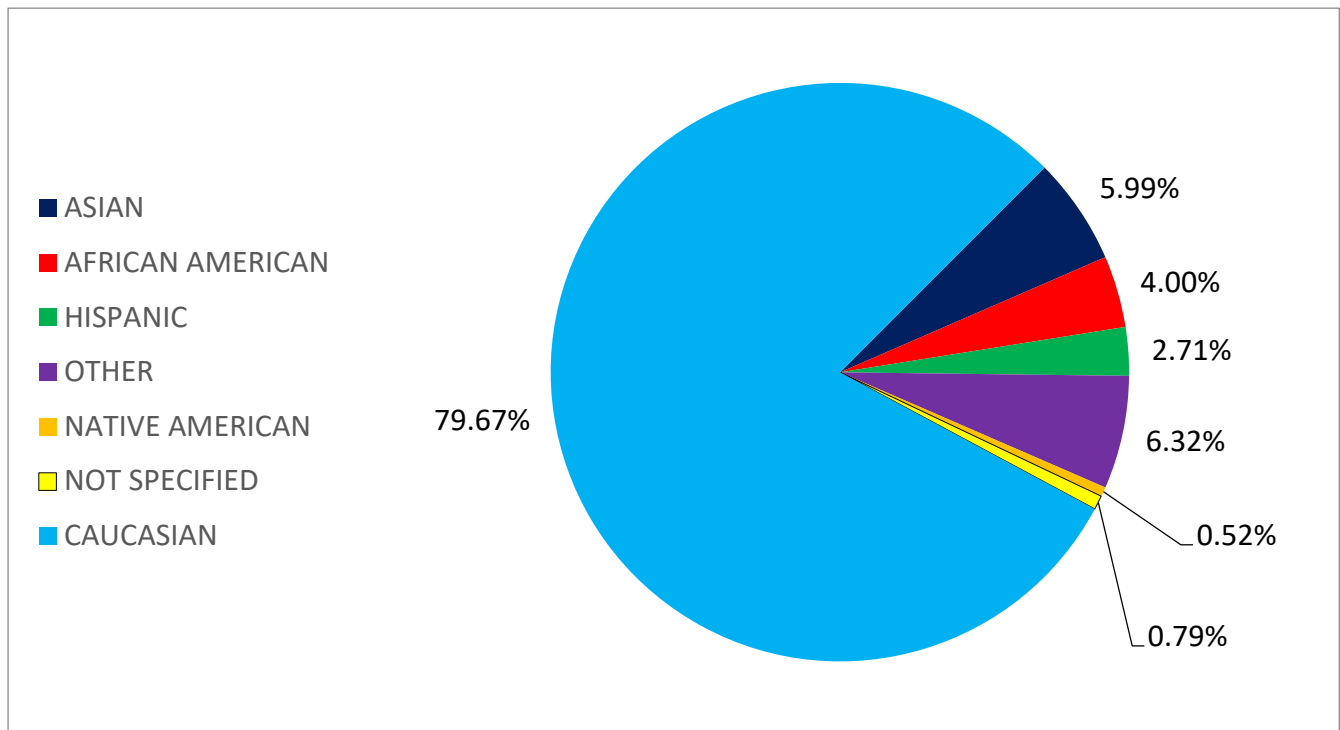POCI Women: 1.54%

POCI: 26.77%
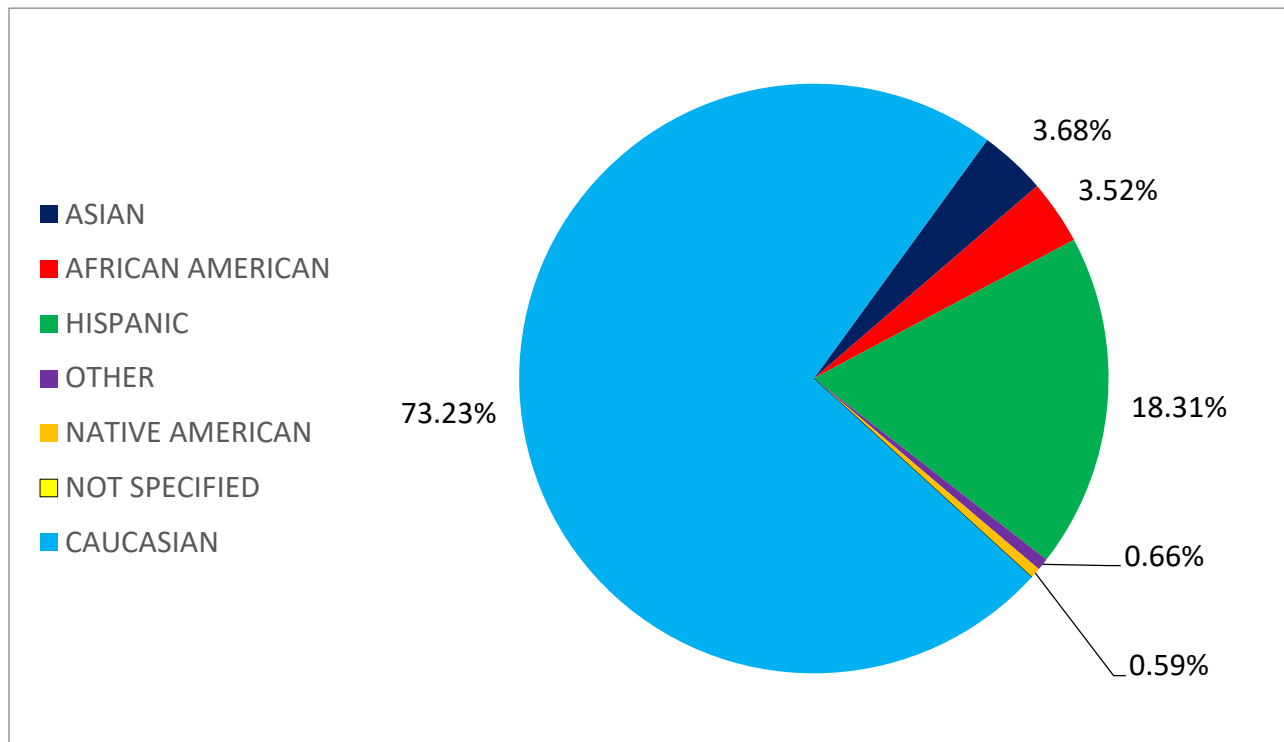
*Workforce data was pulled from LCP Tracker on October 12, 2023.

Electricians

	F	F - hrs	F - %	M	M - hrs	M - %	Total	Total - hrs	Total %
ASIAN	2	4,783	1.74%	8	11,678	4.25%	10	16,461	5.99%
AFRICAN AMERICAN	3	2,374	0.86%	11	8,627	3.14%	14	11,002	4.00%
HISPANIC	-	-	0.00%	9	7,433	2.71%	9	7,433	2.71%
OTHER	1	16	0.01%	13	17,363	6.32%	14	17,379	6.32%
NATIVE AMERICAN	-	-	0.00%	4	1,432	0.52%	4	1,432	0.52%
NOT SPECIFIED	2	791	0.29%	4	1,368	0.50%	6	2,159	0.79%
CAUCASIAN	27	22,876	8.33%	153	196,040	71.34%	180	218,916	79.67%
Total	35	30,840	11.22%	202	243,940	88.78%	237	274,780	

Participation Percentage

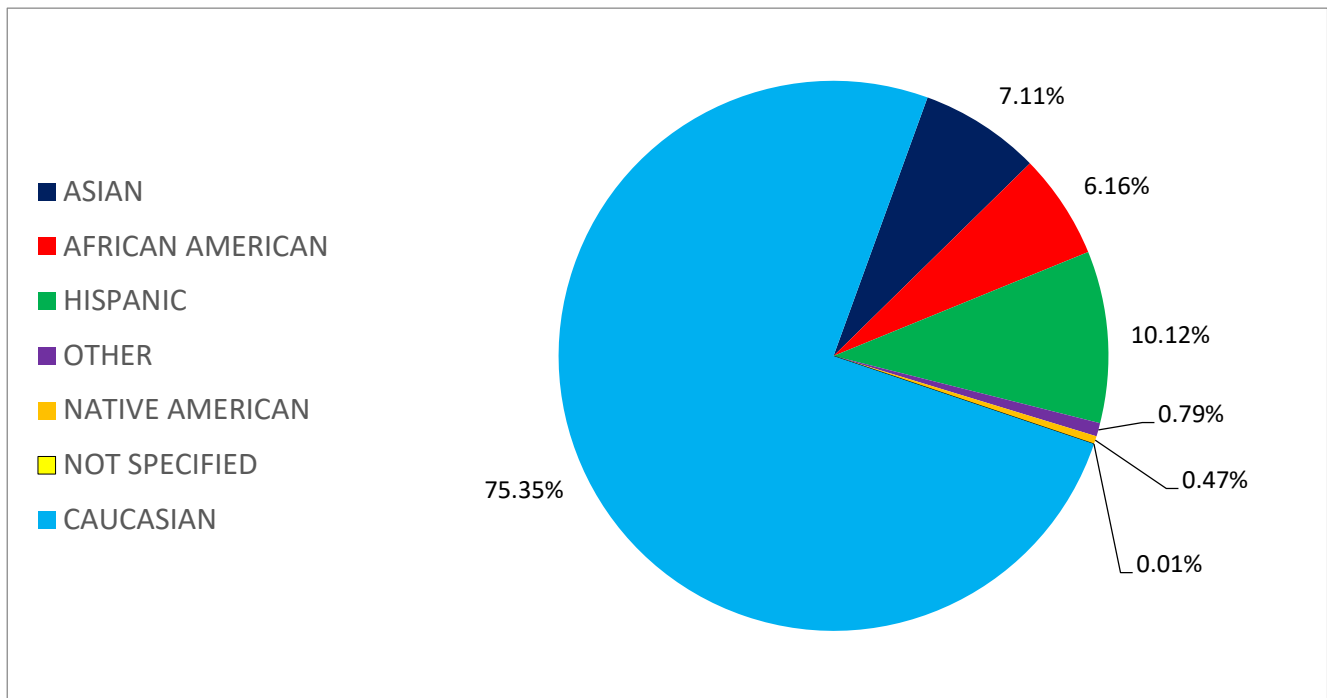|	
Women:	11.22%
POCI Women:	2.61%
POCI:	19.54%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Pile Drivers

	F	F - hrs	F - %	M	M - hrs	M - %	Total	Total - hrs	Total %
ASIAN	-	-	0.00%	6	12,835	7.11%	6	12,835	7.11%
AFRICAN AMERICAN	1	243	0.13%	11	10,890	6.03%	12	11,133	6.16%
HISPANIC	-	-	0.00%	13	18,269	10.12%	13	18,269	10.12%
OTHER	-	-	0.00%	2	1,424	0.79%	2	1,424	0.79%
NATIVE AMERICAN	2	707	0.39%	2	136	0.08%	4	843	0.47%
NOT SPECIFIED	-	-	0.00%	2	14	0.01%	2	14	0.01%
CAUCASIAN	8	7,324	4.05%	85	128,769	71.30%	93	136,092	75.35%
Total	11	8,273	4.58%	121	172,336	95.42%	132	180,609	

Participation Percentage

Women: 4.58%

POCI Women: .53%

POCI: 24.64%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Ironworkers

	F	F - hrs	F - %	M	M - hrs	M - %	Total	Total - hrs	Total %
ASIAN	1	64	0.04%	3	4,229	2.46%	4	4,293	2.49%
AFRICAN AMERICAN	3	4,342	2.52%	20	20,926	12.16%	23	25,267	14.68%
HISPANIC	-	-	0.00%	17	7,132	4.14%	17	7,132	4.14%
OTHER	-	-	0.00%	2	1,860	1.08%	2	1,860	1.08%
NATIVE AMERICAN	1	104	0.06%	15	5,551	3.23%	16	5,655	3.29%
NOT SPECIFIED	-	-	0.00%	2	52	0.03%	2	52	0.03%
CAUCASIAN	12	5,730	3.33%	184	122,080	70.95%	196	127,810	74.28%
Total	17	10,239	5.95%	243	161,828	94.05%	260	172,067	

Participation Percentage

Women:	5.95%
POCI Women:	2.62%
POCI:	25.69%
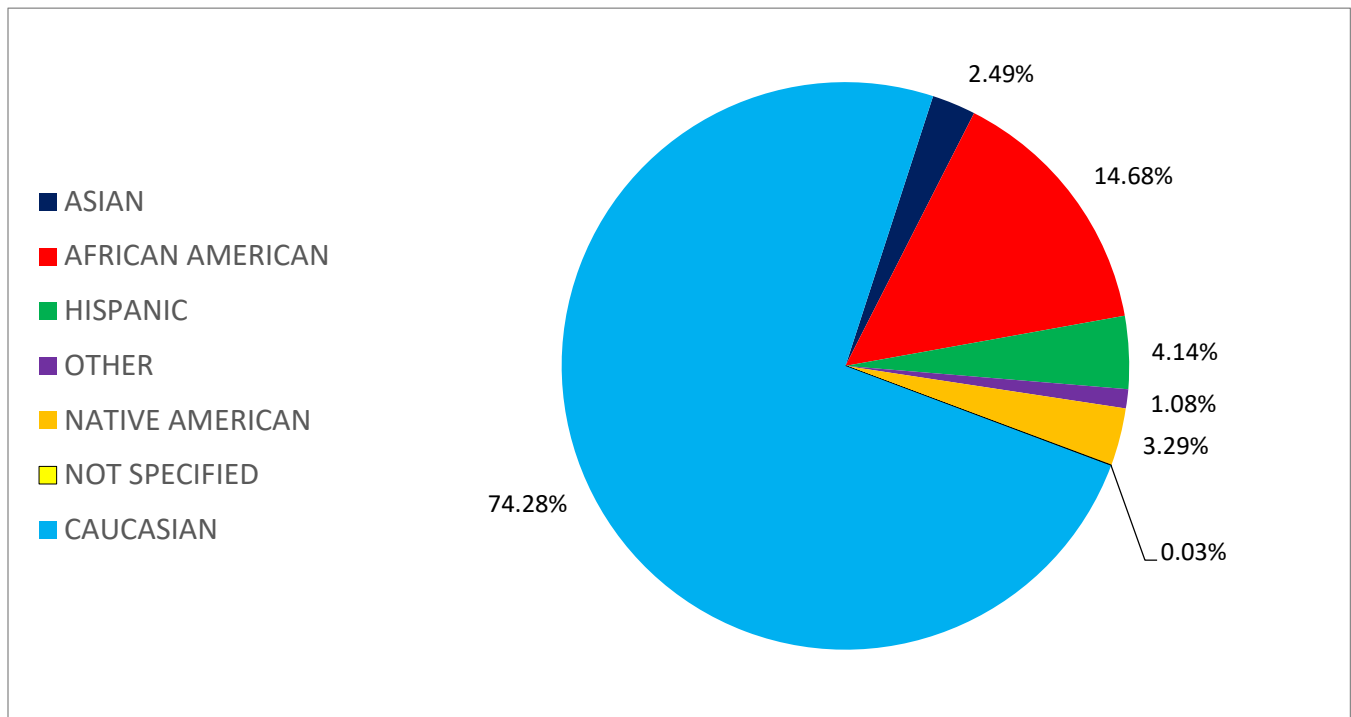
*Workforce data was pulled from LCP Tracker on October 12, 2023.

Contractor Workforce Data

To date, there have been 142 contractors across the Civil and Systems contracts that have contributed to the project's overall construction trades workforce participation. Workforce participation is impacted by the diversity and retention of Women and People of Color/Indigenous (POCI) within these companies.

Contractor	Hours*	Percentage
Lunda/C.S. McCrossan Joint Venture	899,016	29.61%
Lunda Construction Company	396,250	13.05%
C.S. McCrossan Construction Company	303,891	10.01%
Egan Company	266,502	8.78%
E&J Rebar Inc	152,278	5.02%
RailWorks Track Services LLC	126,601	4.17%
Delta Railroad Construction, Inc.	85,082	2.80%
Standard Contracting, Inc.	71,585	2.36%
Pete's Water & Sewer	57,604	1.90%
Public Solutions Group Inc	45,094	1.49%
Global Specialty Contractors Inc	36,590	1.21%
Blackstone Contractors LLC	35,762	1.18%
130 Other Contractors	559,683	18.44%
Grand Total	3,035,937	

Gender and Racial Demographics

The disaggregation of this data will show the headcount of how many people contributed to the workforce hours and how many hours were worked to date within a contractor's workforce.

Retention

When measuring retention, we are looking at if a person who was working in a particular year was retained and working in the following year. The percentage of 100% means that all the people working in one year continued working on the project in the next. A percentage of 0% means that of all the people working in a particular year, none of them returned to work on the project in the following year. A dash means that there were no workers of that population in the previous year. *Note: This information does not contain any explanation as to why a person left the company or the project.*

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Lunda/C.S. McCrossan Joint Venture Demographics

|	F	F - hrs	F - %	M	M - hrs	M - %	Total	Total - hrs	Total %
ASIAN	1	91	0.01%	10	42,606	4.74%	11	42,697	4.75%
AFRICAN AMERICAN	3	10,638	1.18%	33	45,635	5.08%	36	56,273	6.26%
HISPANIC	-	-	0.00%	66	150,665	16.76%	66	150,665	16.76%
OTHER	-	-	0.00%	3	7,345	0.82%	3	7,345	0.82%
NATIVE AMERICAN	5	5,367	0.60%	5	1,953	0.22%	10	7,320	0.81%
NOT SPECIFIED	-	-	0.00%	-	-	0.00%	-	-	0.00%
CAUCASIAN	19	31,759	3.53%	236	602,958	67.07%	255	634,717	70.60%
Total	28	47,856	5.32%	353	851,160	94.68%	381	899,016	

Participation Percentage

Women: 5.32%   POCI Women: 1.79%   POCI: 29.40%

- ASIAN
- AFRICAN AMERICAN
- HISPANIC
- OTHER
- NATIVE AMERICAN
- NOT SPECIFIED
- CAUCASIAN

4.75%
6.26%
16.76%
0.82%
0.81%
70.60%
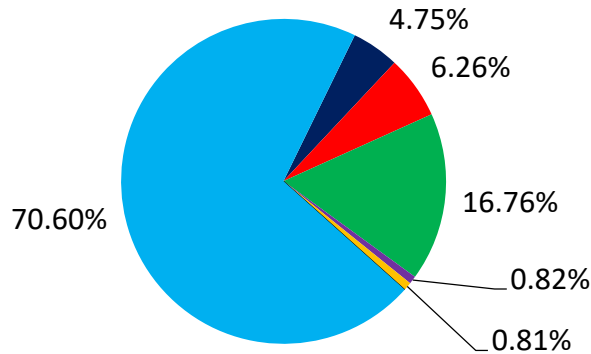
Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	0%	-	-
AFRICAN AMERICAN	100%	100%	100%	50%
HISPANIC	-	-	-	-
OTHER	-	-	-	-
NATIVE AMERICAN	-	33%	33%	0%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	75%	42%	50%	60%

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	100%	75%	75%	67%
AFRICAN AMERICAN	33%	45%	56%	54%
HISPANIC	75%	62%	70%	44%
OTHER	100%	100%	33%	0%
NATIVE AMERICAN	-	33%	0%	-
NOT SPECIFIED	-	-	-	-
CAUCASIAN	92%	53%	69%	66%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Lunda Construction Company Demographics

|	F	F- hrs	F-%	M	M-hrs	M-%	Total	Total-hrs	Total %
ASIAN	1	18	0.00%	2	3,397	0.86%	3	3,415	0.86%
AFRICAN AMERICAN	3	5,020	1.27%	12	9,483	2.39%	15	14,503	3.66%
HISPANIC	-	-	0.00%	16	29,722	7.50%	16	29,722	7.50%
OTHER	1	684	0.17%	5	7,875	1.99%	6	8,558	2.16%
NATIVE AMERICAN	3	89	0.02%	3	538	0.14%	6	627	0.16%
NOT SPECIFIED	-	-	0.00%	-	-	0.00%	-	-	0.00%
CAUCASIAN	8	25,146	6.35%	183	314,280	79.31%	191	339,426	85.66%
Total	16	30,956	7.81%	221	365,294	92.19%	237	396,250	

Participation Percentage

Women: 7.81%   POCI Women: 1.47%   POCI: 14.34%

Legend:
- ■ ASIAN
- ■ AFRICAN AMERICAN
- ■ HISPANIC
- ■ OTHER
- ■ NATIVE AMERICAN
- ■ NOT SPECIFIED
- ■ CAUCASIAN

Pie chart values: 0.86%, 3.66%, 7.50%, 2.16%, 0.16%, 85.66%
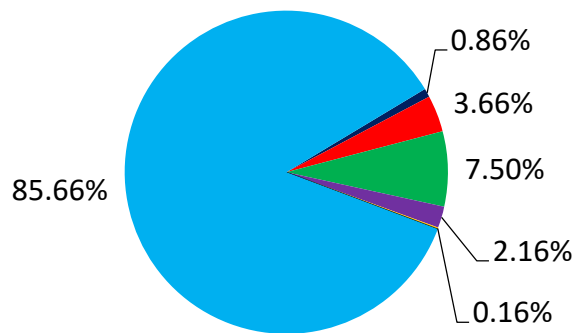
Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	-
AFRICAN AMERICAN	50%	100%	50%	0%
HISPANIC	-	-	-	-
OTHER	100%	0%	-	-
NATIVE AMERICAN	0%	0%	-	-
NOT SPECIFIED	-	-	-	-
CAUCASIAN	100%	83%	100%	67%

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	100%	100%	50%	100%
AFRICAN AMERICAN	0%	60%	17%	50%
HISPANIC	100%	63%	45%	57%
OTHER	100%	50%	67%	50%
NATIVE AMERICAN	0%	-	-	0%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	66%	56%	64%	66%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

C.S. McCrossan Construction Company Demographics

|	F	F- hrs	F-%	M	M-hrs	M-%	Total	Total-hrs	Total %
ASIAN	-	-	0.00%	2	7,956	2.62%	2	7,956	2.62%
AFRICAN AMERICAN	-	-	0.00%	12	14,803	4.87%	12	14,803	4.87%
HISPANIC	1	6	0.00%	16	16,525	5.44%	17	16,531	5.44%
OTHER	-	-	0.00%	1	58	0.02%	1	58	0.02%
NATIVE AMERICAN	2	8,337	2.74%	3	10,172	3.35%	5	18,509	6.09%
NOT SPECIFIED	-	-	0.00%	-	-	0.00%	-	-	0.00%
CAUCASIAN	11	34,192	11.25%	153	211,844	69.71%	164	246,036	80.96%
Total	14	42,534	14.00%	187	261,357	86.00%	201	303,891	

Participation Percentage

Women: 14.00%   POCI Women: 2.75%   POCI: 19.04%

- ASIAN
- AFRICAN AMERICAN
- HISPANIC
- OTHER
- NATIVE AMERICAN
- NOT SPECIFIED
- CAUCASIAN
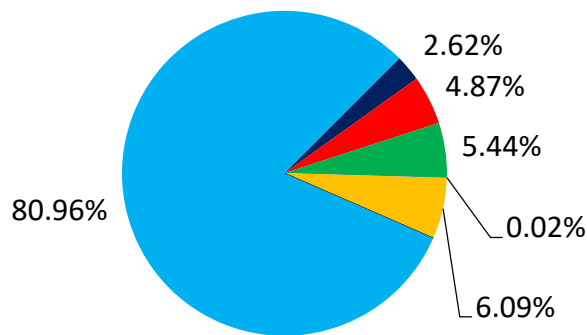
2.62%
4.87%
5.44%
0.02%
6.09%
80.96%

Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	-
AFRICAN AMERICAN	50%	100%	50%	0%
HISPANIC	-	-	-	-
OTHER	-	-	-	-
NATIVE AMERICAN	100%	100%	50%	100%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	86%	78%	75%	50%

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	100%	50%	100%	100%
AFRICAN AMERICAN	50%	75%	83%	50%
HISPANIC	80%	63%	33%	33%
OTHER	-	-	0%	-
NATIVE AMERICAN	100%	67%	100%	50%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	67%	72%	73%	67%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Egan Company Demographics

|	F	F- hrs	F-%	M	M-hrs	M-%	Total	Total-hrs	Total %
ASIAN	1	1,869	0.70%	6	9,664	3.63%	7	11,534	4.33%
AFRICAN AMERICAN	2	2,221	0.83%	10	8,779	3.29%	12	11,000	4.13%
HISPANIC	-	-	0.00%	5	5,672	2.13%	5	5,672	2.13%
OTHER	1	16	0.01%	13	16,730	6.28%	14	16,746	6.28%
NATIVE AMERICAN	-	-	0.00%	3	1,066	0.40%	3	1,066	0.40%
NOT SPECIFIED	1	135	0.05%	5	1,482	0.56%	6	1,617	0.61%
CAUCASIAN	20	18,726	7.03%	166	200,142	75.10%	186	218,868	82.13%
Total	25	22,968	8.62%	208	243,535	91.38%	233	266,502	

Participation Percentage

Women: 8.62%   POCI Women: 1.54%   POCI: 17.27%

- ASIAN
- AFRICAN AMERICAN
- HISPANIC
- OTHER
- NATIVE AMERICAN
- NOT SPECIFIED
- CAUCASIAN

4.33%
4.13%
2.13%
6.28%
0.40%
0.61%
82.13%
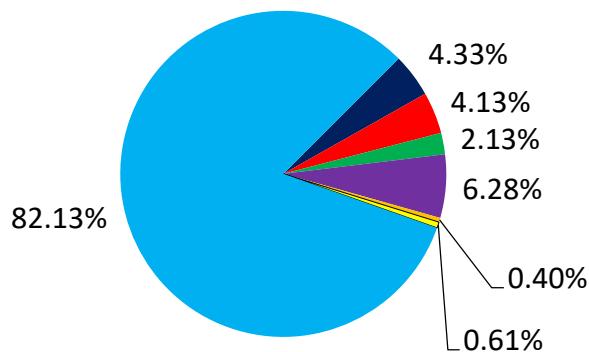
Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	100%
AFRICAN AMERICAN	100%	0%	100%	0%
HISPANIC	-	-	-	-
OTHER	-	0%	-	-
NATIVE AMERICAN	100%	100%	50%	100%
NOT SPECIFIED	0%	-	-	-
CAUCASIAN	33%	38%	43%	22%

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	50%	50%	67%	50%
AFRICAN AMERICAN	50%	33%	50%	25%
HISPANIC	100%	33%	50%	0%
OTHER	75%	60%	75%	67%
NATIVE AMERICAN	0%	0%	0%	-
NOT SPECIFIED	-	-	0%	0%
CAUCASIAN	51%	67%	65%	59%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

E&J Rebar Inc Demographics

|	F	F- hrs	F-%	M	M-hrs	M-%	Total	Total-hrs	Total %
ASIAN	1	64	0.04%	1	3,657	2.40%	2	3,720	2.44%
AFRICAN AMERICAN	3	4,342	2.85%	18	20,894	13.72%	21	25,235	16.57%
HISPANIC	-	-	0.00%	15	6,751	4.43%	15	6,751	4.43%
OTHER	-	-	0.00%	2	1,860	1.22%	2	1,860	1.22%
NATIVE AMERICAN	1	104	0.07%	9	3,513	2.31%	10	3,617	2.38%
NOT SPECIFIED	-	-	0.00%	-	-	0.00%	-	-	0.00%
CAUCASIAN	7	4,395	2.89%	120	106,701	70.07%	127	111,095	72.96%
Total	12	8,904	5.85%	165	143,374	94.15%	177	152,278	

Participation Percentage

Women: 5.85%   POCI Women: 2.96%   POCI: 27.40%

- ASIAN
- AFRICAN AMERICAN
- HISPANIC
- OTHER
- NATIVE AMERICAN
- NOT SPECIFIED
- CAUCASIAN
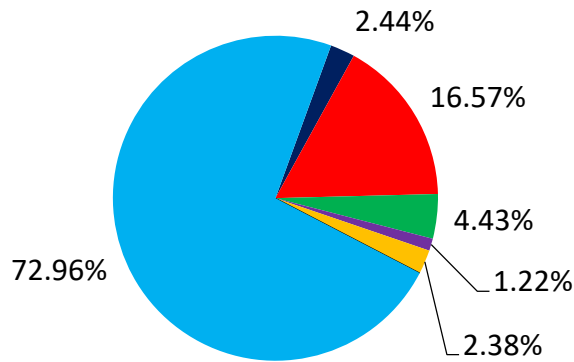
Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	0%
AFRICAN AMERICAN	-	100%	50%	50%
HISPANIC	-	-	-	-
OTHER	-	-	-	-
NATIVE AMERICAN	-	-	-	100%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	-	50%	80%	40%

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	100%	100%	100%	100%
AFRICAN AMERICAN	100%	78%	29%	80%
HISPANIC	100%	67%	44%	67%
OTHER	100%	100%	100%	0%
NATIVE AMERICAN	100%	100%	38%	0%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	93%	75%	53%	58%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

RailWorks Track Services LLC Demographics

|	F	F- hrs	F-%	M	M-hrs	M-%	Total	Total-hrs	Total %
ASIAN	-	-	0.00%	-	-	0.00%	-	-	0.00%
AFRICAN AMERICAN	-	-	0.00%	5	8,103	6.40%	5	8,103	6.40%
HISPANIC	-	-	0.00%	17	27,045	21.36%	17	27,045	21.36%
OTHER	-	-	0.00%	3	3,008	2.38%	3	3,008	2.38%
NATIVE AMERICAN	-	-	0.00%	1	110	0.09%	1	110	0.09%
NOT SPECIFIED	-	-	0.00%	4	3,614	2.85%	4	3,614	2.85%
CAUCASIAN	2	7,070	5.58%	51	77,652	61.34%	53	84,722	66.92%
Total	2	7,070	5.58%	81	119,531	94.42%	83	126,601	

Participation Percentage

Women: 5.58%   POCI Women: 0%   POCI: 30.22%

■ ASIAN
■ AFRICAN AMERICAN
■ HISPANIC
■ OTHER
■ NATIVE AMERICAN
■ NOT SPECIFIED
■ CAUCASIAN
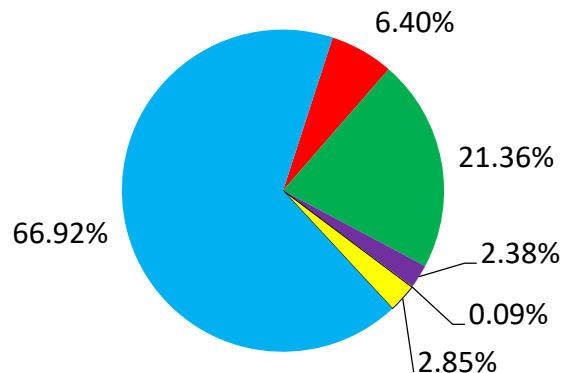
6.40%
21.36%
2.38%
0.09%
2.85%
66.92%

Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	-
AFRICAN AMERICAN	-	-	-	-
HISPANIC	-	-	-	-
OTHER	-	-	-	-
NATIVE AMERICAN	-	-	-	-
NOT SPECIFIED	-	-	-	-
CAUCASIAN	-	5%	100%	100%

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	-
AFRICAN AMERICAN	-	0%	50%	67%
HISPANIC	25%	100%	100%	46%
OTHER	-	-	-	33%
NATIVE AMERICAN	-	-	-	-
NOT SPECIFIED	-	100%	0%	0%
CAUCASIAN	80%	53%	48%	38%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Delta Railroad Construction, Inc. Demographics

|	F	F- hrs	F-%	M	M-hrs	M-%	Total	Total-hrs	Total %
ASIAN	-	-	0.00%	1	458	0.54%	1	458	0.54%
AFRICAN AMERICAN	1	3,579	4.21%	7	2,813	3.31%	8	6,392	7.51%
HISPANIC	-	-	0.00%	5	7,911	9.30%	5	7,911	9.30%
OTHER	-	-	0.00%	2	121	0.14%	2	121	0.14%
NATIVE AMERICAN	-	-	0.00%	5	10,879	12.79%	5	10,879	12.79%
NOT SPECIFIED	-	-	0.00%	4	969	1.14%	4	969	1.14%
CAUCASIAN	2	825	0.97%	60	57,530	67.62%	62	58,355	68.59%
Total	3	4,403	5.18%	84	80,679	94.82%	87	85,082	

Participation Percentage

Women: 5.18%   POCI Women: 4.21%   POCI: 30.28%

- ASIAN
- AFRICAN AMERICAN
- HISPANIC
- OTHER
- NATIVE AMERICAN
- NOT SPECIFIED
- CAUCASIAN
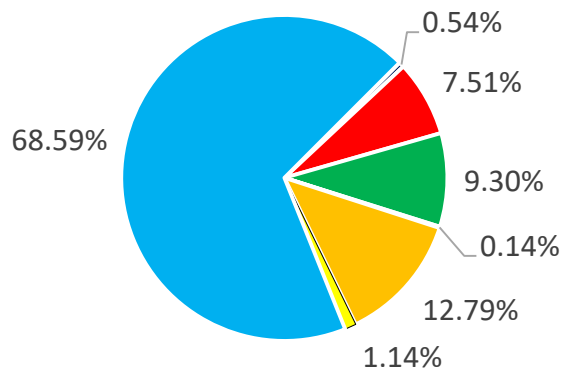
Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	-
AFRICAN AMERICAN	-	100%	100%	0%
HISPANIC	-	-	-	-
OTHER	-	-	-	-
NATIVE AMERICAN	-	-	-	-
NOT SPECIFIED	-	-	-	-
CAUCASIAN	-	-	0%	-

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	0%	-
AFRICAN AMERICAN	-	-	33%	0%
HISPANIC	-	-	-	100%
OTHER	-	-	0%	0%
NATIVE AMERICAN	-	-	100%	40%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	33%	41%	39%	36%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Standard Contracting, Inc. Demographics

|	F	F- hrs	F-%	M	M-hrs	M-%	Total	Total-hrs	Total %
ASIAN	-	-	0.00%	3	1,955	2.73%	3	1,955	2.73%
AFRICAN AMERICAN	1	3,762	5.26%	5	3,982	5.56%	6	7,744	10.82%
HISPANIC	1	1,317	1.84%	3	7,149	9.99%	4	8,466	11.83%
OTHER	-	-	0.00%	-	-	0.00%	-	-	0.00%
NATIVE AMERICAN	-	-	0.00%	-	-	0.00%	-	-	0.00%
NOT SPECIFIED	-	-	0.00%	-	-	0.00%	-	-	0.00%
CAUCASIAN	6	5,411	7.56%	45	48,008	67.06%	51	53,419	74.62%
Total	8	10,491	14.66%	56	61,094	85.34%	64	71,585	

Participation Percentage

Women: 14.66%   POCI Women: 7.1%   POCI: 25.38%

- ■ ASIAN
- ■ AFRICAN AMERICAN
- ■ HISPANIC
- ■ OTHER
- ■ NATIVE AMERICAN
- ☐ NOT SPECIFIED
- ■ CAUCASIAN
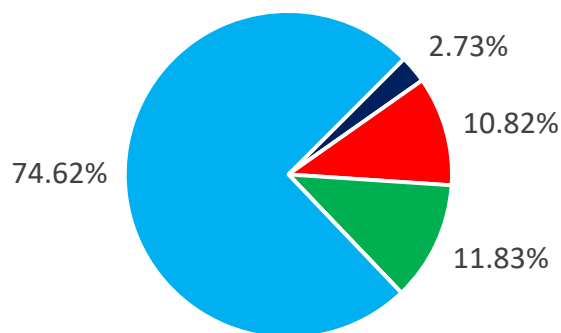
2.73%
10.82%
74.62%
11.83%

Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	-
AFRICAN AMERICAN	-	100%	100%	0%
HISPANIC	-	0%	-	-
OTHER	-	-	-	-
NATIVE AMERICAN	-	-	-	-
NOT SPECIFIED	-	-	-	-
CAUCASIAN	50%	50%	33%	0%

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	0%	-	-	-
AFRICAN AMERICAN	33%	0%	-	-
HISPANIC	0%	100%	100%	50%
OTHER	-	-	-	-
NATIVE AMERICAN	-	-	-	-
NOT SPECIFIED	-	-	-	-
CAUCASIAN	60%	37%	21%	75%

*Workforce data was pulled from LCP Tracker on October 12, 2023.

Pete's Water & Sewer Demographics

|	F	F- hrs	F-%	M	M-hrs	M-%	Total	Total-hrs	Total %
ASIAN	-	-	0.00%	-	-	0.00%	-	-	0.00%
AFRICAN AMERICAN	1	354	0.61%	4	1,337	2.32%	5	1,691	2.94%
HISPANIC	-	-	0.00%	4	2,945	5.11%	4	2,945	5.11%
OTHER	-	-	0.00%	3	5,395	9.37%	3	5,395	9.37%
NATIVE AMERICAN	1	438	0.76%	5	3,367	5.84%	6	3,805	6.60%
NOT SPECIFIED	-	-	0.00%	-	-	0.00%	-	-	0.00%
CAUCASIAN	2	285	0.49%	90	43,485	75.49%	92	43,770	75.98%
Total	4	1,077	1.87%	106	56,527	98.13%	110	57,604	

Participation Percentage

Women: 1.87%   POCI Women: 1.37%   POCI: 24.02%

- ■ ASIAN
- ■ AFRICAN AMERICAN
- ■ HISPANIC
- ■ OTHER
- ■ NATIVE AMERICAN
- ☐ NOT SPECIFIED
- ■ CAUCASIAN

2.94%
5.11%
9.37%
6.60%
75.98%
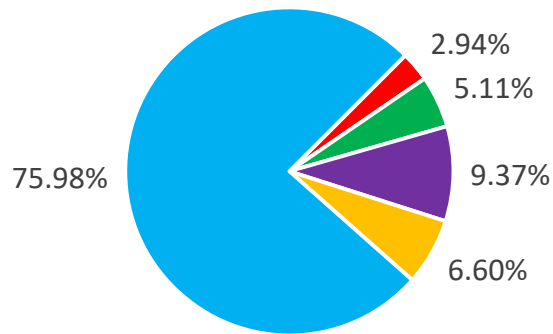
Retention

Women	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	-
AFRICAN AMERICAN	-	0%	-	-
HISPANIC	-	-	-	-
OTHER	-	-	-	-
NATIVE AMERICAN	-	-	-	0%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	0%	-	0%	-

Men	2019-2020	2020-2021	2021-2022	2022-2023
ASIAN	-	-	-	-
AFRICAN AMERICAN	0%	100%	0%	0%
HISPANIC	-	100%	67%	0%
OTHER	100%	100%	100%	100%
NATIVE AMERICAN	33%	100%	33%	100%
NOT SPECIFIED	-	-	-	-
CAUCASIAN	39%	39%	32%	36%

*Workforce data was pulled from LCP Tracker on October 12, 2023.